

Youth Brain Drain in Montenegro

Fellow: Miljana Rakočević

Country of residence: Montenegro

Country of fellowship: Montenegro

Project: "Enhancing Regional Cooperation of Young Researchers on Migration & Development"
WBF grant as co-funded by the European Union through the IPA - Instrument for Pre-Accession.
November, 2022

INTRODUCTION

Migrations are not a new phenomenon. In the last century and even before, Europe was facing great losses regarding the workforce. People were leaving in search of better life, starting in the early 1900s and later. In the last 50 years, Europe has once again become the top destination for life. Nevertheless, some parts are more so than others. Scandinavian countries, Germany, France and so, are most attractive. On the other side, Western Balkan is facing some serious damage, regarding its intellectual and workforce, more specifically – youth migration. Once again, migrations are not new. *But they are also not a thing of the past.*

Countries all over the world are continuously striving to preserve its most valuable capital – hardworking, educated young people that will someday rule that same country. Recognizing the potential in its people, countries are educating, supporting, giving opportunities and jobs to prospective youth, in hope of eradicating the main problem of the 21st century when it comes to the work field - BRAIN DRAIN.

This brings us to the defeating fact: Montenegro fits in the theoretical category of picture-perfect country for brain drain. Highly qualified people are leaving the country, and Montenegro is helpless in its efforts to stop it. This paper will regard the problem of brain drain in Montenegro, explaining the key factors for such a situation, as well as present recommendations on how to reverse negative trends that will cause many issues in the near future in terms of workforce, education, culture and economy.

METHODOLOGY AND LITERATURE REVIEW

This research therefore would include a detailed history of brain drain in Montenegro. It would be conducted by continuous desk research, using relevant sources. Further, it would contain relevant stakeholders' opinions, such as young students, professors and working professionals. It would contain a detailed list of disadvantages Montenegrin youth face every day, but also good things that could be enhanced in order to lower said phenomenon. This would all lead up to comparative analysis of good and bad examples in both region and further, in order to develop a set of recommendations that would:

1. Bring this question to public knowledge, and further heighten its visibility;
2. Set the course in which we can go as to begin solving brain drain in Montenegro;
3. Bring a set of possible solutions that could help young, professional workforce stay in the country.

The topic that is the subject of this research has a lot of influence on the methods that will be used in its preparation. It is important to emphasize that, first of all, methods used are specific to the study of social sciences, primarily deduction, analysis, and descriptive methods.

For the part of the research that would briefly discuss his phenomenon in other parts of the world, as well as its history, it is necessary to use the comparative method, as well as content analysis.

It is important to emphasize that the research is of an empirical nature, and the statistical analytical method is an indispensable part of the work.

Sources used for this research, can be found online, and are valid and representative research of both national and international organizations, regarding this topic.

Even within the Balkan, Montenegro is at top regarding the numbers of people who left due to unfavorable situations in the country. In 2019, it is estimated that around seven thousand people left to find work elsewhere, whether short or long-term. Bad political situations, failing to recognize the full potential of our country, and therefore standard of life far behind the EU, people are leaving. NGO Center for Civic Education in its paper: European pulse stated that in rough calculation shows that 150 000 citizens or every fourth citizen of Montenegro left¹. Why does it happen in Montenegro? According to all the research it is:

1. Low life standard, and de-professionalization of work
2. High unemployment rate
3. Corruption and nepotism
4. Labor market that is completely not up to standards

It is our fault that both in 2016 and 2019 over 50% of youth are wishing to leave the country.² Those statistics are highly economically and financially harmful. As a developing country Montenegro needs to dive into this deep-rooted issue, and to try to solve it. With that being said, it can be argued that this paper would be a good kick start to at least bringing to light the problem that has affected us in the last 25 years or so. This research is important in order to further indicate the problem that is affecting the country. It will focus on the main reasons why brain drain is having a negative consequence in Montenegrin society. Therefore, it is supposed to provoke debate and further actions, by analyzing all the main points which affect social, economic and demographic changes.

Sources used can all be found and are available on the internet. They include both pure statistics from the government but also from the NGO sector. They also include independent research papers, made from other organizations. Also, during the research it was very important to include all aspects of brain drain phenomenon, so I used studies such as “How Extensive Is the Brain

¹ Evropski puls, Centar za građansko obrazovanje, 2019

² Reality check (out) from Montenegro A roadmap to brain gain in Montenegro, Organization of Montenegrins Studying Abroad (OMSA)* Humanities Thematic Group

Drain?” from William J. Carrington and Enrica Detragiache, but also Westminster Foundation for Democracy as well as Friedrich-Ebert-Stiftung (FES), that are specifically dealing with social, legal, educational and other issues in Montenegro. These sources are also analyzing brain drain phenomena, using relevant information, beginning with history of brain drain, as well as how it affects Eastern Europe and Western Balkans.

WHAT SEEMS TO BE THE TRIGGER?

Brain drain, by some data, seems to have become visible in the 1960s, when it was noticed that many scientists, physicians, doctors and medical staff, and other professionals from developing countries work in Canada, the United States, and Western Europe. It sparked a debate as to why and how it is happening.

It is very symptomatic that economically, politically and socially stable, as well as secured democracy wise countries seldom have that problem. On the other hand, financially and politically unstable countries are always failing to stop young people from leaving their country and seeking a future elsewhere.

The “brain drain” it’s an outflow of educated professionals from a certain country or region.³ On one hand, countries suffering from brain drain are losing young and educated people, due to bad situations in the country. On the other hand, other more developed and career/finance wise attractive countries are gaining more work force, more scientists, or doctors, professors, etc. This problem has its roots deep in world history, and there are many reasons young people often choose to leave their country, family or job behind, searching for better opportunities. It is up to countries to secure the welfare of those people, so as to stop them in their quest for a better place to live and work.

“A joint study, conducted in 2000 by the National Fund for Economic Research and the Georgetown University Institute for the Study of International Migration, revealed a portrait of a country which is generally fled by both the university applicants and the already educated professionals:

it would be a small country located on the periphery of an industrially developed nation. It can also be a former colony from where talented young people try to move to a former metropolis. The process reaches its activity peak during political instability and the growth of nationalism.”⁴

Nevertheless, the current situation is dire, in regards to youth leaving Montenegro. From many aspects it affects the potential of this country. Firstly, it is very dangerous economically, because the country is losing its most valuable asset which is human capital. Secondly, it is losing its frontline: intellectuals. Finally, it is losing citizens, demographically, and the country is getting old.

³ <https://youth-time.eu/the-brain-drain/>

⁴ <https://youth-time.eu/the-brain-drain/>

According to theory, brain drain represents *the preponderance of the migration of highly skilled and educated persons from poor, developing and less industrialized countries to richer, more developed ones*.⁵ In Europe, key points of growth and stability policies are educating and promoting youth. This is the base ground for every stable and highly developed country. In regards to former facts, millions in capital are poured into good high education, into eradicating youth unemployment, into non-formal education, and youth and education mobility, into further developing cultural and economic attractiveness of the country, as to keep people inside. This means that economic, political and social opportunities in Montenegro are not good enough for young people to stay.

Comparative analysis

Comparative analysis states that Montenegro is not the only country in Europe that is a hot pot of brain drain. Practically all countries of the Balkans/Western Balkans are affected by this issue. As it is said: *For economic and political reasons, the Western Balkan countries have traditionally been emigration countries. Our results show that this continues to be the case: between 2010 and 2019 all six countries of the region experienced net emigration. However, the extent of net emigration differs across countries and is highest in Bosnia and Herzegovina, followed by Kosovo and Albania; it is lowest in Montenegro, North Macedonia and Serbia. Important drivers behind these non-negligible net emigration flows are pervasive poverty (as in the case of Kosovo), extensive diaspora networks, a relatively high unemployment rate, more (and higher-quality and better-paying) employment options abroad, or particular schemes which facilitate migration, such as Germany's Western Balkan Regulation.*⁶

In 2018, Galup published a research on brain drain and migration⁷. Currently there are two parallel sets of migrations, as well as brain drain phenomenon in the world. On one side, there are signs of massive migrations from the Middle East and Africa, but on the other side, there are migrations that are happening from a long time ago, which is from Western Balkans. Research was conducted in 152 countries, and according to it, Kosovo has 42% percent of people wanting to leave the country, majority of them young people. It is followed by Bosnia and Herzegovina as well as Albania, followed by better positioned Serbia, and then Montenegro. What is particularly concerning are the predictions that within the next few years, Western Balkans could become conditionally, economically borderless which could create thousands of new jobs. In the long run, and with the development of these countries, it can be argued that there will be a lack of workforce, which could result in millions worth of damage caused by the lack of domestic work force. This is specifically related to brain drain, because the majority of migrations are directly connected to young people, either leaving to work elsewhere, or leaving to study and not returning to their home country. Also, study says that EU entrance could further heighten the

⁵ Analysis and Assessment of the "Brain Drain" Phenomenon and its Effects on Caribbean Countries, FLORIDA ATLANTIC COMPARATIVE STUDIES JOURNAL Vol. 11, 2008-2009

⁶ <https://wiiw.ac.at/evidence-of-brain-gain-for-some-western-balkan-countries-n-489.html>

⁷ <https://demostat.rs/sr/vesti/ekskluziva/srbija-medu-zemljama-sa-najvecom-pretnjom-od--odliva-mozgova-/573>

trend of youth brain drain, led by example of Croatia, that lowered unemployment, but compared to the number of new employment it only showed that people left the country, and that fact lowered the level of unemployment. As it is stated, quoted: *Both interlocutors agree that it can not be expected that the departure trend will be reduced if the whole region joins the European Union. On the contrary, the trend of departure will increase. For example, Croatia became an EU member in 2013, and the number of unemployed from mid-2015 to mid-2016 dropped by 95,000 people, but the number of employed grew by only 14,000 which means that 80.000 people have left the country.*⁸

*“When we look at the example of neighboring Croatia, we see that with the entry into the EU has been the final trigger, and people began to leave the country in large numbers, which only confirms that membership alone will not hold anyone back. If the rule of law and opportunities for people to progress are lacking, if there is not enough freedom of expression and potential for creativity, membership in the European Union does not mean much,”*⁹

Of course, it can be also argued that there are many indicators especially from the past century, that have could potentially be the trigger to brain drain, mainly war that caused, not only dividing between people, but also poverty, lack of innovation and opportunities as well as rise of extreme patterns of behavior that young people do not support. Very important is also the professional field from which people are leaving the country, mainly education and health care. Many professors, scientists and doctors and medical staff left countries in search of better payments, more opportunities to evolve professionally and start families.

By all means, Montenegro has deeply divided society, heavily ridden with socio-economic, but also political issues. We do not have a clear strategy on many questionable problems, and brain drain seems to be caused by all the above.

What is particularly concerning is the fact (which seems to be the main trigger for the brain drain phenomenon), that youth unemployment is a recurring issue not only on the national, but also on the level of EU countries in general. Youth unemployment according to statistics reached its peak in 2013, recording whopping 23,9 %. Although in 2019 it fell to 14.0%, it is still very much higher than unemployment rate of adults (6.2%)¹⁰

Within the next few paragraphs it will be explained how each and every one of the setbacks in Montenegro, affects young people and their decision to leave the country.

1. (Low) life standard

⁸ <https://europeanwesternbalkans.com/2018/12/25/brain-drain-important-migration-issue-western-balkans/>

⁹ <https://europeanwesternbalkans.com/2018/12/25/brain-drain-important-migration-issue-western-balkans/>

¹⁰

http://arhiva.skupstina.me/images/dokumenti/biblioteka-i-istrazivanje/2020/Odliv_mozgova_u_pojednim_evropskim_zemljama.pdf

To get to the case of brain drain, there needs to be said a few things about the general state of the country. Montenegro is a small country in Western Balkans, with a population of less than 700 000 people. It gained its independence back in 2006, and since then began the process of EU accession as well as entered NATO in 2017. It has great resources and potential in its tourism, still it lags behind other European countries in many aspects. Regarding the political economy, Montenegro has a dual economy, and a public sector that heavily prevents the private sector from becoming the driver of growth. Because of this, Montenegro has difficulties addressing corruption and illicit financial flows. As a result, economic crises happen very often, which prevents the country from growing economically and financially.

2. Youth unemployment – Job market

In Montenegro, there is an issue of high rate unemployment amongst women and young people. 88% of young people work in service sectors or in sectors they did not study for¹¹. Lot of young people decide to leave the country because of the lack of well-paid jobs, as well as professionalization of jobs, which is on the high rise. There is no clear strategy on non-formal education, and how to connect education, job market, and needs of the country. Why is that? Although there have been many initiatives, there is still no research on market needs in Montenegro. Therefore, students and young people are not given instructions, advice and suggestions as to what jobs are needed in the country. For example, even though we have a massive need for doctors and medicinal workers, students are still going to Law School, or Economy. Although there is great need for scientific researchers, there are not nearly enough incentive measures to encourage young people to do their research. Although it is very important for the economy and science to be connected, the government is not doing nearly enough to further strengthen those bonds. Main factors for non-formal education are non-governmental organizations /NGO/, as well as international organizations, instead of Faculties, colleges and state organizations. Which brings us to next factor:

3. Corruption and nepotism in Montenegro/Unstable rule of law

Some research shows that corruption has spread to all aspects of society, without exception. It remains public concern that young people have the mind set that the only way to get job offers is not good education and hard work as well as active involvement in society. Instead, the best and fastest ways are good connections and knowing the right people. That means that young people do not have the trust in institutions that make Montenegro, and that run Montenegro. Disappointed in the system in which they were raised, young people are leaving the country and some of them are not coming back.

- Montenegro has yet to show concrete and visible results in the implementation of measures to combat corruption, especially in particularly vulnerable areas such as

¹¹ (OD)JAVA IZ CRNE GORE: MAPIRANJE PUTA KA CIRKULACIJI MOZGOVA U CRNOJ GORI, Organization of Montenegrins Studying Abroad (OMSA).

infrastructure projects, health care, education, construction and spatial planning, public procurement and privatization of public enterprises.

- The EU called on Montenegro to improve the fight against corruption and organized crime.

Montenegro has made limited progress in terms of effective investigations, prosecutions and final verdicts in corruption cases, including high-level cases, but also in the area of suppression and prevention of corruption.

Above stated facts can help understand the high level of brain drain in Montenegro. What are the consequences?

Let me start with demographics. According to recent research “(OD)JAVA IZ CRNE GORE: MAPIRANJE PUTA KA CIRKULACIJI MOZGOVA U CRNOJ GORI” from May of 2022, calculations show that in the last 30 years around 150 000 people left the country, and if continued, by 2050, Montenegro will have the same number of citizens it had in late 1970s.¹² Besides people leaving the country, it will further decrease the youth population, therefore aging the country even more. Montenegrin diaspora is almost the same number as people actually living in Montenegro. These are statistics that should be taken into account when regarding the importance of youth brain drain.

According to [Friedrich Ebert Stiftung Youth Studies](#),¹³ in 2018, 26% of youth in Montenegro expressed strong desire to leave the country. In 2019, according to Westminster foundation for democracy in Montenegro,¹⁴ recording 70% of young people expressed desire to leave Montenegro at one point in their life. Youth in Montenegro, are acutely aware of the fact that their country is not able to provide them with stable, financially fulfilling jobs and opportunities. Our education is regarded as old fashioned, there is not enough student mobility, and visibility of youth potential is close to non-existent. In addition, young people are not feeling appreciated enough, they say that their education and hard work is not valued enough. They also stated that in other European countries/America, for the same amount of job or less, they get twice, trice or more the amount they would get in Montenegro. So, in conclusion, it is not only the bad economic, social and political situation that is triggering leaving the country. It is also state institutions turning blind eye to the voice of young people, not doing anything to prevent them from leaving, or at least encourage them to stay, through various opportunities, actions, or at the very least chance to be heard. Instead, they are ignoring the problem. Not doing enough regarding the problem that has been recognized for decades is resulting in bad outcomes.

¹² (OD)JAVA IZ CRNE GORE: MAPIRANJE PUTA KA CIRKULACIJI MOZGOVA U CRNOJ GORI, may 2022.

<https://www.omsa.me/wp-content/uploads/2022/05/CG-Odjava-iz-Crne-Gore-Mapiranje-puta-ka-cirkulaciji-mozgo-va.pdf>

¹³ Friedrich-Ebert-Stiftung (FES), Studije o mladima u Crnoj Gori, 2019.

¹⁴ Troškovi emigracije mladih, Westminster Foundation for Democracy, 2021.

Besides all the issues we have two more problems that are causing brain drain: Cluster areas of brain drain, as well as internal emigrations.

CULTURE, FREEDOM AND WAY OF LIVING

Besides issues such as the economy, job market, corruption, there is also another side of the coin. People are just not satisfied with their way of living. Some would say that Montenegro is still conservative in regards to accepting new things, different things, shifts of generation, rejecting everything that is different and not seen before. First of all, patriarchy is still very much present in our country. Tradition is often blindly followed, and religion and state are intertwined. Nationalism is on the rise, people are deeply divided, women are not equally represented as men. Femicide is very much present, so is selective abortions. LGBTIQ rights are still not represented enough. Although it is appreciated that Montenegro is keeping its history close to heart, and respecting everything that we are, it is not imperative that it should be the only way of living. That kind of slow-paced manner of life is at one point beneficial, but can long term be scarce for ambitious young people

On the other side, Montenegro is often robbed of bigger cultural events, innovative activities and different perspectives. Given the natural treasures that Montenegro has, it is not being valued enough. It is not promoted, it is being sold or given away. It is just not enough for young people to feel that they have a variety of things to see, to learn from and to experience. More and more students are going away to study abroad for a year or two, but then staying for an indefinite period of time. It is very interesting that the list of reasons is also made of one unique, but not unexpected reason: lack of innovative infrastructure, as well as lack of advanced technologies.

In the world that is made of technology, living in a small country with lack of said resources, but also without the perspective of gaining it in the near future is very unappealing to future generations.

Perhaps the most important thing – cultural and political tension that is present in Montenegro is something that makes young people want to go away. It is a fact that they value their peace and quiet more than anything, and that some rich, independent countries in Europe, such as Scandinavian countries seem to give them just that.

Given all of this, financial gain, although not on top of the list, is very high on it also. Job market in Montenegro is not based on needs and current market structure. According to research conducted by OMSA in their paper¹⁵, salaries in Montenegro, whether it be for people with higher education or not, are not enough for people to live by themselves, until the age of at least 30. Eurostat says that Montenegrins are on top of the list of people that relatively late manage to be financially independent and stable. Concerning fact is that it is mostly caused by objective

¹⁵ (OD)JAVA IZ CRNE GORE: MAPIRANJE PUTA KA CIRKULACIJI MOZGOVA, may 2022;
<https://www.omsa.me/wp-content/uploads/2022/05/CG-Odjava-iz-Crne-Gore-Mapiranje-puta-ka-cirkulaciji-mozgo-va.pdf>

reasons. State sector jobs are more secure, but hard to get, and not paid nearly good enough. On the other hand, private sector jobs are more paid, but not as nearly safe and secure as state sector jobs. We have a situation where young people are finishing their master degrees, or PHD theses, but the state has nothing to offer to them. No research projects, no incentive measures, no jobs, no promoting their potential. On the other hand, with the rise of students leaving for the USA, or Germany to work during the summer, they get to know the following facts: monthly salary in Montenegro on average is 400-500 euros. That kind of amount they can make, without a uni/college degree, weekly or even daily. Having said that, lots of youth decide to stay and make their life elsewhere. Of course, by the time they even think about going back to their homeland, they have already created life/family/memories elsewhere.

But they do think about coming back to Montenegro.

Coming back – Damage control

With all of this being said, young people are still very homesick. Many positive things about living in Montenegro, is pulling people back to Montenegro. People miss their family, their easy way of life, they value the free time they have here. As time passes young people are losing their connections to our country, and are finding it harder and more complicated to come back. Firstly, they don't have a good support system. Montenegro has a chance of returning all these young individuals, and all their intellectual, cultural, and financial capital back to the country, but fails to recognize the opportunity.

Montenegro needs to have a plan and strategy for attracting people who have emigrated from the country, and who could potentially come back. Many countries seem to have developed good strategies regarding this issue, such as Bulgaria, Croatia, Poland, Sweden, Romania, Slovakia etc. So, as it seems, analysis shows that not only countries from Western Balkans are affected. Europe is deeply troubled with the phenomenon of both emigration and brain drain, *it is the reasons that are different*. In some countries financial reasons are first, in other politics, in others it is a poor education system and so on.

For example, Croatia has developed, very creative plan regarding brain drain prevention, or rather damage control. They have a project that seems to connect people from Croatia, both living in the country and living in the diaspora. They are connecting people, scientists, actors, movie makers, mathematicians, architects etc. The goal is to make Croatian human capital more ready for market, more competitive, in order to attract international capital and investments. Basically, people who have left the country are helping it, by pouring their knowledge and experience back into the country.¹⁶

Poland on the other hand, has a law on special tax regulations for people that want to come back to Poland. Also, some countries have systems that track people that have gone away, and to what

¹⁶ Skupština Crne Gore Parlamentarni institut Istraživački centar, Kratka informacija: ODLIV MOZGOVA – TREND OVI I IZAZOVI.

countries, in what professional fields, which helps them create more prospective jobs in said fields of business. Others have sites that offer people in diaspora that want to come back list of available jobs, attractive opportunities etc. It seems that everyone is fighting in their own way. With that being said, Montenegro can also come up with Strategy for damage control, or preventing further brain drain of our youth.

With all of the above said, the question arises? Is the situation better in the region?

Most perspective part of any country is its youth, its young, ambitious students, researchers, workers, who feel that the system is not recognizing their potential. Without them, Montenegro is at risk to lose the power to compete amongst other strong economies and touristic places. Therefore, it really seems to be a dire time to take some action.

Nevertheless, there are pros of brain drain. In his article, Frédéric Docquier, says, and I quote:

The income-maximizing level of a brain drain is usually positive in developing countries, meaning that some emigration of the more skilled is beneficial.

A brain drain stimulates education, induces remittance flows, reduces international transaction costs, and generates benefits in source countries from both returnees and the diaspora abroad.

Appropriate policy adjustments, which depend on the characteristics and policy objectives of the source country, can help to maximize the gains or minimize the costs of the brain drain.¹⁷

This means that, although a bad phenomenon, clearly caused by problematic situations within the country, Montenegro can benefit from it, by connecting with its diaspora, or bringing back educated, experienced people, with new knowledge and perspectives. It can be, and is called circular migration, which if used right, can represent a highly beneficial side of brain drain. Circular migration seems to be the key, but is also very challenging to put into action.

RECOMMENDATIONS

1. Eradicating corruption and nepotism – It seems that this deep-rooted issue needs to be addressed more. Only when there are clear sanctions on corruption, on connections-based jobs, on nepotism, will young people feel motivated to find work, and further improve their potential within the country. For that, rule of law, and other projects that seem to be more visible with the EU accession process need to be complete and fast at that.
2. More innovative education system
Education system is not up to date, and not up to standards. It is not connected to the needs of the job market, and does not have informal education, which is the future of education in all developed countries. The market needs to be analyzed, as well as the needs of the state. Also, opening new spots in universities based on that data, or

¹⁷ The brain drain from developing countries, Frédéric Docquier
Université Catholique de Louvain, and National Fund for Scientific Research, Belgium, and IZA, Germany
<https://wol.iza.org/articles/brain-drain-from-developing-countries/long>

tightening the places that there are more than enough people within. It comes down to knowing what we need and directing people to educate themselves in those fields.

3. Culture, innovation and research

Maybe the most effective way to prevent brain drain, is motivating people to stay here, by giving them a variety of activities and plethora of state funded research and innovation opportunities. Whether that is bringing famous producers, shows, musicals, science competitions and fairs, book fairs, concerts, festivals, actors, DJs, architects, we need to make more creative based content for young people. We also do not have the culture of going to the theaters, cinemas, concerts of classical music. It may sound odd, but long-term, it could bring more benefits, so it would be worth investing and creating funds just for that.

All of these factors are only some of the things that need to be solved in Montenegro, but they are the key factors regarding young people. We also do have the problem of a poor health system, poor institutions etc. Recommendations above are stepping stones in reversing the trend of brain drain, and these problems are almost identical in every country that is affected by young people leaving the country to work and study elsewhere. But the main thing that will be the trigger is the rotation of generations – making our institutions younger. To truly see the problem, and to start solving it, means to understand it first. Young people are the primary target of both the problem and the solution. Therefore, placing and hiring young people in key institutions will both keep youth in the country but also, help with understanding the problem better. Young people need to become an integral part of the solving process.

Besides the recommendations above, Montenegro needs to have more activities that will wake the social awareness amongst people, and need to participate in the society, on local and national level. Good way for that is something that is almost nonexistent in Montenegro, and badly regulated at that – VOLUNTEERISM. It is proven that all developed and economically stable countries have a high level of volunteers, and a good tradition of volunteerism. For example, the USA has the highest level of volunteers in the world, and it is followed by European countries such as Norway, Switzerland and Netherlands. These countries, and it is not a coincidence, have very low levels of brain drain among their youth. It brings people together, ties them to their society, and with that making it harder, and not necessary to leave their countries. It wakes and raises their social responsibility and awareness, which leads to socially and politically awake and aware people, who are not afraid of raising their voice and speaking up for their community, which leads to solving burning issues in the society. Which ultimately can prevent or at least lessen both need and desire for leaving the country.

Finally, as a way of gaining something back, but also keeping our citizens close, Montenegro needs to find a way to connect to Montenegrin people outside of Montenegro, by various projects, initiatives, and offers. Their voice needs to be heard, their knowledge and

experience needs to be valued. This means having a good and well-connected network of people in the diaspora.

CONCLUSION

Although we are striving to become a more stable, and economically independent, politically mature society, we are facing the facts – Who will fight for better tomorrow, when our most educated and socially aware people are leaving?

Through the research, focal points of brain drain are pointed out, through analysis of social, economic and demographic situations. Also, through recommendations and examples of good practice from other countries it is shown how positive action towards resolving this problem, can make it easier to target brain drain as well as lessen the impact. This paper should further make the problem of young people leaving more visible and further known to the public.

Are we failing our youngest, by giving them bad examples, by not caring, by not doing enough? What we fail to recognize is that it is not the money they go after. It is peace and prosperity. Politics and social position of the country is not making them feel safe. More and more extreme rhetoric is scaring young people out of Montenegro. We all need to accept the fact that those burning, toxic, rhetoric is driving us further apart and away from what is really important, and that is not politics, power, and money. That is making our country a good place to live in, or at least good enough not to leave. I believe that by comparative analyses, we can learn from different solutions for brain drain in regional countries. On the other side we can learn from our mistakes, we have to know the statistics and reason for leaving, and act upon them. We need to learn to be more responsible, as it will be beneficial for both the country and its people.

LITERATURE

(OD)JAVA IZ CRNE GORE: MAPIRANJE PUTA KA CIRKULACIJI MOZGOVA, may 2022. <https://www.omsa.me/mapiranje-puta-ka-cirkulaciji-mozgova-u-crnoj-gori/>

How Extensive Is the Brain Drain? William J. Carrington and Enrica Detragiache, June 1998.
<https://www.imf.org/external/pubs/ft/fandd/1999/06/carringt.htm>

Westminster Foundation for Democracy, 2021, Dostupno na:
https://iri.rs/wpcontent/uploads/2021/08/Troskovi-emigracije-mladih-u-CrnojGori_compressed.pdf

Friedrich-Ebert-Stiftung (FES), Studije o mladima u Crnoj Gori, 2019. Dostupno na:
<http://library.fes.de/pdf-files/bueros/belgrad/15293.pdf>

ODLIV MOZGOVA – TRENDVI I IZAZOVI, Istraživački centar, Parlamentarni institut-Parlament Crne Gore, February 2022

http://arhiva.skupstina.me/images/dokumenti/biblioteka-i-istrazivanje/2020/Odliv_mozgova_u_pojeedinim_evropskim_zemljama.pdf

<https://europeanwesternbalkans.com/2018/12/25/brain-drain-important-migration-issue-western-balkans/>

Disclaimer: The contents of this publication are the sole responsibility of the beneficiary and can in no way be taken to reflect the views of the European Union.