

THE NEED OF PUBLIC INSTITUTIONS FOR EXPERTISE FROM THE ALBANIAN DIASPORA

RESEARCH STUDY



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Preface

Albania and Kosovo, during several decades of migration have created a relatively large scientific and professional diaspora, concentrated in the most developed OECD countries, and ready to contribute to the socio-economic development of the countries of origin.¹ The purpose of this report is to show the needs for experts from the scientific and professional diaspora of the countries of origin, the forms that this cooperation can occur and the conditions that need to be created. The report addresses both sides of the chain, on the one hand, the Albanian scientific and professional diaspora and its willingness to cooperate, and, on the other hand, the needs of Albanian institutions in Albania and Kosovo.

The report is organized as follows. The following section discusses Albanian migration from Albania and Kosovo, which in its last decade is increasingly taking on the features of a brain drain. The third chapter deals with brain drain forms that nurture the creation and expansion of a scientific and professional diaspora, which can play a very important role in the socio-economic development of Albania and Kosovo. In the fourth, fifth and sixth chapters, based mainly on previous CESS studies, we address some of the characteristics of this scientific diaspora, the paths of influence in the countries of origin and the experience to date. Special emphasis is placed on obstacles to the scientific diaspora to contribute to the benefit of Albania and Kosovo. While in the

seventh chapter is explained in detail the methodology followed and the techniques used. Chapter eight, based on quantitative and qualitative techniques, analyzes the needs of universities and scientific institutions, ministries and public agencies, and municipalities and communes in Albania and Kosovo. The report concludes (Section 9) with a summary and some recommendations.

Migration from Albania and Kosovo

Albania and Kosovo have experienced an intense period of migration in recent decades. The first starting in 1990, when the country opened its borders with the fall of the socialist system. While Kosovo has known these processes since the 60s of the last century when the former Yugoslavia pursued the policy of opening the borders and allowed its citizens to work in Western European countries. Despite the changes regarding the causes, characteristics and history of migration, Albania and Kosovo are currently characterized by a very high level of migrant stock in relation to the resident population in the country. An INSTAT publication estimated that in 2019 about 1.64 million Albanians or about 56 percent of the current population of Albania lived abroad, mainly in Italy, Greece, USA, Germany, Canada, etc.² While in Kosovo it is estimated that over 550,000 people or more than 30 percent of the population live abroad,³

¹ Temaj K., Krasniqi L., (2020) Engaging Albanian Diaspora Professionals. Prishtina: GERMIN; Gëdeshi I., King R., (2019) 'The Albanian scientific diaspora: can the brain drain be reversed?' Migration and Development, DOI:10.1080/21632324.2019.1677072; Gëdeshi I., King R., Research Study on Brain Gain, Reversing Brain Drain with Albanian Scientific Diaspora, UNDP, 2018.

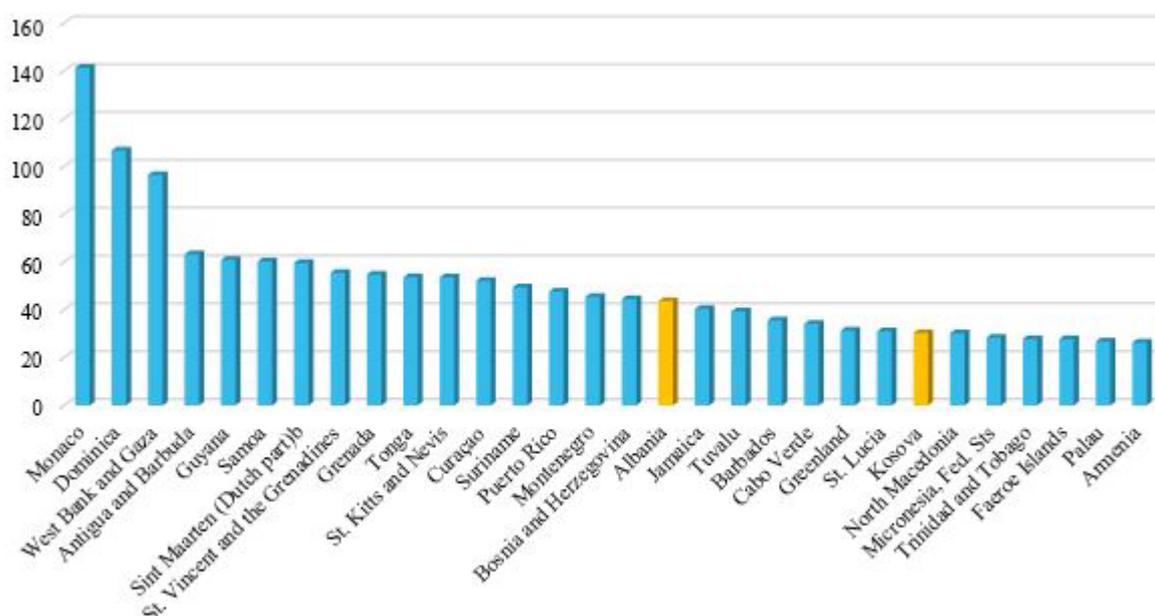
² INSTAT., (2019) Diaspora e Shqipërisë në shifra. Tirana: INSTAT.

³ World Bank (2016) Migration and Remittances Factbook 2016. Washington DC: World Bank.

mainly in Germany, Switzerland, Austria, USA, UK, Slovenia, etc.⁴ These data rank Albania and Kosovo in the forefront of the world in terms of the size of international migration (as a percentage of the current population) and its intensity. The World Bank in its annual publications 'Migration and Remittances Factbook', places Albania and

Kosovo in the top 30 countries in the world (Albania respectively 17th and Kosovo 24th in the 2016 edition⁵).⁶ Meanwhile, a careful look at this ranking shows that most countries ahead of Albania and Kosovo, unlike them, have a small population (less than 1 million inhabitants) and a long history of migration (Figure 1).

Figure 1. Countries with the highest migration (percentage of population)



Source: World Bank., Migration and Remittances Factbook 2016, Washington DC, 2016

During the last decade and especially after the global economic crisis, migration from Albania and Kosovo has taken on some new features. If we take the case of Albania (for which we have more data) studies show that important, quantitative and qualitative changes have taken place in the nature of Albanian migration. The driving economic factors prevail, but they are fainter compared

to a decade ago. Despite the fact that the two neighboring countries, Italy and Greece, continue to be the main countries where Albanian migration is concentrated,⁷ their relative importance in the future will diminish. Germany and the USA are the most desired countries of Albanian migration, currently and in the future.⁸

⁴ Temaj K., Krasniqi L., (2020) Engaging Albanian Diaspora Professionals. Prishtina: GERMIN; Uruguchi et al, (2018), Diaspora Communities as a Driving force for Development: Is there a "Business case" HELVETAS.

⁵ World Bank (2016) Migration and Remittances Factbook 2016. Washington DC: World Bank.

⁶ In the latest World Bank publication (2016) some of the countries of the Western Balkans, such as Bosnia and Herzegovina, Kosovo, Montenegro and Macedonia are ranked before Albania. But in the case of these countries part of the international migration can be seen as internal migration within the former Yugoslavia.

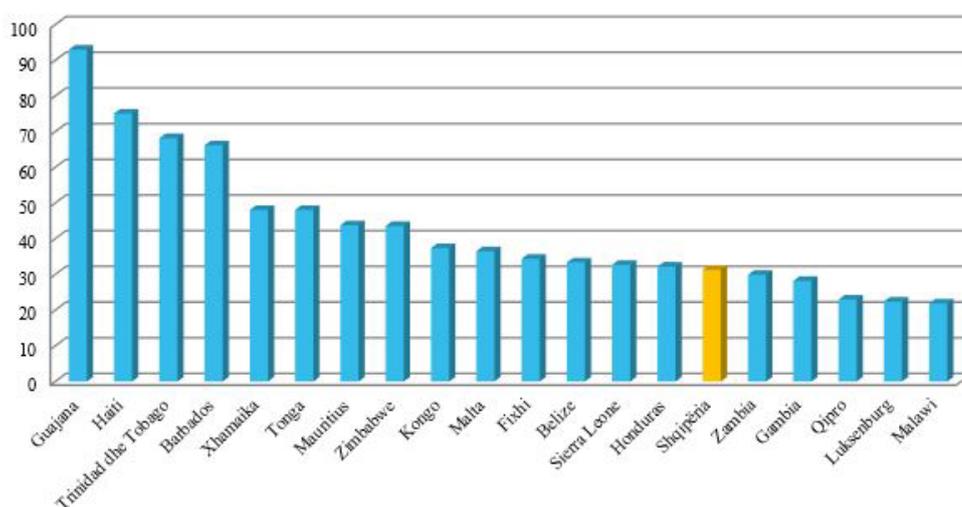
⁷ IOM., (2020) National Household Migration Survey in Albania. Tirana: IOM.

⁸ King R., Gëdeshi I., 'New trends in potential migration from Albania: the migration transition postponed', Migration and Development, 9(2), pp. 131-151, 2020; Gëdeshi I., King, R. (2018) New Trends in Potential Migration from Albania. Tirana: F. Ebert Foundation.

These changes in the driving factors and the geography of Albanian migration are also reflected in the socio-demographic structure and the quality of its flows. Young people in their late 20s, more educated and skilled, employed and middle- and upper-income want to migrate more.⁹ Consequently, migration from Albania is increasingly taking on the features of brain drain,

which will have negative consequences for the future of the country. The World Bank, as seen in Figure 2, in its publication 'Migration and Remittances Factbook 2016' ranks Albania in the top 20 countries in the world (respectively 15 in the 2016 edition) in terms of the percentage of persons with tertiary education who have migrated from the country.¹⁰

Figure 2. Main countries of migration of persons with university education, 2010-11 (migration rate,% of total)



Source: World Bank., Migration and Remittances Factbook 2016, Washington DC, 2016.

Brain migration

In the course of the migration of the Albanian brain we can distinguish three major groups, which have influenced the creation and growth of the Albanian scientific and professional diaspora.

First group consists of engineers, agronomists, teachers, geologists, economists, doctors, artists, etc. who began migrating in the early years of the post-socialist transition,

driven mainly by economic factors - unemployment, poverty and the severity of transition reforms - or from the uncertainty created by the events following the collapse of corrupt pyramid schemes in 1997.¹¹

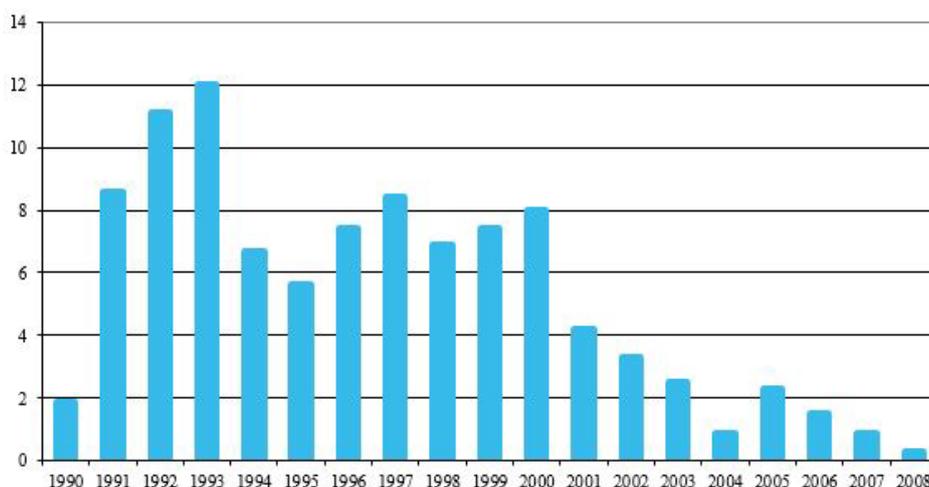
This form of brain migration has been revived today, where certain groups of professionals, such as engineers, computer scientists, doctors, nurses, etc., generally young, leave the country mainly in the direction of Germany.

⁹ King R., Gëdeshi I., 'New trends in potential migration from Albania: the migration transition postponed', Migration and Development, 9(2), pp. 131-151, 2020; Gëdeshi I., King, R. (2018) New Trends in Potential Migration from Albania. Tirana: F. Ebert Foundation.

¹⁰ World Bank (2016) Migration and Remittances Factbook 2016. Washington DC: World Bank.

¹¹ Gëdeshi I., Mara H., Dhimitri R., Krisafi H. (1999) Emigrimi i Elites Intelektuale nga Shqipëria gjatë Periudhës së Tranzicionit. Tirana: Shtëpia Botuese "Luarasi"; Gëdeshi I., Germenji E. (2008) Highly Skilled

Figure 3. Dynamics of brain migration from universities / scientific institutions 1990-2008 (in%)

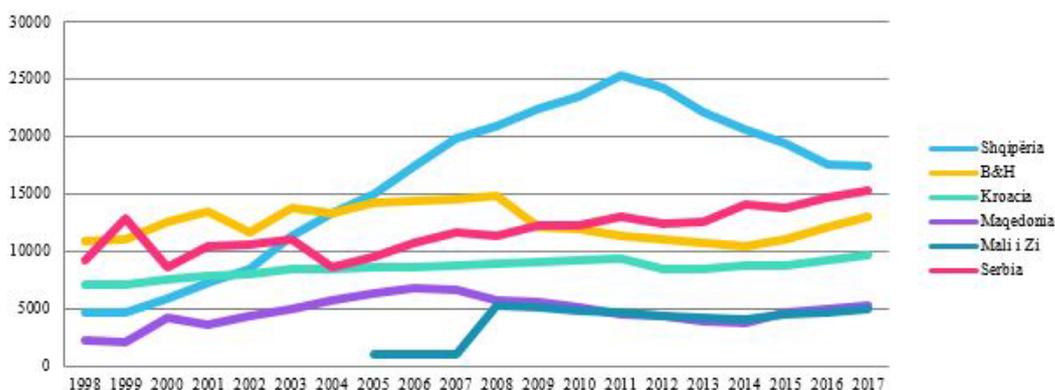


Source: CESS, 2008

The second group consists of educators, researchers and other professionals, most of them young (average age around 35 years old) and educated or specialized (43 percent of them) in EU and US countries, who migrated with family and on the streets legally.¹² This migration, as Figure 3 shows, culminated twice (1991-1993 and 1997-1999)¹³ in the first decade of transition and almost extinct in its second decade.

However, for the period 1990-2008 it was estimated that about 40.6 percent of university staff and scientific institutions had migrated from the country,¹⁴ This figure is much higher than in other countries in transition.¹⁵ The migration of university elites caused not only the loss of human capital, but also the weakening of human capacities to prepare the new generations in Albania.¹⁶

Figure 4. Students from Western Balkan countries studying abroad



Source: UNESCO, 2017

¹² World Bank (2010) Albania, the New Growth Agenda: A Country Economic Memorandum. Washington DC: World Bank Report No. 53599-AL.

¹³ The peak of 1991-1993 reflects the immediate opening of the country after a 45-year period of self-isolation, as well as the economic, political and social crisis that emerged in the first years of the post-socialist transition. While the peak in 1997-99 can be explained by the economic, political and social chaos that Albania experienced after the collapse of pyramid schemes.

¹⁴ Gëdeshi I. (2008) The relationship between migration and socio-economic changes in Albania, *Der Donauraum*, 48(3): 197-292; World Bank (2010) Albania, the New Growth Agenda: A Country Economic Memorandum. Washington DC: World Bank Report No. 53599-AL.

¹⁵ Horvat V. (2004) Brain drain threat to successful transition in South East Europe? *South-East European Politics*, 5(1): 76-93.

¹⁶ World Bank (2010) Albania, the New Growth Agenda: A Country Economic Memorandum. Washington DC: World Bank Report No. 53599-AL.

While the third group consists of Albanian students who are educated abroad and after completing their studies stay in the host country or migrate to another country. If we refer to UNESCO statistics, the number of Albanian students in universities of developed OECD countries has been increasing for a long period. If in 1998 4,711 Albanian students were studying abroad, in 2011 this figure reached 25,309 students, to then decrease to 17,448 students in 2017.¹⁷ These figures place Albania at the top of the Western Balkan countries (Figure 4), despite being ranked fourth in population and penultimate per capita income in the region.¹⁸

Scientific and professional diaspora

The Albanian scientific and professional diaspora has been created and grows by these three streams of brain migration, as well as by the children of Albanian migrants who study in the host countries. There are different concepts for the scientific diaspora. In our concept, the notion of scientific diaspora is broader than the phenomenon of brain migration.

Brain migration is a process where scientists and other qualified professionals migrate to other countries, which experience a "brain gain", despite the fact that they may not be employed in accordance with their human capital, especially when there are language barriers, problems with the recognition of diplomas and professional qualifications or discriminatory practices in the market of work (the result in this case is one brain loss). A scientific and professional diaspora represents a long-term "distribution" of the country's scientific and professional talents, including those who have been trained

abroad through further study and training - such as obtaining a PhD.

In this study we have included only a segment of the Albanian scientific and professional diaspora: those who hold or are preparing a PhD in universities in EU countries, USA, Canada, etc. and live and work in these countries or have moved to other countries but have not returned to Albania or Kosovo. This is the most qualitative and dynamic segment of the Albanian scientific diaspora, a product of long years of study and scientific research, easily identifiable and measurable, and which is a very important factor for research and innovation. This segment can play a very important role in disseminating knowledge through face to face contacts, educating students, training young researchers and in dynamizing universities and scientific institutions in Albania and Kosovo.¹⁹ The selection of this segment also has a practical reason: it can influence more the Albanian public opinion and policy makers regarding the role of the scientific diaspora due to its importance and size.

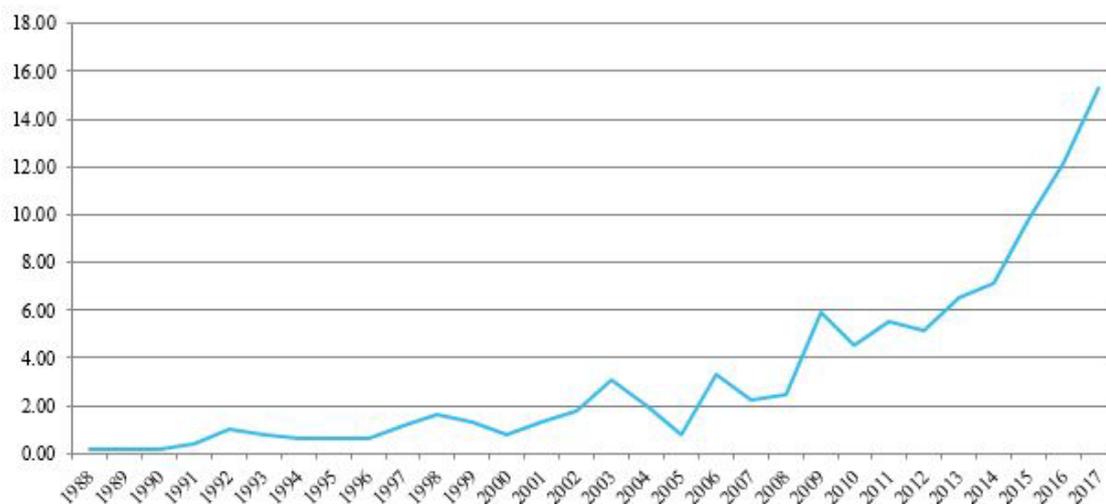
One of the characteristics of the Albanian scientific diaspora is that it is growing at a very fast pace (Figure 5). If we analyze the period 1988 - 2017, dividing it into approximately 3 decades, we will notice that the number of Albanian PhDs (starting from the year of completion) is growing at a very fast pace. It is 2.6 times higher in the second decade compared to the first and 3.3 times higher in the third decade compared to the second. This rapid growth trend will continue. According to the starting year, we will notice that their number during the period 2012 - 2016 has been increasing and almost 154 percent higher than during the period 2007-2011.

¹⁷ UIS.Stat.

¹⁸ King R., Gëdeshi I., (2020) The actual and potential migration of students from Albania: a putative brain drain? (forthcoming), F. Ebert Foundation.

¹⁹ Mogueu P. (2006) The Brain Drain of PhDs from Europe to the United States: What We Would Like to Know. Florence: European University Institute, RSCAS Working Paper 2006/11.

Figure 5. Dynamics of Albanian PhD by year of completion (in percentage)

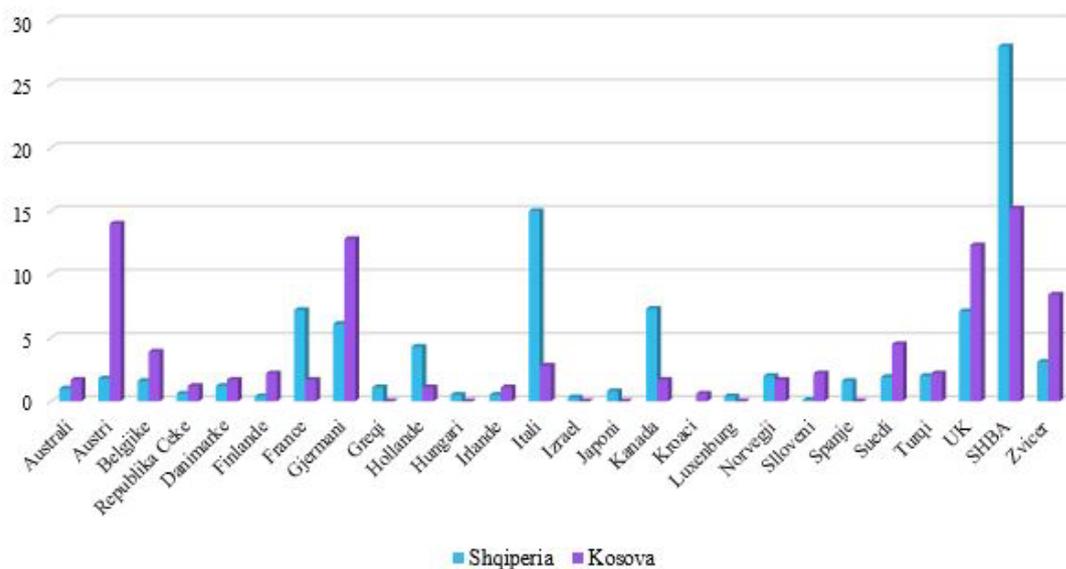


Source: CESS, Albanian Scientific Diaspora, 2017.

There are several factors that feed this growth. The first of these is that the number of Albanian immigrants in OECD countries is increasing and one of the objectives of migration is the good education of children. Their children attend schools and universities in the host country and an increasing percentage continue their PhD studies. Secondly, the number of Albanian students studying in OECD countries is increasing and some of them continue their PhD studies. In our sample 68 percent of PhD or PhD candidates have also completed university studies abroad.

Despite being spread across all continents and in about 40 countries around the world, almost 72 percent of the scientific diaspora from Albania is concentrated in the most industrialized OECD countries, such as the USA, Italy, France, Canada, England and Germany (Figure 6). The US leads with 28.3 percent and is the first place where the Albanian scientific diaspora is concentrated and, as we will see, is the main destination of the Albanian PhD in their long journey. Thus, the survey data show that 18 percent of Albanian PhDs currently living in the US have completed PhD studies mainly in Italy, France, UK, Germany and the Netherlands.

Figure 6. Distribution of the Albanian scientific diaspora from Albania and Kosovo by countries



Source: CESS, Albanian Scientific Diaspora, 2017.

While Italy with 15.3 percent occupies the second place and resembles more with the starting point. The geographical and cultural proximity, the large number of Albanian migrants, the favorable policies towards students are some of the main factors that explain the large concentration of the Albanian scientific diaspora in this country. Other countries (France, Canada, England and Germany) are more or less at the same level, but their positions have changed over time. Thus the country of France, which occupied the first place until the first years of transition, has decreased.²⁰ On the other hand, the country of the UK has grown and in recent years that of Germany.

Another part of the Albanian scientific diaspora (about 18 percent) is concentrated in a few small countries (in terms of population), but highly developed Western Europe, such as the Netherlands, Switzerland, Norway,

Sweden, Austria, Belgium and Denmark. In these countries, where there is a high quality of life, they are employed in prominent universities and scientific institutions or in renowned multinational firms. Others are also distributed in remote countries, such as Australia (1 percent) and Japan (0.8 percent).

In contrast to the scientific diaspora from Albania, almost half of that from Kosovo and Macedonia is mainly concentrated in the traditional countries of their migration, such as Germany, Switzerland, Austria, England and the Scandinavian countries. However, even in the case of the Albanian diaspora from Kosovo, the first place is occupied by the USA (15 percent).

²⁰ By the late 1980s, most Albanian students abroad studied in France (72 percent), and fewer in Italy (13 percent), Austria (9 percent), and Greece (3 percent).

Table 1. First country and current country of migration (in percentage)

Nr	States	First country of migration	Current host country	Difference
1	Italy	26.2	15.3	-10.9
2	USA	18.2	28.3	+10.1
3	Greece	9.0	1.1	-7.9
4	France	6.6	7.4	+0.8
5	Turkey	5.4	2.1	-3.3
6	Germany	5.2	6.2	+1
7	UK	4.8	7.2	+2.4
8	Canada	3.2	7.4	+4.2
9	Netherlands	3.1	4.4	+1.3
10	Austria	2.1	1.8	-0.3
11	Bulgaria	1.8	0	-1.8
12	Switzerland	1.7	3.1	+1.4
13	Belgium	1	1.7	0.7
14	Norway	1	2.1	+1.1
15	Sweden	0.8	1.9	+0.8

Source: CESS, Albanian Scientific Diaspora, 2017.

The Albanian scientific diaspora is characterized by a high mobility. If we look at the first country of emigration and the current one we will see that this diaspora has moved from one country to another having as end-points the UK, Germany, France, the Netherlands, Switzerland and the Scandinavian countries in Europe or the US and Canada across the Atlantic. This is clearly seen in the table above where countries like

Greece, Italy, Turkey, Bulgaria and less Austria are the first country of migration and have served as a starting point to continue the journey to more developed countries like USA, Canada, UK, Germany, France, etc. (Table 1). Thus, in the trajectory from the 'first country of migration' to the 'current host country', Italy and Greece lost 10.9 and 7.9 points, while the USA and Canada gained 10.1 and 4.2 points.

Table 2. Main study disciplines

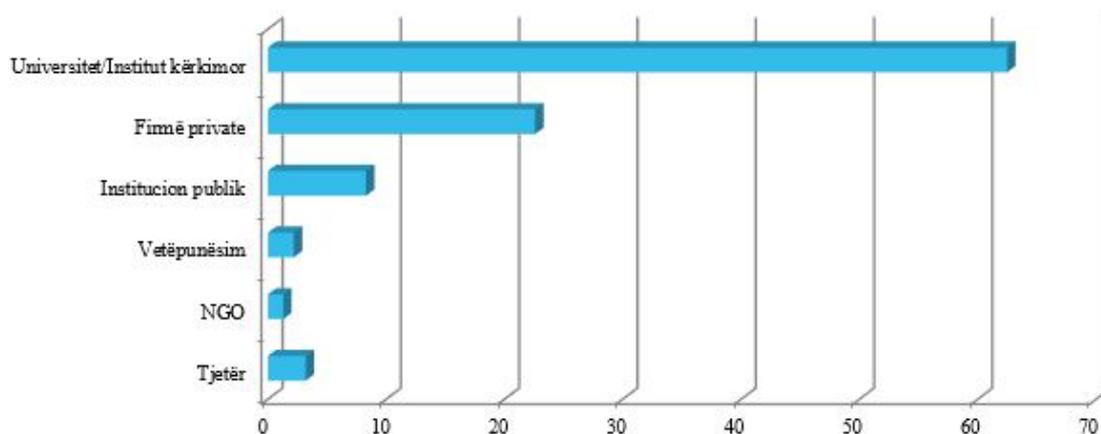
Nr	The main study disciplines	Percentage
1	Economy and business	17
2	Other social sciences (Political science, Sociology)	19
3	Law	4
4	Computer / computing / electronics	10
5	Engineering and construction	13
6	Medicine and related	14
7	Other sciences (Biology, Mathematics, Physics)	18
8	Other (including Architecture, Language, Media, etc.)	5
	Total	100

Source: CESS, Albanian Scientific Diaspora, 2017.

The Albanian scientific diaspora is diversified from the point of view of study disciplines. This is shown in the table above where the main disciplines of the Albanian PhD study surveyed were divided into several large groups (Table 2). Survey data show that about 19 percent of them are in the social

sciences, 18 percent in 'biology, mathematics, physics', 17 percent in 'economics and business', 14 percent in 'medicine and related disciplines', 13 percent in 'engineering and construction', and 10 per cent in 'computers / informatics / electronics'.

Figure 7. Employment of Albanian PhD (in percentage)



Source: CESS, Albanian Scientific Diaspora, 2017.

This scientific diaspora is mainly employed in universities, laboratories and scientific institutions of developed countries (Figure 7). Survey data show that 62 percent of Albanian PhDs are employed in universities and scientific institutions, 23 percent in

private firms and 8 percent in public institutions. The percentage of Albanian PhDs employed in universities / scientific institutions is higher in the UK, USA, Germany, and the Netherlands.

Ways of cooperation between the Albanian diaspora and countries of origin

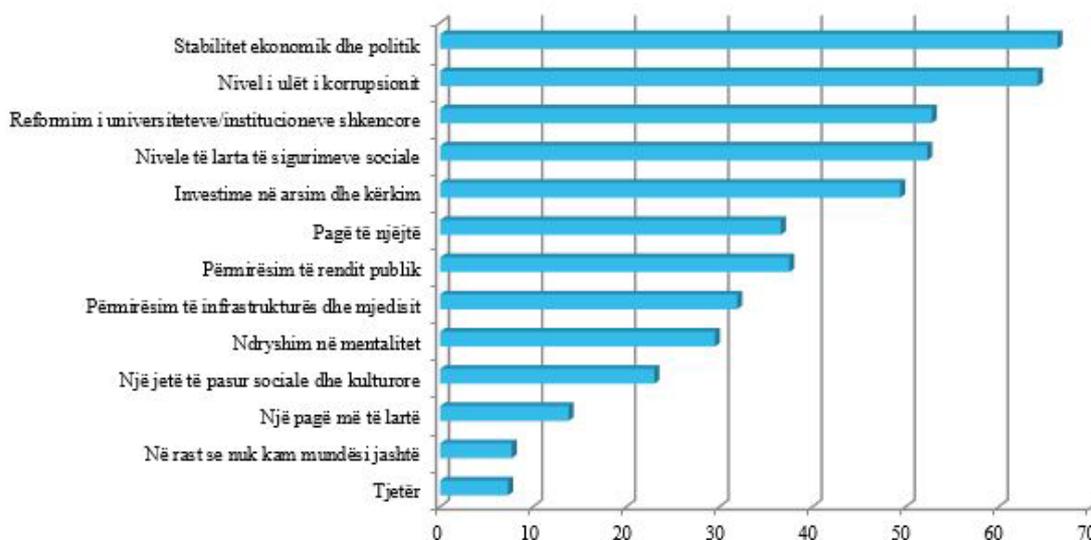
The Albanian scientific and professional diaspora can influence the socio-economic development of Albania and Kosovo through two main ways. The first is the return of representatives of the Albanian diaspora to their homeland. This return of highly qualified immigrants, trained over the years in universities, laboratories and scientific institutions of the most developed OECD countries, would bring new skills, experience and knowledge, capable of

dynamizing the academic and scientific life in Albania and Kosovo. Meanwhile, studies show that the return of highly skilled migrants is generally related to the economic and social development of the country of origin, as well as to the development of universities and research. A survey conducted by CESS with representatives of the scientific diaspora in Albania showed the conditions that must be met for their sustainable return.

We divided the responses of the representatives of the scientific diaspora according to the characteristics into three groups (Figure 8). The first set of conditions is related to 'greater economic and political stability' (66 per cent), 'reduction of the level

of corruption' in the country (64 per cent), 'increased job security and social security' (52 per cent), 'improved public order' (37.5 per cent), 'improved infrastructure and cleaner environment' (32 per cent), and a 'richer social and cultural life' (23 per cent).

Figure 8. Conditions for the return of academics and researchers



Source: CESS, Albanian Scientific Diaspora, 2017.

The second group is related to the development of education and science in Albania. The scientific and professional diaspora requires a 'profound reform of universities and research' (52 per cent), as well as an 'increase in investment in education and science' (49 per cent) and a 'change of mentality' (29.5 per cent) in the country. Respondents want these institutions to be run by individuals selected on the basis of merit, who value and motivate research and teaching.

While the third group is related to personal financial income, where they emphasize a 'same salary' as what they receive in the host country (36.6 percent) or a 'competitive salary' (13.8 percent). It is interesting that wages, although important for the well-being of each individual, do not constitute the main element of their return.

It is clear to everyone that these socio-economic conditions and the right research infrastructure cannot be created in the short and medium term in Albania. Consequently, the option of stable return of representatives of the scientific diaspora would not be a realistic, sustainable and long-term policy. It would produce disappointment and a re-migration of them.

Consequently, the most realistic way for the impact of the scientific diaspora on the development of Albania and Kosovo would be its cooperation with universities, scientific institutions, businesses and central and local public institutions.

Cooperation of the scientific diaspora with the country of origin

So far only 22 percent of Albanian PhDs surveyed originating from Albania and 31 percent from Kosovo say they have collaborated with universities and scientific institutions in their home country (Table 3). If we take the case of Albania as an example, this indicator is low if we take into account that 26.5 percent of the representatives of the scientific diaspora worked before migrating

and were part of the staff in the universities and scientific institutions of the country. Another 11 percent were students and were educated in Albanian universities. Others have collaborated in obtaining information during PhD preparation, in scientific conferences, and in the publication of articles.

Table 3. Cooperation with universities and scientific institutions

Nr	Cooperation	Albania	Kosovo
1	Yes, I cooperated	21.9	31.2
2	No, I did not cooperate	73.2	63.6
3	No answer	4.8	5.2
	Total	100	100

Source: CESS, survey with the Albanian scientific diaspora

This cooperation, generally sporadic, is realized mainly in the form of lectures and seminars, organization and participation in conferences, joint projects, consultations, joint articles, obtaining data on scientific work, any doctoral guidance or exchange of experience. It is developed mainly on the basis of personal knowledge, individual initiatives and not in institutional ways. Elira, a researcher in one of the EU countries, testifies in her interview: "I currently work with the faculty (...), but this is simply from the contacts I have personally with my former university professors. (...) I am part of an

editorial board where I accept (or not) and edit articles submitted for publication. This is a job I do voluntarily because I want to help the institution. It was simply the editor of that newspaper who got in touch with me, but no kind of institution asked me for cooperation. I was not even asked for lectures." Meanwhile, 88 percent of Albanian PhD surveyed from Albania and almost 93 percent from Kosovo say they want to cooperate with universities and scientific institutions in the country of origin (Table 4).

Table 4. Desire for cooperation with universities and scientific institutions

Nr	Cooperation	Albania	Kosovo
1	Yes, I want to cooperate	88.1	92.9
2	No, I do not want to cooperate	2.9	2.4
3	No answer	9	4.7
	Total	100	100

Source: CESS, survey with the Albanian scientific diaspora

The size of the Albanian scientific diaspora increases, if we take into account that about 92 percent of Albanian PhDs from Kosovo and Northern Macedonia living in EU countries or in North America and other countries, also want to cooperate with universities and scientific

institutions in Albania (Table 5). In his interview, Ahmeti, an Albanian from Kosovo and computer science lecturer in Germany, says: “I have participated in several initiatives and I have tried to establish connections with colleagues in Albania or Kosovo (...).”

Table 5. Desire for cooperation with universities / scientific institutions in Kosovo / Albania

Nr	Cooperation	Albania	Kosovo
1	Yes, I want to cooperate	74.2	92.4
2	No, I do not want to cooperate	7.3	1.2
3	No answer	18.5	6.4
	Total	100	100

Source: CESS, survey with the Albanian scientific diaspora

These forms of cooperation can be extended to universities and scientific institutions in Kosovo and Macedonia. Survey data show that 74 percent of the Albanian scientific diaspora is willing to cooperate with these institutions.²¹

This is also confirmed by Indriti, a professor of economics at a well-known US university: “I would love to go to Kosovo, but also to the University of Tetova. (...) I feel welcome in Kosovo, although I have no connection or recognition ...”

Obstacles

According to the interviews, the cooperation between the Albanian scientific diaspora and universities and scientific institutions in Albania, as well as in other countries,²² encounters obstacles and difficulties. These obstacles and difficulties are not only of a financial nature, but are mainly related to the interests, mentality and mediocrity of some of the leaders of universities and scientific institutions.

This indifference and behavior undoubtedly arouses disappointment in the Albanian scientific diaspora and hinders cooperation. Many of the interviewees think that their colleagues in Albania

“by knowing how rigorous the study program in western universities is and how much work we may need to prepare for college can make them feel a little inferior. Or according to the interview of Elton who is a professor at a university in the USA: “Maybe the quality of teaching scares them, but also the standards such as the way students are asked in exams, their evaluation, the way the subject is given, the involvement of students in the discussion during the lecture, (...)” Meanwhile, universities and research institutions face a critical dilemma: if they want to increase the quality of teaching and research, they must cooperate more and more with the Albanian scientific diaspora.

²¹ The question asked to the respondents was: Do you want to cooperate with university and scientific institutions in Kosovo, public and private?

²² Teferra D. (2005) Brain circulation: unparalleled opportunities, underlying challenges, and outmoded presumptions, *Journal of Studies in International Education*, 9(3): 229–250.

A collaboration that has great benefits and low cost. Otherwise, they will continue to vegetate in the future, which will have negative consequences on the economic growth and social development of the country.

Consequently, the stable and long-term cooperation of the Albanian scientific diaspora with universities and scientific institutions in Albania requires, first, a profound reform of Albanian institutions and a radical change of

mentality. It also requires the creation of a friendly environment, constant communication between the parties, discussion of ideas and initiatives, which can come from below and be institutionalized from above.

Methodology

From a methodological point of view, the study is based on literature review, and the combination of quantitative and qualitative techniques (cross-reference).²³

Quantitative techniques include three surveys conducted partly face-to-face and partly on-line in Albania and Kosovo with three large groups of actors a) universities and scientific institutions; b) ministries and state agencies; and c) municipalities / communes. Qualitative techniques include interviews and discussion groups conducted mainly with heads of universities and scientific institutions, ministries and state agencies, as well as municipalities / communes in Albania and Kosovo.

The study also used a large CESS database of representatives of the Albanian scientific diaspora from Albania and Kosovo.²⁴ These quantitative data were processed and analyzed in order to highlight some characteristics of the Albanian scientific diaspora, such as its geographical distribution, fields of study and the dynamics of completing PhD studies, place of employment, level and desired forms. of cooperation with institutions in Albania and Kosovo, etc. Through these data was measured the potential of cooperation of the Albanian scientific and professional diaspora with institutions in Albania and Kosovo.

²³ All sources of literature used are listed in the bibliography.

²⁴ Gëdeshi I., King R., Research Study on Brain Gain, Reversing Brain Drain with Albanian Scientific Diaspora, UNDP, 2018; Gëdeshi I., King R., (2019) 'The Albanian scientific diaspora: can the brain drain be reversed?' Migration and Development, DOI:10.1080/21632324.2019.1677072.

Quantitative techniques

To provide quantitative data on the needs of institutions in Albania and Kosovo, three statistical surveys were conducted. The first observation is statistically related to universities and scientific institutions. This survey was answered by 22 heads of universities, faculties and scientific institutions in Albania and 12 in Kosovo.

The main questions we addressed to the heads of Albanian universities and scientific institutions are related to their needs for experts from the scientific and professional diaspora (lecturers, project design experts, PhD leaders, new curriculum development, interns, peer review, etc.), if any opportunities to create working conditions in their institutions, the desire to cooperate with institutions where diaspora professionals come from, the evaluation of any previous cooperation experience, etc.²⁵

The main difficulty in this survey was that some heads of university institutions (mainly in Albania) were newly appointed and did not know the needs properly. This difficulty was partially overcome by contacting department heads or former heads of university institutions. In addition to completing the quantitative data of the survey, many of the heads of academic and scientific institutions in the survey sent comments or expressed opinions on cooperation with representatives of the Albanian scientific diaspora. This voice of theirs has been analyzed and reflected in the study.

The second observation statistic is linked to several state ministries and agencies. 10 institutions in Albania and 8 in Kosovo responded to this survey. This survey also followed more or less the same methodology as in the case

of academic and scientific institutions. They were generally contacted directly or via email from leading ministries and state agencies.

The survey contained questions or sets of questions through which quantitative data were provided on the needs of state ministries / agencies for experts in policy making, European integration, project design and implementation, policy monitoring and implementation, policy costing, for drafting standards, etc. The heads of the ministries were also asked about their previous experiences, the creation of working conditions and how they assessed the usefulness of experts from the Albanian diaspora.

While

The third observation was conducted with the leaders of municipalities / communes. Almost 11 large, medium and small municipalities / communes were surveyed in Albania (Koplik, Shkodër, Kukës, Burrel, Tiranë, Kamëz, Durrës, Belsh, Korçë, Vlorë, Gjirokastër) and 11 in Kosovo (Skënderaj, Gjakovë, Vushtri, Pejë, Fushë Kosovë, Obiliq, Lipjan, Klinë, Hani i Elezit, Gjilan, dhe Kamenicë). These data were collected by the heads of municipalities / communes and contained information on the needs of the institution for experts from the Albanian diaspora in the field of urban planning, sustainable development, waste processing, social services, project design, relations with diaspora, etc. Other questions included working conditions, previous experiences with representatives of the scientific diaspora, the positive sides of this cooperation, possible obstacles in this cooperation, forms of cooperation, etc. Some of the mayors / communes leaders also provided valuable comments while completing the survey. Some of them we have reflected in the report.

²⁵ See the survey in Annex 1.

Qualitative techniques

In addition to quantitative techniques, interviews and discussion groups were conducted with university leaders in Tiranë, Elbasan, Korçë, Gjirokastër, Vlorë, Durrës, and Shkodër. Several other interviews were conducted with heads of ministries and municipalities / communes. Through interviews and discussion groups, qualitative information was collected regarding the needs of institutions for experts from the scientific and professional diaspora, forms of cooperation, previous experience, etc.

Some of these interviews were recorded, transcribed and analyzed. All names cited from the interviews or discussion groups in the study are fictitious and standard procedures have been implemented to maintain the confidentiality of participants' input.

The needs of institutions

Public institutions in Albania and Kosovo, based on their characteristics, we divided into three major groups. In the first group we include universities, high schools and research institutions, which are located in major cities. The second group includes ministries, state agencies and some senior institutions

(presidency, assembly, etc.). While the third group includes municipalities / communes. Through quantitative and qualitative techniques, which we explained in the methodology, we tried to measure their needs for expertise from the Albanian scientific and professional diaspora.

29

The needs of universities and scientific institutions

The first and largest group of actors we observed are universities, colleges and scientific institutions in Albania and Kosovo. In Albania we surveyed universities in Tiranë,

Shkodër, Durrës, Elbasan, Korçë, Gjirokastër dhe Vlorë. While in Kosovo, universities were surveyed in Gjakovë, Mitrovicë, Prizren, dhe Prishtinë.

Expert needs assessment

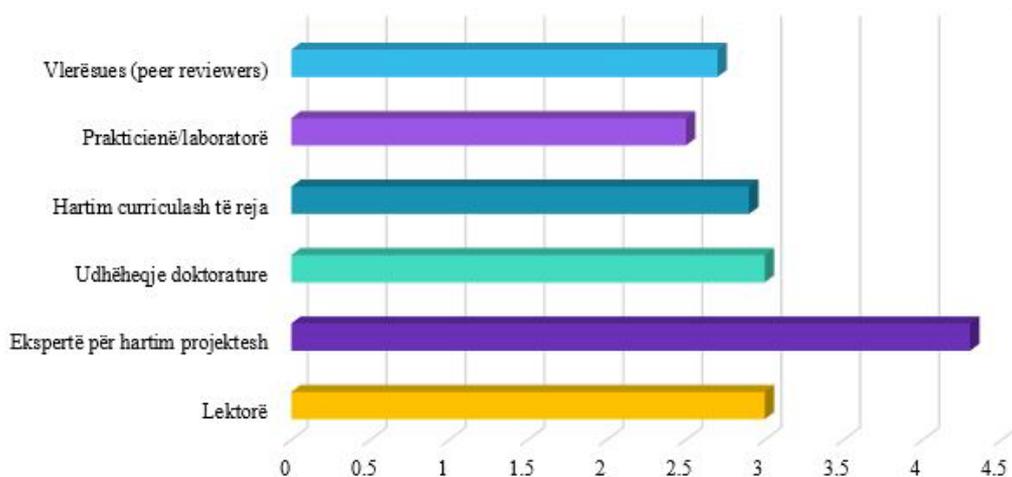
The needs assessment for scientific and professional diaspora experts from universities and scientific institutions was conducted through a survey with their leaders. Assessing their needs with a grade (from 1, minimum to 5, maximum) we notice that the highest points in Albania are for 'project design experts' (4.3 points), 'doctoral leadership' (3 pikë), 'lecturers' (3 points) and 'design of new

Despite this quantitative assessment with points, many rectors and deans in their comments on the survey or in the interviews conducted highlighted in more detail the needs of their institutions for lecturers in new branches of science, new scientific methods and some areas where there is a lack of experience from Albanian universities. Lecturers from the scientific diaspora, who come from

universities and scientific institutions of EU countries, enrich their academic life and give students the latest science news. Pranvera, a faculty leader at the Polytechnic University of Tirana, writes in her survey: "We welcome lecturers and experts from every field of

engineering. But the needs for lecturers from the Albanian scientific diaspora would rather consist of exchanges of experiences and experiences as well as access to teaching methodologies, scientific research, etc."

Figure 9. Needs for experts of universities / faculties in Albania

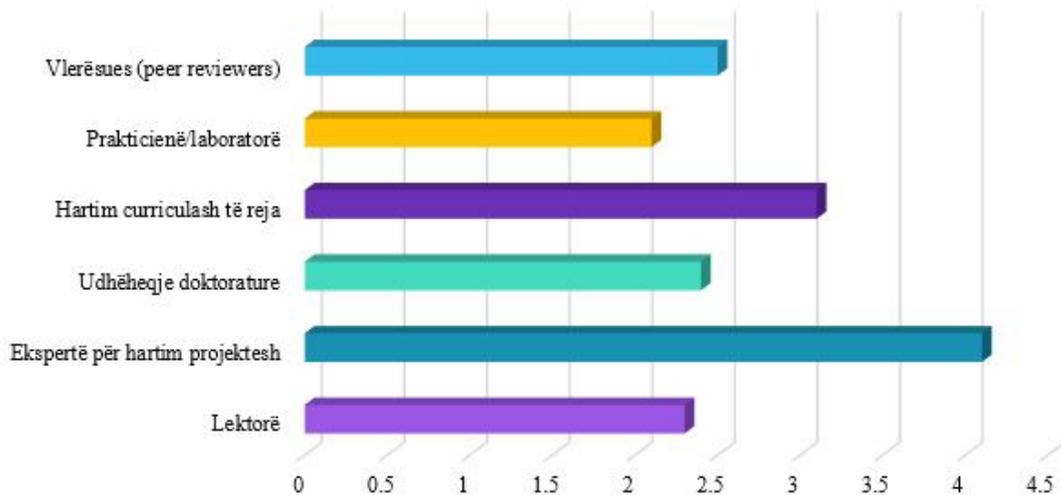


Source: Survey on the needs of universities, 2020

In some universities / faculties, such as Tirana, Vlova and Durrës, the need for interns/ laboratory technicians from the scientific diaspora was emphasized, especially in veterinary medicine (Tirana), tourism

(Durrës) and nursing (Vlova). Consequently the needs are different and often can not be measured at the national level, but should be analyzed for each faculty in particular.

Figure 10. Needs for university / faculty experts in Kosovo



Source: Survey on the needs of universities, 2020

While in Kosovo (Figure 10) the highest ratings by rectors and deans (or their deputies) are for 'project design experts' (4.1 points), 'new curriculum design' (3.1 points) and 'lecturers' (2.3 points).

A comparison between Albania and Kosovo, as seen in Table 6, shows that there are

differences and differences in the needs assessment between them. In general, Albania has a higher demand for scientific diaspora experts compared to Kosovo (with the exception of the voice 'new curriculum design') and the difference between them ranges from 0.2 (new curriculum design experts and evaluators) to 0.7 (lecturers).

Table 6. Needs for experts of universities / faculties in Albania and Kosovo

Nr	The needs of universities	Albania	Kosovo	Difference
1	Difference	3	2.3	0.7
2	Project design experts	4.3	4.1	0.2
3	Doctoral guidance	3	2.4	0.6
4	Designing new curricula	2.9	3.1	-0.2
5	Prakticienë/laboratorë	2.5	2.1	0.4
6	Assessor (peer reviewers)	2.7	2.5	0.2
7	Other (describe)	1.1		

Source: Survey on the needs of universities, 2020

Previous experiences

Universities in Albania and Kosovo have previously cooperated with representatives of the Albanian scientific and professional diaspora. According to the survey, almost 75 percent of universities in Albania and 66 percent of those in Kosovo say they have previous cooperation experiences. This cooperation has been in the form of participation in international conferences, open lectures, giving contemporary methods of analysis, joint articles, participation in research projects, etc.²⁶ Ermira, a director at the Polytechnic University of Tirana, says: "These experts and professors have helped to

establish bridges of cooperation between higher education institutions, specifically our university and the university in the country where they live and work. (...) Our experience so far has shown that experts from the diaspora have been important ambassadors of Albania in the field of higher education." But this cooperation has often been sporadic, non-institutional, has engaged a small number of experts from the scientific / professional diaspora and in some cases has not continued with further initiatives. One of the main obstacles to this cooperation, according to the interviews, has been the financial side.

²⁶ According to an interview at the Agricultural University, Kamza.

Increasing the performance of universities

Cooperation between universities in Albania and Kosovo with the Albanian scientific diaspora is seen as an opportunity that will increase the quality and performance of universities. According to the survey, almost 100 percent of the leaders of universities / faculties claim that from this cooperation the performance of academic and scientific institutions will increase. According to them, this cooperation will affect the increase of competencies of university staff, the introduction of modern methods in the teaching process, the increase of scientific publications in internationally recognized journals, the quality of PhD leadership, participation in international research projects, in the exchange of experiences, in the organization of international workshops and conferences, etc. This is also

emphasized by Mirjeta, one of the leaders of the Agricultural University in Kamza, who writes: "The expert from the diaspora will bring a new spirit of cooperation, way of thinking and working. The performance of the institution will increase with publications, scientific papers indexed in Scopus, Thomson & Reuters."

Cooperation with the Albanian scientific diaspora is seen by many dedicated leaders as one of the main ways to dynamize and increase the quality of universities. Edlira, another leader, writes: "We must constantly call on Albanian scholars in order for their contribution to be as fruitful as possible. This is the best way to help our universities."

Institutional links

Cooperation with the Albanian scientific and professional diaspora is seen by many university leaders as an opportunity to establish contacts and establish new institutional links with universities, laboratories and scientific institutions in EU countries. Almost all the interviewed and interviewed executives want to establish through the representatives of the scientific diaspora stable relations and cooperation with the universities / scientific institutions where they work.

Cooperation between institutions in this case would help find funding from the EU for joint research projects, access to online databases, training, student and doctoral exchanges in common fields, exchanges of professors and joint curricula, organization of conferences scientific, joint student degrees, etc.²⁷

²⁷ Interviews with deans of faculties at the Agricultural University in Kamza and with leaders at the Polytechnic University of Tirana.

Creating working conditions

Creating working conditions is an important element for cooperation with the scientific diaspora. Almost 42 percent of university leaders in Albania and 58 percent in Kosovo

say that they can create working conditions for the expert from the scientific diaspora (Table 7). Others may create a part of themselves or have no opportunity.

Table 7. Creating working conditions for scientific diaspora experts in universities

Providing working conditions	Yes	No	Somewhat	I don't know
Albanian Universities	42	8	50	0
Kosovo Universities	58	25	0	17

Source: Survey on the needs of universities, 2020

Meanwhile, in interviews or focus groups many others say that it is important to create a friendly environment, where experts

from the scientific and professional diaspora and university staff to find the spirit of cooperation and undertake joint long-term initiatives.²⁸

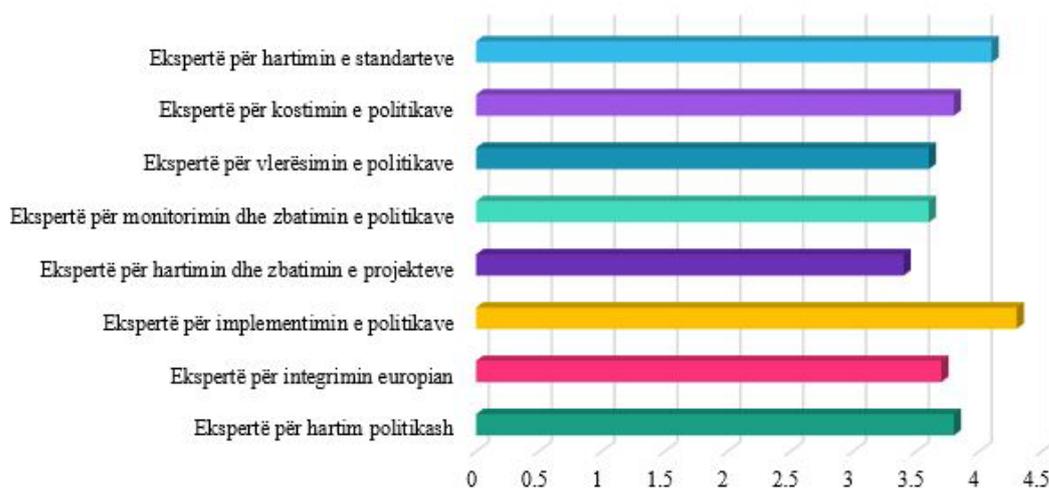
The needs of state ministries and agencies

The second group of actors consists of ministries and state agencies in Albania and Kosovo, which have specific needs for experts from the scientific and professional diaspora in certain fields.

(Figure 11) shows that they want more experts from the scientific and professional diaspora for policy implementation (4.4 points), drafting of standards (4 points), drafting of policies (3.9 points), policy monitoring and costing (3.8 points each).

According to the results of the survey, the graded assessment of their needs in Albania

Figure 11. Needs assessment for ministry experts in Albania



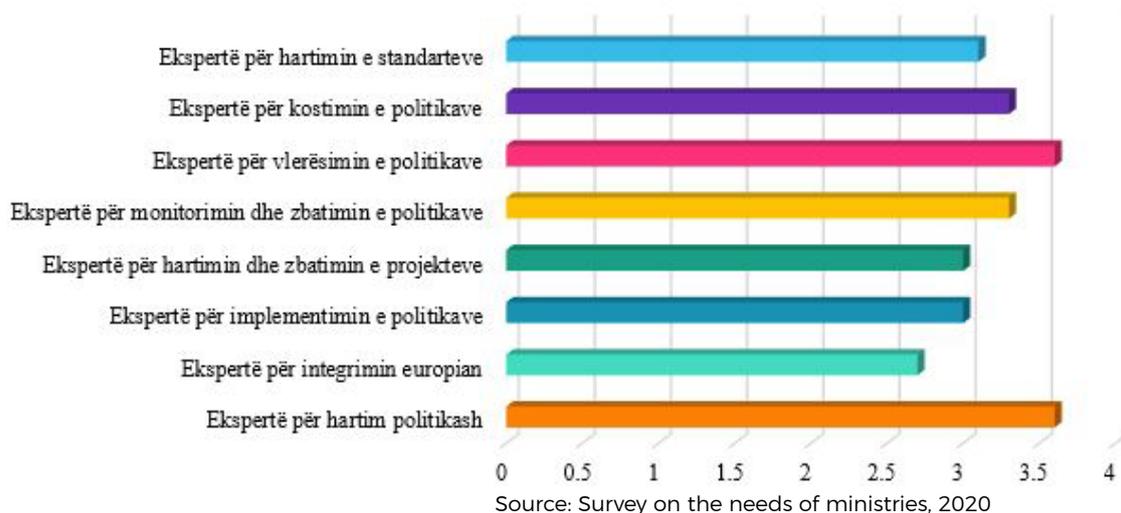
Source: Survey on the needs of ministries, 2020

²⁸ According to interviews with faculty leaders at the University "Luigj Gurakuqi" in Shkodra.

While from Kosovo (Figure 12) the greatest needs for experts are for policy making (3.6

points), policy evaluation (3.6 points), implementation and costing of policies (3.3 points each).

Figure 12. Needs assessment for ministry experts in Kosovo



The needs for experts from the Albanian scientific and professional diaspora, as shown in Table 8, are estimated on average more in Albania than in Kosovo. In addition to the subjective factors

(which are inevitable in such an assessment) we will show a little below, when talking about the needs of municipalities and communes, some of the objective factors that influence such an assessment.

Table 8. Assessment of the specific needs of state ministries and agencies in Albania and Kosovo

Nr	The needs of universities	Albania	Kosovo	Difference
1	Policy experts	3.9	3.6	0.3
2	Experts on European integration	3.7	2.7	1.0
3	Policy implementation experts	4.4	3	1.4
4	Experts for project design and implementation	3.4	3	0.4
5	Policy monitoring and implementation experts	3.8	3.3	0.5
6	Policy evaluation experts	3.7	3.6	0.1
7	Policy costing experts	3.8	3.3	0.5
8	Standards drafting experts	4	3.1	0.9
9	Other (specify)			

Source: Survey on the needs of ministries, 2020

Evaluation for experts of the Albanian scientific / professional diaspora

Almost 90 percent of the surveyed executives say that experts from the scientific / professional diaspora are valuable to their institutions. Sonila, one of the heads of one of the ministries of Albania, writes in her survey: "Our Ministry has continuous cooperation with

experts in the academic and scientific field of Albania. Cooperation with experts from the Albanian scientific diaspora would be an added value and a very good opportunity to create a new quality standard not only nationally but also internationally."

“

Albanian institutions are capable and prepared to design and implement all the tasks required of them, but oftentimes the unexpected loads and problems make them not arrive in time to face all the challenges. The presence of diaspora experts will bring a new spirit of cooperation, new ways of approaching and coping with difficulties.

Experts from the diaspora who have faced difficulties and managed to assert themselves in the host countries, have the right motivation and experience to overcome the difficulties. Unlike local experts, who by not facing the challenges of other countries are limited in their vision. A merger of these two types of experts would create a new approach, unlike cooperation with foreign experts.

”

Interview with a Deputy Minister in Albania

Previous experience

According to the survey, almost 28 percent of institutions from Albania and 57 percent of those from Kosovo have had previous experiences with representatives of the scientific and professional diaspora. In Albania, the Ministry of Agriculture and Rural Development has had a successful experience with scientific diaspora experts working at the Kennedy

School of Governance at Harvard University. The Ministry of Justice in Kosovo has had an experience with Albanian students studying in various EU countries and in the US. However, these experiences, despite the positive assessments, have been few, random, and have not been able to give a significant impact on the work of the observed institutions.

The positive sides of the experts of the Albanian scientific diaspora

According to the survey, almost 43 percent of heads of ministries think that experts in the scientific diaspora are more valuable than

foreign experts, if their expertise and experience are the same..

Table 9. Do you think that experts from the Albanian scientific / professional diaspora would be more valuable than foreign experts coming to Albania? (in%)

Nr		Yes	No	It depends	I don't know
1	Albania	44	0	56	0
2	Kosovo	43	0	57	0

Source: Survey on the needs of ministries, 2020

Representatives of the ministries were asked through surveys and interviews about the difference that exists between foreign experts and experts of the Albanian scientific diaspora. According to their assessments, the experts of the scientific diaspora "know better the local context, the stage of socio-economic development of the country, as well as the problems related to the implementation of policies" (Ministry of Culture, Albania) and consequently can provide an expertise in accordance with the Albanian reality" (Ministry of Tourism, Albania). They know "the reality of the country, the mentality of the population and communicate in Albanian with the staff"

(Minister of State for Diaspora, Albania). Experts in the scientific diaspora are "more sensitive to the results and impact of the project" (Ministry of Culture, Albania) and "put the national interest first" (Ministry of Europe and Foreign Affairs, Albania). Others emphasize "love for the country and readiness to give the maximum" (Ministry of Defense, Kosovo). All this makes the expert from the Albanian diaspora have "a more moral motivation as he is contributing to his country, unlike the foreign expert who considers it simply an obligation of work and contract conditions" (Ministry of Tourism, Albania) .

Work conditions

Scientific diaspora experts need working conditions in the host institutions. These working conditions include having a workplace, desk and computer, as well as the necessary infrastructure (internet, telephone, etc.). According

to the survey, 71 percent of heads of ministries say they can create working conditions for representatives of the scientific diaspora, 14 percent say they do not have the opportunity and another 14 percent say "they do not know".

The needs of municipalities / communes

The third group of surveyed actors consists of municipalities / communes, which express the needs of institutions at the local level. Based on the survey of municipalities / communes in Albania and Kosovo, they self-assessed with a grade (from 1 to 5) their needs for experts from the Albanian scientific and professional diaspora in the main areas of their activity. Regardless of the subjective character that can be observed in any case, the survey shows the priority needs of municipalities / communes, self-assessed on a point basis, and to be met by qualified experts, based on ranking. This would increase the effectiveness of assistance from experts in the Albanian scientific and professional diaspora.

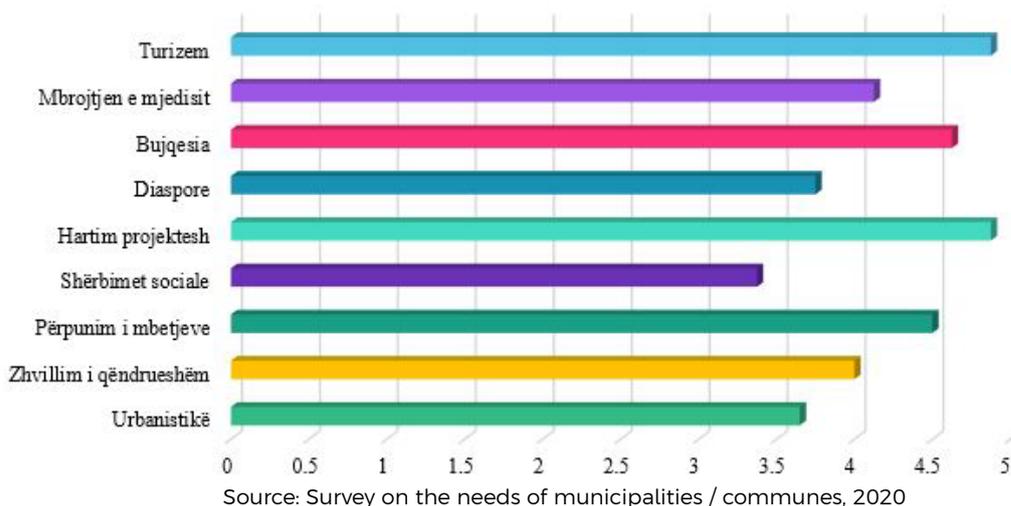
If we summarize these self-assessments and issue an average grade regarding the needs for experts from the scientific / professional diaspora of municipalities in Albania, we notice that the highest grade is given to experts for project design (4.8 points), tourism (4.8 points), agriculture. (4.6 points) and waste processing (4.5 points). These areas are a priority for many municipalities in Albania and require expertise and new ideas to develop. Thus, according to the conducted interviews, it results that the municipalities do not have sufficient expertise in the field of project design and consequently many of them do not compete and do not participate in EU-funded projects or regional cooperation

projects. This deprives many municipalities of EU funds and the experience that could be gained from regional cooperation. Other municipalities consider the development of tourism or agriculture as a priority and consequently need experts from the Albanian scientific and professional diaspora in these fields.

While the needs of experts for social services (3.4 points) and urban planning (3.6 points), where they have an experience, get the lowest

grade. The expertise for the diaspora also gets a low grade (3.7 points), which is a new field for most municipalities in Albania and, in our opinion, is not valued enough. Cooperation with the diaspora could provide municipalities, especially small ones with fewer economic resources, with new financial capital (migrant savings), human and social, which could be used for local development (Figure 13).

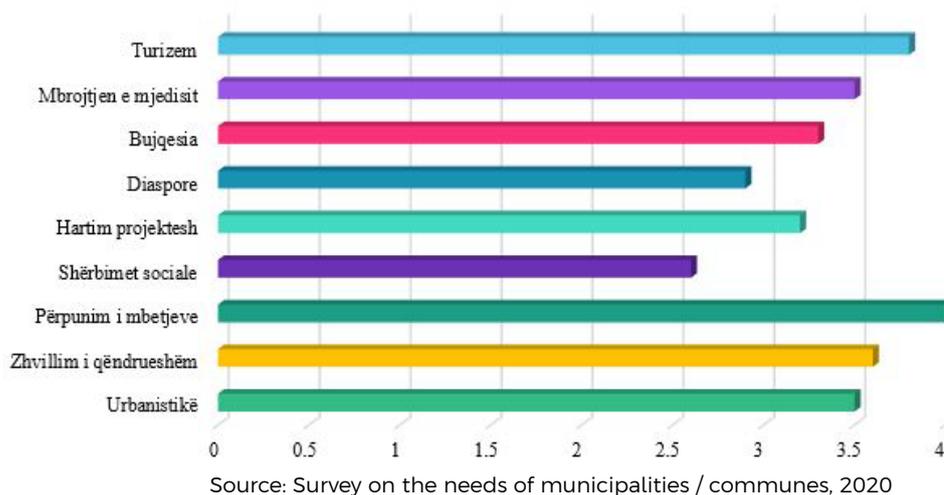
Figure 13. Needs assessment of municipal experts in Albania



While in Kosovo the needs of municipalities for experts are higher in waste processing (4 points), tourism (3.8 points) and sustainable development (3.6 points).

While they are lower for social services (2.6 points), diaspora (2.9 points) and project design (3.2 points).

Figure 14. Needs assessment of municipal experts in Kosovo



There are differences in the needs assessment for scientific / professional diaspora experts by priority areas between municipalities in Albania and communes in Kosovo (Table 10). In almost all the needs for experts, the

municipalities in Albania give a higher assessment than those of the communes in Kosovo, but the differences between them are greater for experts for project design (1.7 points) and experts for agriculture (1.3 points).

Table 10. Assessment of specific needs of municipalities / communes in Albania and Kosovo

Nr	The needs of municipalities / communes	Average grade		Difference
		Albania	Kosovo	
1	Urban planning experts	3.6	3.5	0.1
2	Sustainable development experts	4	3.6	0.4
3	Waste processing experts	4.5	4	0.5
4	Social services experts	3.4	2.6	0.8
5	Project design experts	4.9	3.2	1.7
6	Diaspora experts	3.7	2.9	0.8
7	Experts in agriculture	4.6	3.3	1.3
8	Environmental protection experts	4.1	3.5	0.6
9	Experts in tourism / heritage in cultural and historical	4.9	3.8	1.1
10	Next (set)			

Source: Survey on the needs of municipalities / communes, 2020

The question is: Why this difference in the assessment of needs for experts between Albania and Kosovo? According to interviews and discussion groups there are several factors that may explain this phenomenon. The first of these is the greater emigration of professional elites or brain drain from Albania compared to Kosovo. Another factor is the higher presence of international experts in

Kosovo compared to Albania, which is accompanied by a greater international expertise in institutions. Others point out that Kosovo has invested more in preparing the new generation abroad and the level of their return to their homeland has been higher than in Albania.

Desire for cooperation and creation of conditions

According to the survey, all heads of municipalities / communes, in Albania and Kosovo, appreciate and are willing to cooperate with experts from the Albanian scientific / professional diaspora. Some of them emphasize that "this would be an added value" (Municipality of Gjakova), would bring "expertise and good practices from the most developed EU countries" (Municipality of Hani i Elezit) or would bring a spirit new and best practices of developed countries "(Municipality of Kamza).

The cooperation with the experts of the Albanian scientific / professional diaspora also requires the creation of some material conditions, such as offices where they have the

opportunity to work, computers, and other infrastructural facilities. But above all, cooperation would require the creation of a welcoming, warm, interactive environment, where representatives of the scientific / professional diaspora have the opportunity to discuss and freely express their opinions. Almost all municipalities and communes are ready to create material working conditions for scientific / professional diaspora experts. But these conditions also depend on the economic opportunities of the municipalities / communes. Thus, some representatives of small municipalities / communes say that they have difficulties in providing computers and providing infrastructure facilities.

A new experience

Cooperation with experts from the Albanian scientific and professional diaspora is a new experience for most municipalities / communes in Albania and Kosovo. More than 60 percent of municipalities / communes, mainly small and medium ones, have not had any previous experience with experts from the Albanian scientific / professional diaspora. In Albania, a cooperation with experts from the Albanian scientific / professional

diaspora has had the municipality of Tirana, but even in this case it is about simple forms, such as exchange of visits, etc. While in Kosovo almost 27 percent of municipalities say they have had a previous experience with experts from the scientific / professional diaspora. This experience has been related to the protection of the environment and historical values (Municipality of Hani i Elezit) or the evaluation of important projects for the city (Municipality of Kamenica).

From individual cooperation to institutional cooperation

This cooperation between municipalities / communes and experts in the scientific / professional diaspora can be expanded by establishing contacts or cooperation with institutions where they work in host countries. According to the survey, almost all municipalities / communes are ready to cooperate in perspective with the institutions where the

scientific / professional diaspora experts will come from. In this case the experts can serve as a bridge between the institutions. Consequently, this would also affect the institutional empowerment of municipalities / communes, their networking with analogous institutions in Germany or other EU countries, and their participation in joint projects.

Half (50 percent) of Albanian mayors consider cooperation with Albanian diaspora experts more useful than with foreign experts (Table 11). According to the interviews, this assessment is based on the fact that Albanian experts from the scientific / professional diaspora know better the socio-economic conditions of the country, the mentality of the population, communicate in their mother tongue, can positively influence certain groups of the population, and that there is not merely material, but is based on a strong sense of patriotism. This is also emphasized by Agimi, one of

the leaders of the municipality of Kukës, who writes in his survey: "Experts of the Albanian scientific diaspora would be more valuable than foreign experts who come to Albania because their interest is also patriotic, and are familiar with the economic and social conditions of the country. " While in Kosovo a little more than half of municipal leaders estimate that this is determined by the quality of professional expertise possessed by experts and not by their nationality. A municipal leader wrote in his poll: "I do not think that experts are divided on the basis of nationality, their expertise is equally valuable."

Table 11. Do you think that scientific / professional diaspora experts would be more valuable than foreign experts? (in%)

Nr	State	Yes	No	It depends	I don't know
1	Albania	50	0	37.5	12.5
2	Kosovo	36.4	0	54.5	9.1

Source: Survey on the needs of municipalities / communes, 2020

Conclusions and recommendations

Over several decades, Albanian emigration has created a scientific and professional diaspora, concentrated in the most developed OECD countries, able and willing to contribute with its knowledge to the socio-economic development of Albania and Kosovo. Recent studies show that the human potential of the Albanian scientific and professional diaspora is diversified, rapidly growing, employed in universities, laboratories, scientific institutions, international organizations and multinational firms of host countries. This human potential of the Albanian diaspora should be used, through various forms of cooperation, to promote the economic and social development of the countries of origin.

Despite the fact that the Albanian institutions observed (universities and scientific institutions, state ministries and agencies, municipalities / communes) are willing to cooperate with the Albanian scientific and professional diaspora, there are some obstacles that need to be overcome. They must prioritize their real needs, create working conditions and a suitable social environment for such cooperation to take place and be fruitful. One of the main obstacles that the Albanian institutions have, the financial one, is removed in this project by the intervention of GIZ.

This cooperation should take into account the real needs of the institutions and their priority in Albania and Kosovo in order for its results to be visible. Cooperation must be carefully prepared and have clear and achievable objectives. This cooperation should continue with stable and long-term ties between Albanian institutions and the scientific and professional diaspora.

It should continue with the establishment and establishment of institutional links with institutions where representatives of the scientific diaspora work, which would bring Albania and Kosovo closer to EU countries.

An independent organization or institution (in Albania and / or Kosovo) that coordinates 'demand' and 'supply' or coordinates work between the Albanian scientific and professional diaspora, on the one hand, and Albanian institutions, on the other, is needed. This institution, on the one hand, must create and continuously renew a Database for human resources of the Albanian scientific and professional diaspora. This bank should contain some of the socio-demographic data of the person, scientific degree, field of study, universities where the person has studied, professional experience and expertise, as well as the current place of work. This Database can also be used to conduct a mapping of the Albanian scientific diaspora. On the other hand, this independent organization or institution should recognize the real needs (and their priority) of Albanian institutions in Albania and Kosovo.

Cooperation between the Albanian scientific diaspora and institutions in Albania and Kosovo, especially in the first steps, should be carefully prepared, case by case, based on a detailed program and clear objectives, in order to be a success story. Depending on the progress, this cooperation can be extended to other public and private institutions.

Cooperation between the Albanian scientific and professional diaspora and institutions in Albania and Kosovo should be encouraged and documented through the mass media to show mutual benefits and success stories.

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Annex 1.

Questionnaire for municipalities

We want to know some of your needs for experts from the Albanian diaspora who can work voluntarily for short periods

of time in your institution. Please answer the questions below and leave your comments.

1. In the table below evaluate with 1 to 5 your needs (1 minimum and 5 maximum)

Nr	The needs of municipalities	Mark with 1-5	Comments
1	Urban planning experts		
2	Sustainable development experts		
3	Waste processing experts		
4	Social services experts		
5	Project design experts		
6	Diaspora experts		
7	Experts in agriculture		
8	Environmental protection experts		
9	Experts in tourism / cultural and historical heritage / archeology		
10	Next (set)		

2. Do you think that the experts of the Albanian scientific diaspora will be valuable for your institution?

3. Have you had any previous experience with experts from the Albanian scientific diaspora?

a. Yes

b. No

c. I don't know

If YES, can you describe this experience in a few words? Where does its positive side lie?

5. Do you think they would be more valuable than foreign experts coming to Albania?

a. Yes

b. No

c. It depends

d. I don't know

Please explain your assessment:

6. Can you create working conditions (office, desk, computer, etc.) for Albanian diaspora experts who may come to your institution?

a. Yes

b. No

c. I don't know

7. Are you ready to exchange experience with institutions where Albanian diaspora experts work?

a. Yes

b. No

c. I don't know

8. Other comments:

Questionnaire for universities / faculties

We want to know some of your needs for diaspora who can work voluntarily for short experts from the Albanian periods of time in your institution.

1. In the table below evaluate with 1 to 5 your needs (1 minimum and 5 maximum)

Nr	The needs of universities	Mark with 1-5	Comments
1	Lecturers		
2	Project design experts		
3	Doctoral guidance		
4	Designing new curricula		
5	Practitioners / labs		
6	Assessor (peer reviewers)		
7	Other (describe)		

2. In case you need lecturers, what are the priority areas (please write):

3. Does your institution have the opportunity to provide working conditions (office, equipment, etc.) for the expert coming from the diaspora?

a. Yes

b. No

c. I don't know

4. An expert from the diaspora can make connections with the institution where he works in the country of emigration. Are you interested in establishing scientific / teaching ties, etc. with foreign institutions?

a. Yes

b. No

c. I don't know

5. If YES, please describe what links you would like to establish:

6. How do you feel about the role of the diaspora expert? What role can he play in your institution? Please describe:

7. Do you think that cooperation with experts from the diaspora can increase the performance of your institution?

a. Yes

b. No

c. I don't know

8. If YES, please describe:

9. So far, have you had any cooperation with experts from the Albanian diaspora?

a. Yes

b. No

c. I don't know

10. If YES, can you describe the positive aspects of this collaboration, the achievements in the performance of your institute and the obstacles that have been observed?

11. Has this cooperation continued even after the departure of the diaspora expert?

1. Yes, it continued

2. No it did not continue

3. I don't know

12. Other comments:

Questionnaire for ministries / institutions

We want to know some of your needs for experts from the Albanian diaspora who can work voluntarily for short periods of time in your institution.

1. In the table below evaluate with 1 to 5 your needs (1 minimum and 5 maximum)

Nr	The needs of universities	Mark with 1-5	Comments
1	Policy experts		
2	Experts on European integration		
3	Policy implementation experts		
4	Experts for project design and implementation		
5	Policy monitoring and implementation experts		
6	Policy evaluation experts		
7	Policy costing experts		
8	Standards drafting experts		
9	Other (specify)		

2. Do you think that the experts of the Albanian scientific diaspora will be valuable for your institution?

3. Have you had any previous experience with experts from the Albanian scientific diaspora?

a. Yes

b. No

c. I don't know

4. If YES, can you describe this experience in a few words? Where does its positive side lie?

5. Do you think they would be more valuable than foreign experts coming to Albania?

a. Yes

b. No

c. It depends

d. I don't know

Please explain your assessment:

6. In your opinion, what is the difference between experts from the scientific diaspora and foreign experts?

7. Can you create working conditions (office, desk, computer, etc.) for Albanian diaspora experts who may come to your institution?

a. Yes

b. No

c. I don't know

8. Are you ready to exchange experience with institutions where Albanian diaspora experts work?

a. Yes

b. No

c. I don't know

9. Other comments:

Annex 2

Questions

- 1.** We would like to know something more about the history of your institution (year of establishment, stages of development, and the perspective).
- 2.** Which is the main field of activity of your institution?
- 3.** What human resources does your institution have? Have they been trained in Albania or abroad? Has your institution suffered from the so-called brain drain? If yes, do you have a data-bank of these persons?
- 4.** What are the fields in which your institution has the greatest need for specialised expertise? Are you willing to accept Albanian experts from the scientific diaspora to contribute to your institution?
- 5.** In the event some experts from the scientific diaspora come, which is the most appropriate time to come? Are you able to provide adequate conditions and infrastructure for them to be able to give their contribution to your institution?
- 6.** Would you like to establish long-term cooperation relations with these experts and the institutions in which they work?



