

REGIONAL SCIENTIFIC CONFERENCE  
**MOBILITY AND EMIGRATION OF EXPERTS:  
PERSONAL AND SOCIAL GAINS AND LOSSES**  
ABSTRACTS

REGIONALNA NAUČNA KONFERENCIJA  
**MOBILNOST I ODLAZAK STRUČNJAKA:  
LIČNI I DRUŠTVENI DOBICI I GUBICI**  
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## **ABSTRACTS**

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NADA POLOVINA | TANJA PAVLOV

## **ZBORNİK REZIMEA**

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PART ONE

**DEVELOPING BRAIN GAIN POLICIES  
IN THE WESTERN BALKANS**

REPORTS OF REGIONAL RESEARCH GROUPS

PRVI DEO

**RAZVIJANJE POLITIKA PRILIVA MOZGOVA  
U ZEMLJAMA ZAPADNOG BALKANA**

IZVEŠTAJI ISTRAŽIVAČKIH GRUPA IZ REGIONA

# WHAT IS THE ROLE OF ALBANIAN UNIVERSITIES IN BRAIN CIRCULATION?

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This paper strives to assess the situation of brain circulation in a country heavily affected by brain drain in the last twenty years, putting on focus the role of Albanian public and private universities, headquarters of research and innovation in the country. It reviews the theoretical features of the brain circulation phenomena as well as the proposed EU policies in this field, whose beneficiaries also involve Albanian researchers and institutions. While the authors acknowledge the situation of Albania as a small developing country with modest research and innovation infrastructure, they suggest that rather than brain gain, the target of policies should be brain circulation. Furthermore, they argue that there is a fairly good understanding among academics in the country of the importance that brain circulation bears for development in a knowledge-based society. However, despite the fact that Albanian institutions are involved in different programmes such as Tempus, Erasmus, FP7, etc., the success in brain circulation and hence, its positive impact on the development of the country might remain limited by a combination of factors: 1) yet low number of persons benefiting from these programmes, 2) failure to address the gap between modest infrastructure and management capacities of national research institutions and the top-level preparation that researchers receive abroad, 3) underestimation of the need to involve internationals in the country's research and innovation environment, resulting in few or no measures to attract them, and 4) missed link between results in academic research and progress in different sectors of the economy/industry of the country. Overall, Albania is on the right track to addressing brain drain problems. In this milieu, universities certainly have a bigger role to play, but need to be steadily supported by the government that should allocate a strategic role to brain circulation and R&D in the development of the country.

Key words: brain circulation, brain drain, Albanian public and private universities

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# KOJA JE ULOGA ALBANSKIH UNIVERZITETA U CIRKULACIJI MOZGOVA?

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Ovaj rad nastoji da proceni situaciju cirkulacije visokostručnog naučnog kadra u zemlji teško pogođenoj odlivom mozgova u poslednjih dvadeset godina, stavljajući u fokus ulogu albanskih javnih i privatnih univerziteta kao sedišta istraživanja i inovacija u zemlji. On daje teorijske karakteristike fenomena cirkulacije naučnog kadra, kao i predložene EU politike u ovoj oblasti, čiji su korisnici i albanski istraživači i institucije. Dok autori priznaju da je Albanija mala zemlja u razvoju sa skromnom istraživačkom i inovacijskom infrastrukturom, oni sugerišu da umesto priliva mozgova, ciljna politika treba da bude cirkulacija mozgova. Osim toga, oni tvrde da postoji prilično dobro razumevanje unutar akademske zajednice u zemlji o važnosti koju cirkulacija mozgova ima za razvoj u društvu zasnovanom na znanju. Međutim, iako su albanske institucije uključene u različite programe kao što su Tempus, Erasmus, FP7, itd., uspeh u cirkulaciji mozgova i samim tim, njegov pozitivan uticaj na razvoj zemlje mogu da budu ograničeni kombinacijom faktora: 1) još uvek mali broj osoba ima koristi od ovih programa, 2) nemogućnost da se reši problem raskoraka između skromnih infrastrukturnih i upravljačkih kapaciteta nacionalnih istraživačkih institucija i vrhunskih priprema koje istraživači dobijaju u inostranstvu, 3) potcenjivanje potrebe da se uključe internacionalci u istraživanja i inovaciono okruženje zemlje, što za rezultat ima mali broj ili nepostojanje mera koje bi ih privukle, i 4) nedostatak veze između rezultata u naučnim istraživanjima i napretka u različitim sektorima privrede/industrije zemlje. Sve u svemu, Albanija je na dobrom putu da reši probleme odliva mozgova. U tom miljeu, univerziteti svakako imaju veliku ulogu, ali moraju da imaju kontinuiranu pomoć Vlade, koja bi trebalo da u razvoju zemlje dodeli stratešku ulogu cirkulaciji mozgova, istraživanju i planiranju.

Ključne reči: cirkulacija mozgova, odliv mozgova, albanski javni i privatni univerziteti

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# DEVELOPING BRAIN GAIN POLICIES IN MONTENEGRO

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The project “Developing Brain Gain Policies in the Western Balkans” was conducted in three phases in Montenegro. The first phase involved writing the National Report through the desk research method. The results of the Report showed that there is no official policy aimed at retaining highly qualified individuals in the country. After publication of the National Report, the representatives of the Centre for Democracy and Human Rights organised the round-table with the participation of stakeholders. The participants agreed over two main reasons for lacking students’ mobility which remains to be the main cause of undeveloped ‘brain gain’ policy in Montenegro. The first reason is related to the lack of information about the capabilities over their mobility, and the other one is lack of their motivation. The aim of the round-table was to build network in order to create the opportunities in Montenegro, which will potentially contribute to the creation of the ‘brain gain’ policy. The third phase of this project included the field research. A goal of the research was to identify to what extent highly qualified individuals in Montenegro were interested in leaving their home country. A special aim is the effort to identify motivational patterns which underlie the migration processes of highly educated Montenegrin individuals. The results showed that students’ motivation to leave the country permanently is very high, even after relative stabilisation of political and social circumstances.

Key words: brain gain policy, motivational patterns, motivation to leave permanently

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# RAZVOJ POLITIKA PRILIVA MOZGOVA U CRNOJ GORI

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Projekat „Razvijanje politike priliva mozgova na Zapadnom Balkanu“ se u Crnoj Gori odvijao u tri faze. Prva faza je obuhvatila pisanje Nacionalnog izvještaja. Rezultati Izvještaja su pokazali da u Crnoj Gori ne postoji zvanična politika čiji je cilj zadržavanje visokokvalifikovanog kadra u zemlji. Po objavljivanju Nacionalnog izvještaja, predstavnici Centra za demokratiju i ljudska prava su organizovali okrugli sto u kojem su učestvovali zainteresovani akteri. Učesnici okruglog stola su se složili da postoje dva glavna razloga za nedovoljnu studentsku mobilnost koja predstavlja glavni uzrok nerazvijene politike priliva mozgova u Crnoj Gori. Prvi je nedovoljna informisanost o mogućnostima njihove mobilnosti, a drugi je nedostatak motivacije. Cilj okruglog stola je bio da se svi zainteresovani akteri povežu kako bi se stvorila mreža koja će dalje raditi na poboljšanju situacije u zemlji kako bi se stvorile mogućnosti da dobar kadar, školovan u zemlji ili u inostranstvu, ostane u Crnoj Gori. Treća faza projekta obuhvatila je terensko istraživanje. Istraživanje je imalo za cilj da identifikuje u kojoj su mjeri visokokvalifikovani pojedinci u Crnoj Gori zainteresovani da napuste svoju matičnu zemlju. Poseban cilj predstavlja nastojanje da identifikujemo motivacione obrasce koji se nalaze u pozadini migracionih procesa visokokvalifikovanog kadra Crne Gore. Rezultati istraživanja su pokazali da je motivacija studenata za trajnim napuštanjem zemlje veoma visoka, čak i nakon relativne stabilizacije političkih i socijalnih prilika.

Ključne reči: politika priliva mozgova, motivacioni obrasci, motivacija za trajnim napuštanjem zemlje

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# THE SCIENTIFIC DIASPORA AS THE BRAIN GAIN OPTION: EXPLORING THE CASE OF BOSNIA AND HERZEGOVINA

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In the past decades, many countries around the globe have faced the consequences of the brain drain phenomenon. Bosnia and Herzegovina is not an exemption in this regard. As the prospects for mobility change, it is reasonable to expect that this would also affect the movement of highly skilled individuals. Meanwhile, BiH has done very little in terms of responding to these new challenges. In particular, it has not strategically considered the added-value of its numerous highly qualified diaspora for countering these negative trends. By combining primary research results with other available data, this article attempts to delineate the urgent steps BiH has to make in order to take advantage of the development potentials of its diaspora. We seek to look into the interest and present experience of highly qualified diaspora members with regard to cooperation possibilities with BiH's public and academic institutions. In the case of BiH, some formal and informal highly qualified diaspora networks already exist. Networks of this kind have shown to be an important factor in developing brain gain policies. Presently, the BiH diaspora potential and strategic planning in this regard is still in what could be denoted as an early phase of articulation, since the only state institution explicitly dealing with the diaspora is a Department within the State Ministry for Human Rights and Refugees. In a more advanced phase, the jurisdiction over brain gain policies needs to be broadened to include an array of state actors working on devising an extensive strategy on how to involve its expatriates into the broader national development plan, not to miss the opportunity to utilise the potential this population has for the development of BiH.

Key words: brain drain phenomenon, highly qualified diaspora, diaspora networks, Department within the State Ministry for Human Rights and Refugees

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# NAUČNA DIJASPORA I OPCIJA PRILIVA PAMETI: ISTRAŽIVANJE SLUČAJA BOSNE I HERCEGOVINE

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U proteklim decenijama, mnoge su se zemlje suočile sa fenomenom odliva pameti (brain drain). U tom smislu Bosna i Hercegovina nije izuzetak. U skladu sa rastućom mogućnošću kretanja, opravdano je očekivati da će isto uticati i na promjenu dinamike u slučaju visokokvalificiranih pojedinaca. U međuvremenu, Bosna i Hercegovina poduzima vrlo malo da bi se pripremila za dolazeće promjene, posebno u smislu strateškog uključivanja visokokvalificirane dijaspore sa ciljem ublažavanja neželjenih efekata. Kombinujući primarno istraživanje sa drugim dostupnim podacima, ovaj članak nastoji utvrditi koje su mjere neophodne da bi se razvojni potencijal, koji mreže visokokvalificirane dijaspore imaju, stavio u pogon. Uzimajući u obzir eksplicitno izraženu želju za saradnjom, kroz analizu iskustava bosanskohercegovačke visokokvalificirane dijaspore, cilj je utvrditi mogućnosti za produbljivanje i sistematizaciju saradnje sa javnim i akademskim institucijama u Bosni i Hercegovini. Formalne i neformalne mreže dijaspore već postoje, a iskustvo drugih zemalja pokazuje da mreže ove vrste mogu imati snažan brain gain (priliv pameti) potencijal. Ono što je posebno indikativno u slučaju Bosne i Hercegovine jeste činjenica da je tzv. potencijal dijaspore još uvijek u ranoj fazi artikulacije. Ovaj uvid dodatno potvrđuje činjenica da je jedina institucija koja se eksplicitno bavi dijasporom Ministarstvo za ljudska prava i izbjeglice. Ukoliko BiH ne želi da propusti razvojne mogućnosti koje visokokvalificirana dijaspora ima, unaprijedni pristup bi morao uključiti veći broj institucija i organa koji bi zajedničkim naporima radili na razvoju sistematskog plana uključivanja dijaspore u širu državnu razvojnu strategiju.

Ključne reči: fenomen odliva pameti, visokokvalificirana dijaspora, mreže dijaspore, Ministarstvo za ljudska prava i izbjeglice

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# DEVELOPING BRAIN GAIN POLICIES IN SERBIA

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Traditionally an emigration country, in early 90's of the 20th century Serbia started dealing with more intense emigration of highly qualified people. During that period, the phenomenon of brain drain did not attract much attention of society. In the period of economic and social recovery and efforts of the country to become a member of the European Union, a competitive workforce is required, capable of coping with the pressures of the European market. Therefore, the prevention of brain drain and development of brain gain policies should be the focus of social concern. In order to encourage this interest, the research was conducted in three phases: 1) determining the current situation through the secondary data analysis and semi-structured interviews with 11 key stakeholders, 2) organising a national conference aimed at reaching a consensus on key challenges in this area, and 3) qualitative research with 42 representatives of the scientific community at home and abroad aimed at identifying factors important for developing brain gain policies. Key findings of this research are: a) there are many possible flows of knowledge into the country - developing conditions, competitiveness and openness of domestic science, encouraging mobility programmes and scholarships, developing cooperation with the scientific diaspora and encouraging the return of the scientific diaspora. b) a strategic and systematic approach to all these "inflows" is necessary, i.e. creating databases and research, determining strategic social and scientific priorities, planning and preparing conditions for engaging in certain "inflows", as well as their "outflows", i.e. flows of knowledge in the home country, information and media support, coordinating all stakeholders in the country and abroad, and monitoring and evaluation of effects. c) the basic precondition and consequence of all these efforts is the social and economic development of the country.

Key words: brain drain, brain gain policies, inflows of knowledge

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# RAZVIJANJE POLITIKA PRILIVA MOZGOVA U SRBIJI

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Srbija, tradicionalno emigraciona zemlja, početkom 90-tih godina 20.veka počela je da se suočava sa intezivnijim odlaskom visokokvalifikovanih kadrova. Fenomen odliva mozgova u to (ratno) vreme nije pobudio veću društvenu pažnju. U razdoblju ekonomskog i društvenog oporavka i nastojanja da zemlja postane članica Evropske unije neophodna je konkurentna radna snaga koja može da se nosi sa pritiscima evropskog tržišta. Zbog toga bi sprečavanje odliva mozgova i razvijanje politika priliva mozgova moralo da bude u fokusu društvenog interesovanja. S namerom da se podstakne ovo interesovanje, sprovedeno je istraživanje u tri faze: 1) utvrđivanje postojećeg stanja kroz analizu sekundarnih podataka i polustrukturisane intervju sa 11 ključnih aktera, 2) održavanje nacionalne konferencije sa ciljem postizanja konsenzusa o ključnim izazovima u ovoj oblasti i 3) kvalitativno istraživanje sa 42 predstavnika naučne zajednice u zemlji i inostranstvu u cilju utvrđivanja faktora važnih za razvijanje politika priliva mozgova. Ključni nalazi ovog istraživanja su: a) Postoji više mogućih ulaza priliva znanja u zemlju - razvijanje uslova, konkurentnosti i otvorenosti domaće nauke, podsticanje programa mobilnosti i stipendiranja, razvijanje saradnje sa naučnom dijasporom i podsticanje povratka naučne dijaspore. b) Potreban je strateški i sistemski pristup svim tim „ulazima“, što znači - formiranje baza podataka i istraživanja, određivanje strateških društvenih i naučnih prioriteta, plan i priprema uslova kako za uključenje u te pojedine „ulaze“ tako i za njihove „izlaze“ odnosno „uliv“ znanja u matičnu zemlju, informisanje i medijska podrška, koordinisanje svih aktera u zemlji i inostranstvu i praćenje i procena efekata. c) Osnovni uslov i posledica svih ovih napora je društveni i ekonomski razvoj zemlje.

Ključne reči: odliv mozgova, politike priliva mozgova, ulazi priliva znanja

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# DEVELOPING BRAIN GAIN POLICIES IN MACEDONIA

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The paper identifies the crucial problems regarding the process of brain drain in Macedonia, and provides suggestions for alleviating the negative effects in the future. It reviews the general issue of brain drain in the Macedonian context by examining the relevant secondary sources in the field, assesses the current state of brain gain policies in Macedonia, identifying the main sets of instruments as well as the stakeholders in the field, reflects on the experiences of the returnees so far, as well as on their opinion regarding the problem of brain drain and briefly reviews several good practices of brain gain beyond the national and regional borders. The findings in the paper justified the assumptions made by previous scholarly and policy analysis that the structural problems, such as the substandard economic conditions, the questionable rule of law, the lack of meritocratic values, and the uncompetitive science and research industries and as well the better quality of life in the cities in the more developed countries are the major factors that make the idea of pursuing career abroad more appealing than the one to stay at home. Nonetheless, the paper provides several sound arguments and recommendations about the directions in which brain gain policies in Macedonia should be developed and about the concrete measures that can be taken to mitigate the adverse effects of the process of brain drain.

Key words: brain drain, brain gain policies, returnees, good practices of brain gain, structural problems

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# RAZVIJANJE POLITIKE PRILIVA MOZGOVA U MAKEDONIJI

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U radu se identifikuju ključni problemi vezani za proces odliva mozgova u Makedoniji i daju predlozi za ublažavanje negativnih efekata u budućnosti. Rad sadrži pregled fenomena odliva mozgova u makedonskom kontekstu ispitujući odgovarajuće sekundarne izvore na terenu, ocenjuje trenutno stanje politika odliva mozgova u Makedoniji, identifikuje glavne grupe instrumenata, kao i aktere na terenu, navodi iskustva povratnika, kao i njihovo mišljenje u vezi sa problemom odliva mozgova i daje kratak pregled nekoliko slučajeva dobrih praksi van nacionalne i regionalne granice. Nalazi u radu opravdavaju pretpostavke naučne i političke analize da su strukturalni problemi, kao što su nepovoljni ekonomski uslovi, diskutabilna vladavina prava, nedostatak meritokratskih vrednosti, i nekonkurentna naučna i istraživačka industrija, kao i bolji kvalitet života u gradovima u razvijenim zemljama glavni faktori zbog kojih neko odlučuje da nastavi karijeru u inostranstvu. Ipak, rad daje nekoliko snažnih argumenata i preporuke o pravcima u kojima politika odliva mozgova u Makedoniji treba da se razvija i o konkretnim merama koje se mogu preduzeti da bi se ublažili negativni efekti procesa odliva mozgova.

Ključne reči: odliv mozgova, politike priliva mozgova, povratnici, dobre prakse vezane za priliv mozgova, strukturni problemi

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PART TWO

**SCIENCE IN THE FUNCTION OF POLICY DEVELOPMENT  
FOCUSED ON MOBILITY AND EMIGRATION OF EXPERTS**

DRUGI DEO

**NAUKA U FUNKCIJI RAZVIJANJA POLITIKA DELOVANJA  
USMERENIH NA MOBILNOST I ODLAZAK STRUČNJAKA**

# BRAIN DRAIN FROM SERBIA – CAN IT BE STOPPED?

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In this paper we point out the role of the practice and ideology of globalisation in brain drain process from Serbia. The listed data are based on the large-scale departure of highly educated persons from Serbia to the countries of West Europe and the USA. The paper analyses the dynamics, scale and trends in this process. It distinguishes potential from real migration. It also investigates the role of educational system in the brain drain process of highly educated people. Investments into the enhancement of the educational system are mainly understood as improvement of education, modernisation of teaching equipment and teaching aids, improvement of the financial situation of teachers. The key issue is not only the scope of investment in education, but what comes as a result. The educational policy of free education is criticised, where the state invests in education of students who, upon graduation go to another country and contribute to the development of society there. The paper analyses the causes and consequences of the departure of scientific and technically trained intelligence. For Serbia, as relatively undeveloped country in the middle of the modernisation processes, this process has far-reaching effects on the social development. Therefore, here we have implied the possible solutions for the problem of brain drain.

Key words: scientist and engineering experts, brain drain, educational system, Republic of Serbia, globalisation

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# ODLIV MOZGOVA IZ SRBIJE – MOŽE LI SE SPREČITI?

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U radu se ukazuje na ulogu globalizacijske prakse i ideologije u odlivu mozgova iz Srbije. Navode se podaci o odlasku visokoobrazovnih građana Srbije u zapadnoevropske države i SAD. Analizira se dinamika, razmere i tendencije ovog procesa. Razlikuje se potencijalna i stvarna migracija. Razmatra se i uloga obrazovnog sistema u procesu napuštanja zemlje visokoobrazovnih kadrova. Ulaganja u unapređivanje obrazovnog sistema, uglavnom se razumevaju kao poboljšanje uslova obrazovanja, osavremenjivanje nastavne opreme i učila, popravljjanje materijalnog položaja nastavnika. Ključno pitanje je ne samo obim ulaganja u obrazovanje, već šta se dobija kao rezultat. Kritikuje se obrazovna politika besplatnog studiranja po kojoj država ulaže velika sredstva u školovanje studenta a oni, kada diplomiraju ili doktoriraju, odlaze u drugu državu i doprinose razvoju tamošnjeg društva. Analiziraju se uzroci i posledice odlaska naučno i tehnički obrazovane inteligencije. Za Srbiju kao zemlju relativne nerazvijenosti i na putu modernizacijskih procesa, ovaj trend ima dalekosežne društveno-razvojne posledice. Ukazuje se na moguće mere za rešavanje problema odliva mozgova.

Ključne reči: naučno-tehnička inteligencija, odliv mozgova, obrazovni sistem, Republika Srbija, globalizacija

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# TALENTS DESERVE MORE ATTENTION OF POLICY CREATORS IN SERBIA

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The Scientific and Technological Development Strategy of Serbia rightly points out the importance of talents and human capital quality in general. However, funds allocated for research and developments are too small, failing to reach the level of half percent of gross domestic product of the country. Human capital is the major factor in strengthening the competitiveness of national economy of a country. Naturally, the increase rate of economic competitiveness largely depends on its quantitative and qualitative dimensions and availability on the market. As for the efficiency of the labour market in Serbia, the analysis of the World Economic Forum shows that the efficiency is at a very low level. What is most worrying is the efficiency of "utilisation" of talents. Specifically, the efficiency is seen through four indicators: wage-productivity relations, using professional management, brain drain and the employment of women in the private sector. According to these criteria, Serbia suffers from chronic brain drain, since it is on 136<sup>th</sup> place out of 139 countries, its professional management is neglected and the state does not care about its talents. According to the "brain drain" indicator, Serbia is behind Montenegro, Albania, Croatia, Macedonia, and only ahead of Bosnia and Herzegovina. The "brain drain" indicator is a response to the question: "Does your country keep and attract talents?" Over the last two decades, an exceptional generation of young experts has left Serbia, seeking, above all, better living and working conditions somewhere else. Serbian diaspora is, therefore, numerous, present throughout the world, with main destination areas of North America and EU countries; in the last two decades it has increased, to a large extent, on account of emigration of skilled and qualified personnel, and the production of an expert is very expensive. Serbia does not sufficiently care about emigration of its talents. An action plan for increasing funds for research and development, both from the budget and the economy is the weak side of implementation of the Scientific and Technological Development Strategy. Extreme attention and appropriate activities of public authorities, businesses, especially chambers of commerce, and media, is needed to raise awareness of people, but also of executive and legislative authorities, on the fact that without investments in research and development, in innovation, there will be neither progress nor increase in the competitiveness of Serbian economy.

Key words: struggle for talents, research and development, brain drain, labour market efficiency, Serbian diaspora, Serbia

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# TALENTI ZASLUŽUJU VEĆU PAŽNJU KREATORA POLITIKA U SRBIJI

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U Strategiji naučnog i tehnološkog razvoja Republike Srbije ističe se s pravom značaj talenata i kvaliteta ljudskog kapitala uopšte. Međutim, sredstva koja se izdvajaju za istraživanje i razvoj su isuviše mala – ne dostižu nivo polovine jednog procenta bruto društvenog proizvoda zemlje. Ljudski kapital je upravo glavni činilac jačanja konkurentnosti nacionalne privrede jedne zemlje. Razume se, dinamika povećanja konkurentnosti privrede zavisi, u velikoj meri, od njegovih kvantitativnih i kvalitativnih razmera i dostupnosti na tržištu. Kada je reč o efikasnosti tržišta rada u Srbiji, analize Svetskog ekonomskog foruma pokazuju da je ta efikasnost na dosta niskom nivou. Ono što najviše zabrinjava jeste efikasnost „korišćenja“ talenata. Naime, ta efikasnost je sagledana kroz četiri pokazatelja, i to: odnos zarada i produktivnosti; naslanjanje na profesionalni menadžment; odliv mozgova i zapošljavanje žena u privatnom sektoru. Po tim kriterijumima, Srbija pati od hroničnog odliva mozgova, budući da se nalazi na 136. mestu od ukupno 139 zemalja, da je profesionalni menadžment zapostavljen i da država ne brine o svojim talentima. Prema indikatoru odliv mozgova, Srbija se nalazi iza Crne Gore, Albanije, Hrvatske, Makedonije, a samo ispred Bosne i Hercegovine. Indikator odliv mozgova predstavlja odgovor na pitanje: „Da li vaša zemlja zadržava i privlači talente?“ Srbiju je, tokom poslednje dve decenije, napustila jedna vrlo kvalitetna generacija mladih stručnjaka, tražeći, pre svega, bolje uslove za život i rad negde drugde. Srpska dijaspora je, dakle, brojna, rasprostranjena širom sveta, s glavnim destinacionim područjima – Severna Amerika i zemlje Evropske unije; u poslednje dve decenije se povećava i to, u velikoj meri, na račun odlaska stručnog i kvalifikovanog kadra, a proizvodnja jednog stručnjaka je veoma skupa. Srbija ne brine u meri u kojoj je to potrebno o svojim iseljenim talentima. Akcioni plan povećanja sredstava za istraživanje i razvoj, kako iz budžeta tako i iz privrede, je slaba strana implementacije Strategije za nauku i tehnološki razvoj. Potrebna je izuzetna pažnja i adekvatne aktivnosti državnih organa, privrednih subjekata – naročito privrednih komora, kao i medija, na podizanju svesti, u narodu, ali i kod izvršnih i zakonodavnih vlasti, da bez ulaganja u istraživanje i razvoj, u inovacije, nema napretka niti povećanja konkurentnosti privrede Srbije.

Ključne reči: borba za talente, istraživanje i razvoj, odliv mozgova, efikasnost tržišta rada, srpska dijaspora, Srbija

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# INTELLECTUAL EMIGRATION FROM THE REPUBLIC OF MACEDONIA – CONSEQUENCES AND IMPLICATIONS

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In the last two decades the Republic of Macedonia has been faced with very large volume and intensity of intellectual emigration. Approximation based on the available data and information, shows that about 20 percent of the total number of Macedonian citizens aged 15 or more with university education are abroad. At the same time the potential intellectual emigration was and remains quite high. The consequences of the intellectual emigration are very indicative and are manifested in many domains (socio-economic and demographic development, labour market, scientific activities). Intellectual emigration directly implicates decrease in the average level of human capital in the country with all negative effects on the economic growth. No less important are consequences and implications on the demographic development which are manifested in the acceleration of the aging process of the population and the labour force and significant reduction of the reproductive base of the population in the country. Intense emigration of young scientists and the best students on the faculties of technical and natural sciences has long-term unfavourable implications on the development of scientific activities in some faculties. In January 2009, the Resolution on Migration Policy of the Republic of Macedonia 2009-2014 was adopted. One of the measures in this document is the creation of a policy for reduction of intellectual emigration and returns of highly educated persons from abroad.

Key words: emigration, brain drain, human capital, economic development, demographic development

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# INTELEKTUALNA EMIGRACIJA REPUBLIKE MAKEDONIJE POSLEDICE I IMPLIKACIJE

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U poslednje dve decenije Republika Makedonija se suočava sa veoma velikim obimom i intenzitetom intelektualne emigracije. Aproksimacija na osnovu raspoloživih podataka i informacija, pokazuje da se oko 20% ukupnog broja građana Makedonije starijih od 15 godina sa visokom stručnom spremom nalaze u inostranstvu. U isto vreme, potencijalna intelektualna emigracija bila je i ostala veoma visoka. Posledice intelektualne emigracije su vrlo indikativne i ispoljavaju se u mnogim domenima (društveno-ekonomski i demografski razvoj, tržište rada, naučne aktivnosti). Intelektualna emigracija direktno utiče na smanjenje prosečnog nivoa ljudskog kapitala u zemlji, sa svim negativnim implikacijama na ekonomski rast. Ne manje važne su posledice i implikacije na demografski razvoj koje su izražene u ubrzanju procesa starenja stanovništva i radne snage, kao i značajno smanjenje reproduktivne osnove stanovništva u zemlji. Intenzivno iseljavanje mladih naučnika i najboljih studenata sa fakulteta tehničkih i prirodnih nauka ima dugoročne nepovoljne implikacije na razvoj naučnih aktivnosti na tim fakultetima. U januaru 2009. usvojena je Rezolucija migracione politike Republike Makedonije 2009-2014. Jedna od predviđenih mera u ovom dokumentu je kreiranje politike za smanjenje intelektualne emigracije i povratka visokoobrazovanih građana iz inostranstva.

Ključne reči: emigracija, odliv mozgova, ljudski kapital, ekonomski razvoj, demografski razvoj

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# SOME IDEAS ABOUT BRAIN GAIN MOBILITY

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Brain gain refers to brain mobility in the global society and useful exchange between developed and less developed countries. In that perspective I will discuss how open are our societies to welcome and accommodate a "higher level" thought that comes from abroad, including impact of our people who have an experience in developed countries and participate in the global world knowledge market. There is a difference between countries at the various levels of development that creates a "cultural gap" which has to be considered. The aim is, however, a society open for changes and I first suggest to our post-communist societies to build an "ideas' market". There are lots of obstacles for that in my country: archaic features such as fanatic political attitudes, family and anthropologic nepotism, clans and provincialism preferences in the recruiting process. Another area for brain gain is the university academism, but "Bologna process" is yet treated just like a "new dress on the same old institutional body". The business market is the most welcome brain gain area. The biggest international companies like AMC, Vodafone, Raiffeisen Bank etc, are more active in recruiting "advanced thought". This process is faster, less bureaucratic, based on meritocracy. The private sector is more serious and more interested in accepting new staff members that possess advanced knowledge, "avant-garde technologies" knowledge and the most progressive methodologies. I suggest that our conference takes this section in consideration since it is more independent from the political parties. All these problems can be faced with an advanced knowledge, serious studies, and "thought investments". We need a "civil alphabetising", starting with the general scientific education of citizens. Brain gain mobility must help in the renewal process of our entire societies by creating a "Brain Gain Regional Network", a "Brain Gain Online Forum" and implementing a "Brain Gain Regional Annual Conference" as well.

Key words: university academism, private sector, "Brain Gain Regional Network", "Brain Gain Online Forum", "Brain Gain Regional Annual Conference"

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# NEKE IDEJE O PRILIVU MOZGOVA

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Priliv mozgova se odnosi na mobilnost mozgova u globalnom društvu i korisne razmene između razvijenih i manje razvijenih zemalja. U tom svetlu ću preispitati koliko su naša društva otvorena da prime viši nivo misli koji dolazi iz inostranstva, uključujući i uticaj naših ljudi koji imaju iskustva u razvijenim zemljama i učestvuju u globalnom svetskom tržištu znanja. Postoji razlika između zemalja na različitim nivoima razvoja koji stvara kulturni jaz, i on se mora uzeti u obzir. Cilj je, međutim, društvo otvoreno za promene i prvo što predlažem našim postkomunističkim društvima je da se izgradi "tržište ideja". Postoji mnogo prepreka za to u mojoj zemlji: arhaične crte kao što su fanatični politički stavovi, porodični i antropološki nepotizam, klanovi i provincijalizam koji imaju prednost u procesu zapošljavanja. Još jedna oblast za priliv mozgova je univerzitetski akademizam, ali "Bolonjski proces" se još uvek tretira kao "nova haljina na istom starom institucionalnom telu". Komercijalno tržište je najbolja oblast za priliv mozgova. Najveće međunarodne kompanije kao što su AMC, Vodafone, Raiffeisen banka itd, su mnogo aktivnije u regrutovanju napredne misli. Taj proces je brži, manje birokratski, baziran na meritokratiji. Privatni sektor je mnogo ozbiljniji i zainteresovaniji za prihvatanje novog osoblja koje poseduje veća znanja, "avangardnu tehnologiju" i najprogresivniju metodologiju. Predlažem da naša konferencija uzme u obzir ovaj sektor jer je nezavisan od političkih stranaka. Svi ovi problemi mogu se rešiti naprednim znanjem, ozbiljnim studijama i "investicijom u pamet". Mobilnost priliva mozgova mora da pomogne u procesu obnove našeg celokupnog društva stvaranjem "Regionalne mreže za priliv mozgova", "Foruma za priliv mozgova" i organizovanjem "Regionalne godišnje konferencije o prilivu mozgova".

Ključne reči: univerzitetski akademizam, privatni sektor, "Regionalna mreža za priliv mozgova", "Forum za priliv mozgova", "Regionalna godišnja konferencija o prilivu mozgova"

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# TRANSNATIONAL MOBILITY OF HIGHLY SKILLED CHALLENGES FOR SERBIA

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In the age of migration, the so called brains - highly skilled elites, entrepreneurs - are more mobile because they possess human, financial and social capital marketable beyond their country of origin. For scientists the mobility is a must, they have to confront their discoveries and get recognition from beyond the borders of their own country. Among migrants including those from the 'Yugoslav sphere', the proportion of people with tertiary education is increasing: whereas in 1971 only 1,8% of guestworkers from Yugoslavia had tertiary education, in 1991 they were over 6% and in the beginning of the new century, 11% of those from Serbia and 14% from Croatia. Their emigration has for a long time been seen by the sending countries only as an irreversible loss of human capital in which they heavily invested, with negative effects for science, health services, education and development in general. This was magnified by the brain waste at the receiving end as deskilling and downward mobility concern majority of brains from poorer countries (according to OECD, around 1/3 of the highly skilled from Albania, Serbia, BH and Macedonia work in low skilled jobs). Deskilling affects women even to a greater extent. More and more prevalent today, in the context of increasing globalization and spread of ICT is a win-win orientation with a focus on mobility rather than on loss - a more pragmatic view more likely to lead to sustainable policies. The international organizations (OECD, ILO) have been in the forefront in encouraging partnerships for mobility and arguing for circulation friendly policies. The challenges for Serbia are the same as for many sending countries where it slowly became clear that migration of the highly skilled is a reality that cannot be avoided. Rather than leaving it totally to self-selection through market forces, they have to pursue policy options that take into account the already existing mobility practices, learn from the experience of those migrants who either returned or tried to do so or are already mobilized in networks with their colleagues or business partners in Serbia. This means that while developing top-down actions and initiatives, the state actors have to be also reactive to already existing bottom-up initiatives and support them.

Key words: transnational mobility, highly skilled, loss vs. win-win orientation, Serbia

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# TRANSNACIONALNA MOBILNOST STRUČNJAKA - POLITIČKI IZAZOV ZA SRBIJU

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U eri migracija, visokokvalifikovani stručnjaci, elite, preduzetnici su mobilniji jer poseduju ljudski, finansijski i društveni kapital kojim mogu lako da se plasiraju van granica svoje zemlje. Naučnicima je mobilnost neophodna, oni moraju da konfrontiraju svoje rezultate i dobijaju priznanja i van svoje zemlje. Među migrantima, uključujući i one iz 'Jugo sfere', udeo ljudi sa visokim obrazovanjem je u stalnom porastu: dok ih je među jugoslovenskim gastarbajterima 1971. bilo samo 1,8%, 1991 ih je bilo više od 6% a početkom ovog veka među onima iz Srbije 11% i, među onima iz Hrvatske 14%. U zemljama porekla na njihov odlazak se dugo gledalo prvenstveno kao na nepovratan gubitak u ljudskom kapitalu u koji je mnogo investirano, sa negativnim posledicama za nauku, zdravlje, prosvetu i uopšte za razvoj zemlje. Taj negativan aspekt je još uvećan s obzirom na 'brain waste' i dekvifikaciju u zemljama imigracije gde većina stručnjaka iz siromašnih zemalja ne radi svoj posao (prema OECD-u oko 1/3 visokokvalifikovanih iz Albanije, Srbije, BH, Makedonije radi nekvalifikovane poslove). U današnjem kontekstu globalizacije i brzog razvoja informativne i komunikacijske tehnologije, mnogo je rasprostranjenija tzv. dobitak-dobitak orijentacija, s fokusom na mobilnost – pragmatsko stajalište koje otvara mogućnosti za operativne političke opcije. Međunarodne organizacije kao OECD, Međunarodna organizacija rada prve su podsticale partnerstva i podržavale politike koje omogućavaju cirkulaciju stručnjaka. Izazovi su za Srbiju isti kao i za mnoge druge zemlje porekla gde je postalo jasno da se emigracija stručnjaka ne može izbeći i da je iluzorno sprečavati je. Da je ne bi sasvim prepustili samo selekciji kroz tržište poželjno je okrenuti se opcijama koje uzimaju u obzir već postojeću praksu mobilnosti, uče iz iskustva onih migranata koji su se ili vratili, ili pokušali to da urade ili su pak razvili mreže sa kolegama i biznis partnerima u Srbiji. To znači da u sprovođenju top-down akcija treba ostati reaktivan u odnosu na već postojeće bottom-up inicijative i podržati ih.

Ključne reči: Transnacionalna mobilnost, stručnjaci, gubitak, dobitak, političke opcije, Srbija

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# THE MOTIVATION UNDERLYING THE EMIGRATION AND MOBILITY OF HIGHLY QUALIFIED PEOPLE FROM SERBIA

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Theoretical and empirical considerations and practices related to migration of highly qualified people suggest that this phenomenon may be viewed as brain gain (functionalists approach inspired by neo-classical migration economics), and as brain drain (structuralists approach based on the neo-Marxist theory). Those who use the term brain gain (migration optimism) place the emphasis on the role of migration in development and modernisation of society, while those using the term brain drain (migration pessimists) emphasise the increasing underdevelopment and dependence of the countries that “send” migrants. In this paper, the phenomenon of brain drain and brain gain is reviewed by focusing on the motivation of highly skilled people from Serbia to emigrate. The first part provides a review of motivational factors that explain international migration, relying on the basic migration theories. A list of possible motivation factors was thus created, which served as the matrix for the empirical study data analysis presented in the second section. The study involved 42 respondents - representatives of the academic community from Serbia (in the diaspora and the country). Data collection was carried out by the semi-structured interview and the study participants provide their answers during the focus-group work or in the form of individual interviews. The procedure of analysing narrative responses of the respondents consisted of the assessment of the presence-absence of a theoretically listed potential motivation factors. The obtained results indicate that the motivation of highly qualified persons and other migrants is determined by the macro, meso and micro system factors. The most dominant macro – ‘push’ factor is the extremely difficult political and economic situation (which in Serbia was present during the nineties of the 20th century when the migration was “a struggle for survival”). When this factor is not dominant, the prominent is the micro factor - the desire for perfection and career development. Finally, the meso factors - institutions, professional network and families (who give or withhold support) are the key factors that determine whether the mobility will be brain drain or brain gain. The final part of the paper presents practical implications of the obtained results aimed at preventing “outflow” and encouraging mobility and the “inflow” of their knowledge and skills in the country.

Key words: brain drain, brain gain, mobility, migration theories, macro, meso and micro factors of migration

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# MOTIVACIJA U OSNOVI EMIGRIRANJA I MOBILNOSTI VISOKOKVALIFIKOVANIH OSOBA IZ SRBIJE

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Teorijska i empirijska razmatranja kao i prakse vezane za migracije visokokvalifikovanih osoba ukazuju da se ovaj fenomen može posmatrati i kao priliv mozgova (pristup funkcionalista inspirisan neo-klasičnom migracionom ekonomijom) i kao odliv mozgova (pristup strukturalista utemeljen na neo-marksističkoj). Oni koji koriste izraz priliv mozgova (migracioni optimisti) akcenat stavljaju na ulogu migracija u razvoju i modernizaciji društva, dok oni koji koriste izraz odliv mozgova (migracioni pesimisti) naglašavaju povećavanje nerazvijenosti i zavisnosti zemalja koje „šalju“ migrante. U radu fenomen priliva odnosno odliva mozgova razmatramo usredsređujući se na motivaciju visokokvalifikovanih osoba iz Srbije za emigriranjem i mobilnošću. U prvom delu, oslanjajući se na osnovne migracione teorije, dat je pregled motivacionih faktora kojima se objašnjavaju međunarodne migracije. Ovim putem stvorena je lista mogućih motivacionih faktora koja je poslužila kao matrica za analizu podataka empirijskog istraživanja koje je predstavljeno u drugom delu rada. U istraživanju su učestvovala 42 ispitanika – visokokvalifikovanih osoba iz Srbije (u dijaspori i u zemlji). Za prikupljanje podataka je korišćen polustrukturirani intervju, a učesnici istraživanja su svoje odgovore davali u fokus grupama ili u formi individualnog intervjua. Postupak analize narativnih odgovora ispitanika sastojao se u proceni prisustva-odsustva teorijski izlistanih potencijalnih faktora motivacije. Dobijeni rezultati ukazuju da je motivacija visokokvalifikovanih osoba kao i drugih migranata determinisana makro, mezo i mikro sistemskim faktorima. Najdominantniji makro-„push“ faktor je ekstremno teška politička i ekonomska situacija (što je u Srbiji bila 90-tih godina 20.veka kada je migriranje predstavljalo „borbu za opstanak“). Kada ovaj faktor nije dominantan dolazi do izražaja mikro faktor – želja za usavršavanjem i razvijanjem karijere i osećanje sigurnosti u sebe. I konačno, mezo faktori – institucije, profesionalna mreža i porodica (koji daju ili uskraćuju podršku) su ključni faktori koji određuju da li će mobilnost biti odliv ili priliv. Na kraju rada razmotrene su praktične implikacije dobijenih rezultata u funkciji sprečavanja „odliva“ a podsticanja mobilnost i „priliva“ njihovih znanja i veština u zemlju.

Ključne reči: odliv mozgova, priliv mozgova, mobilnost, migracione teorije, makro, mezo i mikro faktori migriranja

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# USEFUL, FORGOTTEN OR UNWANTED? DISCOURSES OF SERBIAN SCIENTIFIC DIASPORA

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In spite of the positive images of the Serbian scientific diaspora as a very important resource, which prevail in the media and the policy makers' discourse, cooperation with the scientific diaspora still seems to be sporadic, informal and non-systemic. Therefore, in this paper the images of the Serbian scientific diaspora that shape perceptions and actions of the key actors outside the media and public discourse were explored. These images were explored through a series of interviews and focus groups with representatives of the scientific diaspora (15 participants) and the local scientific community (27 participants). Discourse analysis was used as a methodological approach for mapping the images of the scientific diaspora. Three dominant discourses about the Serbian scientific diaspora were identified and explored: (1) diaspora as a resource; (2) diaspora as written off; (3) diaspora as a threat. In the first discourse, scientific diaspora is mainly positioned as an economic resource. This positioning invites for using the potential of the scientific diaspora to facilitate institutional, social and economic development. The second discourse points not only to the broken communicational bridges with scientific diaspora, but also to some form of indifference towards that state. This discourse is accompanied with a strong emotional response of the representatives of the scientific diaspora, such as sadness, anger and bitterness. Finally, in the third discourse scientific diaspora is positioned as a competition and threat for the local scientific community, which further reproduces mutual distrust, creating an important barrier for improving cooperation between the two parties. These discourses, as the dominant images about the Serbian scientific diaspora, reveal some of the relational contradictions, ambivalences and discontinuities, the current brain gain policies are facing.

Key words: scientific diaspora, discourse analysis, dominant discourses

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# POTREBNI, ZABORAVLJENI ILI NEPOŽELJNI? DISKURSI O SRPSKOJ NAUČNOJ DIJASPORI

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Uprkos pozitivnim predstavama o srpskoj naučnoj dijaspori kao značajnom resursu, koje preovlađuju u medijima i načinu govora kreatora politika, čini se da je saradnja sa naučnom dijasporom još uvek slaba, sporadična, neformalizovana i nesistematska. Stoga su u ovom radu istraživane predstave o srpskoj naučnoj dijaspori, koje oblikuju percepcije i akcije ključnih aktera izvan javnog i medijskog diskursa. Ove predstave istraživane su kroz seriju intervjuva i fokus grupa sa predstavnicima naučne dijaspore (15 učesnika) i domaće akademske zajednice (27 učesnika). Za mapiranje predstava o naučnoj dijaspori korišćen je metodološki postupak analize diskursa. Izdvojena su tri dominantna diskursa o srpskoj naučnoj dijaspori: (1) dijaspora kao resurs; (2) dijaspora kao otpisani; (3) dijaspora kao pretnja. U prvom diskursu, naučna dijaspora pozicionirana je kao, pre svega, ekonomski resurs. Iz ovakvog pozicioniranja proishode nastojanja da se iskoristi potencijal naučne dijaspore u cilju institucionalnog, društvenog i ekonomskog razvoja. Drugi diskurs ukazuje na „srušene“ komunikacijske mostove sa naučnom dijasporom, kao i na neku vrstu pomirenosti sa takvim stanjem. Emocionalni pratioci ovog diskursa u govoru predstavnika naučne dijaspore su tuga, bes i ogorčenje. Najzad, u trećem diskursu, naučna dijaspora pozicionirana je kao konkurencija i pretnja za domaću akademsku zajednicu, što dalje proishodi uzajamnim nepoverenjem i predstavlja značajnu prepreku za uspostavljanje saradnje. Izdvojeni diskursi, odnosno, dominantne predstave o srpskoj naučnoj dijaspori osvetljavaju kontradikcije, ambivalenciju i diskontinuitete u odnosima, kao prepreke sa kojima se suočavaju aktuelne politike privlačenja mozgova.

Ključne reči: naučna dijaspora, analiza diskursa, dominantni diskursi

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# “ONE, TWO... DO YOU READ ME?” MUTUAL PERCEPTIONS OF THE ACTORS AS BARRIERS TO BRAIN-GAIN POLICY

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The paper aims at exploring the communicational–relational patterns as obstacles to solving the problem of brain drain in Serbia. The material for the analysis is produced in conversation with the representatives of scientific diaspora (15 participants), users of scientific mobility programmes (8 participants) and users of scholarship programmes (10 participants), who participated in 5 focus groups and 12 individual interviews. We used qualitative grids and qualitative content analysis to analyse the data obtained in the research. Based on the matrix of mutual perceptions we analysed communicational–relational patterns as preconditions for more successful cooperation of key actors. Our analysis points out that research participants have mainly negative perceptions of the local scientific community but also of policy makers in the field. This perception reflects the experience of lack of interconnectedness and support. Acts of criticising, making accusations and requesting accountability stand out as dominant communicational–relational pattern. Local scientific community is recognised as disinterested in the problem of brain drain, the potentials of scientific mobility and as rigid in recognising international qualifications. Moreover, the perspective of scientific diaspora reveals rivalry and lack of alignment in reaching common interest in communication with the local scientific community. Another accusation is addressed to the policy makers in the field for not having a clear brain gain strategy. Finally, the representatives of scientific diaspora perceive the conflicting messages in current efforts of policy makers: stated interest in scientific diaspora is not accompanied with appropriate actions. The communicational–relational patterns we recognised provided an insight into psychological dynamics among key actors, representing useful starting point for planning and reflecting on the future of brain gain policies in Serbia.

Key words: scientific mobility, brain drain, scientific diaspora, mutual perceptions

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# JEDAN, DVA... DA LI SE ČUJEMO?“

## UZAJAMNE PERCEPCIJE AKTERA KAO PREPREKA UNAPREĐIVANJU POLITIKA PRILIVA MOZGOVA

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Cilj rada je osvetljavanje komunikacijsko-relacionih obrazaca koji predstavljaju prepreke za uspješnije rešavanje problema odliva mozgova u Srbiji. Materijal za analizu proizveden je u razgovoru sa ključnim akterima: u ukupno 5 fokus grupa i 12 individualnih intervjua učestvovali su predstavnici naučne dijaspore (15 učesnika), korisnici programa mobilnosti (8 učesnika) i programa stipendija (10 učesnika). Podaci dobijeni u ovom istraživanju analizirani su primenom kvalitativnih mreža i kvalitativne analize sadržaja. Dobijena je matrica uzajamnih percepcija, na osnovu koje je bilo moguće analizirati komunikacijsko-relacione obrasce kao preduslove uspešne saradnje aktera. Na osnovu podataka dobijenih u ovom istraživanju, može se zaključiti da učesnici u istraživanju imaju pretežno negativne percepcije domaće naučne zajednice, ali i predstavnika nadležnih ministarstava. Ova percepcija obeležena je doživljajem odsustva uzajamne povezanosti i podrške. Kao dominantan komunikacijsko-relacioni obrazac izdvaja se kritikovanje, optuživanje i pozivanje na odgovornost zbog nezadovoljavajućeg stanja. Domaća naučna zajednica optužuje se za nezainteresovanost za problematiku odliva mozgova, za neuviđanje potencijala naučne mobilnosti, kao i za rigidnost u priznavanju međunarodnih kvalifikacija. Pored toga, iz perspektive naučne dijaspore, komunikacija sa domaćom akademskom zajednicom obeležena je rivalstvom, animozitetom i odsustvom percepcije zajedničkih interesa. Nadležna ministarstva kritikuju se zbog odsustva jasne strategije priliva mozgova. Najzad, u naporima nadležnih ministarstava predstavnici naučne dijaspore percipiraju dvostruke poruke: deklarativno interesovanje za naučnu dijasporu prati doživljaj odsustva adekvatne akcije. Izdvojeni komunikacijsko-relacioni obrasci pružaju uvid u psihološku dinamiku odnosa između ključnih aktera i predstavljaju korisnu polaznu osnovu za planiranje i promišljanje budućih politika priliva mozgova u Srbiji.

Ključne reči: naučna mobilnost, odliv mozgova, naučna dijaspora, uzajamne percepcije

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# DEVELOPING ACADEMIC STAFF IN WELL ORGANISED VERSUS POOR ORGANISED STATE SYSTEMS: DIFFERENCE THAT MAKES DIFFERENCE

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The aim of this presentation is to address the brain-drain phenomenon from the perspective of Gregory Bateson systemic epistemology (Bateson, 1972), especially the concept of psychological frame or frame of reference defined as a thinking tool that helps a person encompass apprehensions about the context in which she/he is embedded. The presentation is based on a research that included 27 participants with master or PhD degree (17 females and 10 males; age range 25-50). The sample consisted of two sub-samples: one composed of participants with experience in academic staff development abroad (18 participants – 10 females, 8 males), the other composed of 9 participants without such experience (7 females, 2 males). Qualitative method of research was used consisting of interviewing participants (focus groups and individual interviewing) using format of interview created for the research purpose. Inductive approach to data (narrative responses) analysis was used for sorting out characteristic themes, concepts and difference through which the participants pointed out in the process of framing their thoughts and experience concerning academic staff professional development in Serbia and/or abroad (mapping personal frame of reference). Preliminary results indicate that two groups of participants differently construe and make hierarchy of contexts differences in explaining their professional development choices. In that respect “main differences that make differences” pointed out are: unregulated social system/state system vs. well regulated social/state system; huge investment in science (good working conditions) vs. minimal investment on science (poor working conditions); state system supports capital vs. social networks supports capital. Important aspects when considering the results are the gender component and scientific field (natural or social sciences).

Key words: psychological frame, professional development, qualitative method, state and social system level of functioning

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# RAZVOJ NAUČNIH KADROVA U UREĐENIM I NEUREĐENIM DRŽAVNIM SISTEMIMA: RAZLIKA KOJA ČINI RAZLIKU

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Fenomen odlivanja mozgova u radu razmatramo oslanjajući se na sistemsku epistemologiju Gregori Bejtsona (Gregory Bateson, 1972), pre svega na koncept psihološki ram (psychological frame), odnosno psihološki referentni okvir osobe definisan kao misaono-pojmovni okvir koji objedinjuje predstave pojedinca o svom kontekstu. Osnovu rada čini istraživanje u kome je učestvovalo 27 magistara i doktora nauka (17 žena i 10 muškaraca, raspon godišta 25-50). Uzorak ispitanika sačinjavala su dva poduzorka: oni koji su koristili inostrane stipendije i programe mobilnosti (18 ispitanika – 10 žena i 8 muškaraca) i oni koji po svom izboru nisu koristili naznačene programe (9 ispitanika – 7 žena i 2 muškarca). Reč je o kvalitativnom tipu istraživanja u kome su ispitanici intervjuisani (fokus grupe i individualni intervjui) formatom intervjua konstruisanim za potrebe istraživanja. Odgovori ispitanika (narativni materijal) su analizirani induktivnim postupkom kojim su izdvojene karakteristične teme, pojmovi i razlika na koje ispitanici ukazuju kada uokviravaju svoja razmišljanja o pitanjima profesionalnog usavršavanja u Srbiji i/ili inostranstvu (mapiranje referentnog okvira vezanog za temu). Početni rezultati ukazuju da dve grupe ispitanika na različit način konstruišu i hijerarhizuju kontekstualne razlike (ovde-tamo) vezano za objašnjavanje izbora mesta usavršavanja. U tom smislu kao najznačajnije „razlike koje čine razliku“ izdvajaju: uređenost - neuređenost državno-društvenog sistema, velika izdvajanja za nauku/dobri uslovi – mala izdvajanja/skromni uslovi, stres odgovornosti naspram stresova koje nosi beznađe, socijalne mreže podrške – podrška bez socijalnog povezivanja. Važan aspekt u razmatranju rezultata čine komponenta pola i naučne oblasti (prirodne - društvene nauke).

Ključne reči: psihološki ram, profesionalni razvoj, kvalitativni metod, nivo uređenosti državnog i društvenog sistema.

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# COOPERATION WITH DIASPORA: A FRAMEWORK

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The goal of this paper is an overview of needs and opportunities for developing cooperation between the local scientific community and our diaspora. The foundation of our concept is in a system-oriented approach in science. In the first part of the paper we analyse the position and the role of the macro, meso and micro system factors in the complex field underlining the concept of brain gain. In the second part we discuss results of the research conducted on the sample of 42 subjects – PhD and MA/MS experts (25 females and 17 males; aged between 25 and 50). The sample consists of the three subsamples (15 subjects from diaspora, 18 members of our scientific community who spent time abroad in the fellowship and temporary study oriented programmes, 9 members of local scientific communities who did not study abroad). Data were collected by interviewing subjects and the instrument was created for the purposes of this study (focus groups and individual interview). Discourse analyses were used for interpretation of the data about the cooperation. The major results are: (a) the widest range of ideas for possible cooperation was offered by experts from diaspora, followed by student scholars, mobility programmes users and those who have not perfected their knowledge abroad; (b) ideas from diaspora are different according to the level of generalisation and differentiation, covering macro systemic, meso systemic, as well as micro systemic factors. These ideas could be a base for producing an organized, systematic state plan for developing cooperation with diaspora – from creating an improved data base (stratified according the various criteria), cooperation with universities and supports to PhD students, to initiating projects in local scientific community, which would include scientists from diaspora. Some ideas are similar to responses of other subsamples. An important indicator of successful cooperation, which has benefits for all the parties, is recognised in mutual scientific articles in worldwide prestige journals. In order to have mutual articles as an output, it is critical to specify and improve cooperation, support professional gathering and informing, and initiate mutual projects and actions with formally regulated diaspora participation, which could consequently integrate current and open space for new informal contacts with our local scientific community.

Key words: scientific diaspora, levels of system, local scientific community, forms of cooperation

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# KONCEPT SARADNJE SA DIJASPOROM

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Cilj ovog rada je sagledavanje potreba i mogućnosti saradnje domaće naučne zajednice i dijaspore. U konceptualizovanju teme oslanjamo se na sistemski pristup u nauci. U prvom delu rada razmatramo mesto i uloga makro, mezo i mikrosistemskih činilica u odnosu na složeno problemsko polje označeno izrazima „priliv mozgova“. U drugom delu rada predstavljeni su rezultati istraživanja koje je realizovano na uzorku od 42 ispitanika - doktori i magistri nauka (25 žena i 17 muškaraca, raspon godišta 25-50). Uzorak ispitanika sačinjavala su tri poduzorka (15 ispitanika su iz dijaspore, 18 su predstavnici domaće naučne zajednice koji su koristili programe stipendiranja i mobilnosti, 9 su predstavnici domaće zajednice koji nisu koristili programe usavršavanja u inostranstvu). Instrument za prikupljanje podataka bio je intervju koji je kreiran za potrebe istraživanja (fokus grupe i individualni intervjui). Metod analize diskursa primenjen je na deo dobijenih podataka koji se odnosio na saradnju sa dijasporom. Osnovni nalazi istraživanja su: (a) najširi spektar ideja o mogućoj saradnji ponudili su stručnjaci iz dijaspore, potom stipendisti i mobilisti i oni koji nisu odlazili da se usavršavaju izvan zemlje; (b) ideje koje dolaze iz dijaspore razlikuju se po opštosti i diferenciranosti - zahvataju makrosistemske, mezosistemske i mikrosistemske činioce. Ove ideje-predlozi pretenduju na stvaranje jednog celovitog uređenog državnog sistema saradnje - od unapređene baze podataka (stratifikovane po više različitih kriterijuma), preko saradnje sa fakultetima i podrške doktorantima, do pokretanja inicijative u matici za projekte koje bi na specifikovani način uključivali naučnike iz dijaspore. Deo ideja se poklapa sa predlozima ostalih uključenih grupa ispitanika. Kao prepoznatljiv indikator uspešnosti saradnje, dobrobitan za sve uključene aktere, navodi se pisanje zajedničkih radova u vodećim međunarodnim časopisima. Da bi država dobila zajedničke radove kao ishod potrebno je da prvo specifikuje i proširi saradnju, da podrži okupljanje stručnjaka i informisanje i pokrene zajedničke projekte i akcije u kojima bi uloga nučne dijaspore bila formalno konkretizovana, a to će integrisati postojeće i omogućiti nove neformalne kontakte sa lokalnom naučnom zajednicom.

Ključne reči: naučna dijaspora, nivoi sistema, domaća naučna zajednica, oblici saradnje

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# NETWORKS OF HIGHLY-SKILLED DIASPORA AS A MODE OF ECONOMIC DEVELOPMENT: DOES SERBIA HAVE THE POTENTIAL?

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Scientific discussions on brain drain have been increasingly transforming into examining possibilities of inducing brain exchange or brain circulation from the perspective of both sending and receiving countries. The old patterns of one-way flows of technologies and capital from centre to periphery have been gradually replaced with far more complex flows of knowledge, skills, capital and technologies. Throughout the world governments and international organisations are developing new approaches towards adapting their policy answers to the new trends of mobility and migration, and understanding of migration as an integral part of the processes in the globalised world, and not the problem which signifies restriction on peoples' mobility. Based on a survey results carried out among highly-skilled Serbian diaspora in the USA and Canada (on a sample of 430 respondents), with the aim to examine the standpoints of our skilled diaspora towards possibilities to establish cooperation, it is concluded that the best ways to connect with our diaspora is through finding adequate ways of "outsourcing" network cooperation, and not through the option of return migration. The establishment and outspreading of networks of heterogeneous skilled diaspora structures is an important element in transferring new knowledge and technologies, a source of continuous development of the home countries that want to keep pace with world economy trends. Examples of various networks in emigration countries of numerous skilled diaspora reveal that networks – small in numbers and heterogeneous in structure, through strong motivation and good organisation and connection with public and private sectors in home countries, are capable of achieving significant results in different labour niches. Only countries with political stability, open economies and a certain level of economic development as well as the high level of technical education can take into account this form of diaspora cooperation.

Key words: highly-skilled Serbian diaspora, mobility, migrant networks, "outsourcing" cooperation

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# MREŽE STRUČNE DIJASPORE KAO VID EKONOMSKOG RAZVITKA: IMA LI SRBIJA POTENCIJAL?

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Naučne rasprave o odlivu mozgova se i iz perspektive zemalja prijema i porekla ubrzano transformišu u razmatranje mogućnosti za podsticanje razmene ili cirkulacije mozgova. Stari obrazac jednosmernih tokova tehnologije i kapitala od centra ka periferiji zamenjuje se daleko kompleksnijim tokovima znanja, veština, kapitala i tehnologija. Širom sveta vlade i međunarodne organizacije razvijaju nove pristupe u smeru prilagođavanja političkog odgovora novim trendovima mobilnosti i migracija, i shvatanja migracija kao sastavnog dela globalizacijskih procesa u svetu, a ne problema koji podrazumeva ograničavanje mobilnosti ljudi. Na osnovu rezultata anketnog istraživanja sprovedenog među visokoobrazovanom dijasporom iz Srbije koja živi u Kanadi i SAD-u (na uzorku od 430 ispitanika), čiji je cilj bio da se vidi da li kod najobrazovanijih struktura novije srpske dijaspore postoje mogućnosti za saradnju sa institucijama u Srbiji, kao i za eventualni povratak u zemlju, zaključuje se da putevi građenja mostova sa našom stručnom dijasporom prvenstveno treba da se razvijaju kroz pronalaženje adekvatnih načina saradnje „na daljinu“, a ne opcije povratnih migracija. Uspostavljanje i širenje mrežnog povezivanja heterogenih struktura stručne dijaspore predstavlja značajan činilac u prenošenju novih znanja i tehnologija, odnosno, izvor za kontinuiran razvitak zemalja porekla koje žele da uhvate korak sa trendovima svetske ekonomije. Primeri različitih oblika migrantskih mreža u emigracionim zemljama sa brojnom stručnom dijasporom govore da mreže – nevelike i heterogene u strukturi članova, uz jaku motivaciju i dobru organizaciju i povezivanje sa javnim i privatnim sektorom u zemlji porekla, mogu ostvariti značajne rezultate u širokom spektru radnih niša. Na ovakav vid saradnje sa dijasporom mogu da računaju zemlje porekla koje imaju političku stabilnost, ekonomsku otvorenost i određeni stepen privrednog razvitka, kao i visok stepen tehničkog obrazovanja.

Ključne reči: visoko-stručna srpska dijaspora, mobilnost, migrantske mreže, saradnja „na daljinu“

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