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BRAIN DRAIN IN KOSOVO: POLICY RECOMMENDATIONS FOR TALENT RETENTION AND SUSTAINABLE DEVELOPMENT

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ABSTRACT

This study investigates the factors influencing emigration intentions among Kosovo's educated youth, with a particular focus on addressing the growing issue of brain drain. Utilizing a mixed-methods approach, the research explores economic, political, and social factors contributing to migration intentions. A survey of 150 respondents aged 18–35 reveals a significant disconnect between educational attainment and local employment opportunities, with high unemployment and underemployment driving dissatisfaction. The findings align with established migration theories, including Push-Pull Theory and Human Capital Theory, illustrating how push factors like political instability and poor job prospects in Kosovo contrast with the pull factors of better salaries and career opportunities abroad. Policy recommendations include increasing wages, improving job opportunities, fostering political stability, and supporting entrepreneurship to mitigate brain drain and promote a sustainable future for educated youth in Kosovo.

Key words: emigration, Kosovo, brain drain, migration factors, unemployment

INTRODUCTION

The purpose of this study is to analyze the factors influencing emigration intentions among Kosovo's educated youth and to provide recommendations for addressing the growing

issue of brain drain. The research question of this paper is: what are the economic, political, and social factors influencing the emigration intentions of Kosovo's educated youth, and how do these factors contribute to the growing brain drain in the country?

Emigration has long been a subject of scholarly interest, particularly in post-conflict and developing countries, where economic instability, political challenges, and social inequalities push significant portions of the population to seek opportunities abroad. Kosovo, a young state with a history of conflict and political instability, is particularly affected by these trends, especially among its highly educated youth.

This study also aims to explore the motivations behind the emigration intentions of Kosovo's educated population and to assess the impact of these trends on the country's labor market and socio-economic stability. The research question of this study is: What are the economic, political, and social factors influencing the emigration intentions of Kosovo's educated youth, and how do these factors contribute to the growing brain drain in the country? The research will examine the factors contributing to emigration, including the challenges faced by the educated youth, and propose policy recommendations to address this growing issue. Kosovo's brain drain, especially the migration of educated youth, has been exacerbated by economic difficulties, political instability, and a mismatch between the skills of graduates and available job opportunities. According to the World Bank (2021), Kosovo has one of the highest youth unemployment rates in Europe, with over 50% of young people unable to secure stable employment.

Despite increasing educational attainment, many graduates remain underemployed or work in fields unrelated to their qualifications, which fuels their desire to emigrate in search of better opportunities. This situation is consistent with Human Capital Theory (Becker, 1964), which suggests that individuals are motivated to seek environments where their education and skills are better utilized and more valued.

In addition to economic factors, political instability and dissatisfaction with governance in Kosovo also play a significant role in shaping emigration patterns. Issues such as corruption, weak institutional frameworks, and lack of transparency have led to disillusionment among the youth, further pushing them to leave for more stable political environments. This is in line with Lee's Push-Pull Theory (1966), which explains migration as a result of push factors (e.g., political instability, economic hardship) in the home country, and pull factors (e.g., better opportunities, political stability) abroad. The convergence of these push and pull factors has resulted in a substantial outflow of skilled workers, threatening Kosovo's long-term economic growth and stability.

At the heart of this study is an exploration of the causes of emigration from Kosovo and an analysis of how these trends affect the country's labor market and socio-economic stability. By surveying 150 respondents, this research will identify key demographic characteristics, employment statuses, job satisfaction levels, and emigration intentions among Kosovo's educated youth. The study uses a mixed-methods approach, integrating both qualitative and quantitative data, and draws on regional comparisons to offer a comprehensive understanding of the factors influencing migration and potential policy interventions to address this issue.

The theoretical frameworks used in this study—Human Capital Theory, Migration Network Theory, Dual Labor Market Theory, Push-Pull Theory, World Systems Theory, and Structural Functionalism—help situate the findings within global and regional migration patterns. Previous research, such as studies by Gashi and Rizvanolli (2020), OECD (2022), and Petrovic (2021), provides useful insights into the migration experiences of other post-socialist countries, where similar economic and political challenges have shaped migration trends. This paper not only adds to the growing body of migration literature but also presents actionable policy recommendations to help mitigate Kosovo's brain drain and foster a more sustainable future for its educated youth.

In summary, this study aims to fill a critical gap in migration literature within the Western Balkans, focusing specifically on Kosovo. By examining the emigration intentions of educated youth, the research seeks to uncover the underlying causes of migration and to propose policy reforms that could reduce the outflow of skilled workers. The findings of this study hold significant implications for Kosovo's development strategy, economic stability, and long-term political health.

METHODOLOGY

The purpose of this study is to analyze the factors influencing emigration intentions among Kosovo's educated youth and to provide recommendations for addressing the growing issue of brain drain. The research question of this paper is: what are the economic, political, and social factors influencing the emigration intentions of Kosovo's educated youth, and how do these factors contribute to the growing brain drain in the country?

A mixed-methods strategy was used to carry out this study, integrating both qualitative and quantitative methodologies. The qualitative component of this study includes a literature review and different empirical relevant reports. The literature review involved a thorough examination of existing research related to migration patterns, labor markets, and human capital loss, with particular attention to Kosovo, region and globally. This review helped frame the study within established knowledge and theories, while also identifying research gaps that this study aims to address.

In addition to the literature review, document analysis was conducted to provide insights into the current state of brain drain in Kosovo. Relevant documents such as government reports, migration data, and regional studies were analyzed. Understanding these documents helped contextualize the data and relate it to broader migration patterns observed in other post-conflict societies.

The quantitative component of the study was a survey conducted with 150 respondents. A structured questionnaire with both closed- and open-ended questions was developed to capture demographic, employment, and emigration-related data. The survey provided empirical evidence regarding the attitudes and experiences of Kosovo's youth, offering insights into the factors influencing their decisions to emigrate and their views on potential solutions. Participants were randomly selected to ensure a representative distribution across different age groups (18–25, 26–30, 31–35, and over 35) and various educational backgrounds. This segmentation allowed for an in-depth exploration of age-specific perceptions regarding emigration, helping to identify patterns and trends within different demographic groups.

Data collection through the structured questionnaire included questions on participants' demographic details, employment status, job satisfaction, and emigration intentions. Additionally, the survey explored potential reasons for emigration and respondents' views on policies to address brain drain. The closed-ended questions provided quantitative data, while the open-ended questions offered more qualitative insights, allowing participants to elaborate on their responses and provide richer, more detailed answers.

The data collected from the questionnaire was analyzed using Excel to identify patterns and relationships between various demographic, employment, and emigration-related variables. A cross-sectional tabulation approach was applied to examine how different factors (such as age, education level, employment status, and job satisfaction) interact with each other and influence emigration intentions.

This analysis helped identify key patterns and trends in respondents' attitudes toward emigration and employment. By comparing responses across different age groups and employment sectors, the study was able to draw clear conclusions about the factors influencing emigration intentions among Kosovo's educated youth.

Besides, ethical considerations played a key role in the study's design and implementation. Informed consent was obtained from all participants, ensuring they understood the purpose of the research and their right to confidentiality. Participants were assured that their responses would remain anonymous and be used solely for academic purposes. No identifying information was collected to ensure privacy and confidentiality throughout the study.

LITERATURE REVIEW

This literature review explores six theoretical frameworks, such as: Push-Pull Theory of Migration, Human Capital Theory, Migration Network Theory, World System Theory, Dual Labor Market Theory, Structural Functionalism in Migration. Also, this study includes relevant migration empirical studies starting from national, regional, and international level.

Theoretical Frameworks in Migration Studies

Lee's Push-Pull Theory (1966) explains migration as a result of push factors in the origin country (e.g., unemployment, political instability) and pull factors in the destination country (e.g., better wages, career opportunities). This framework is pivotal for understanding Kosovo's brain drain, where economic stagnation and corruption act as strong push factors, while Western Europe's stable economies and higher living standards serve as pull factors (World Bank, 2021). Studies by Gashi and Rizvanolli (2020) and OECD (2022) confirm the theory's applicability to the Western Balkans, highlighting how dissatisfaction with governance intensifies emigration intentions. In addition, *Human Capital Theory* (Becker, 1964) focuses on individuals' pursuit of maximizing returns on education and skills. Highly educated Kosovars face limited job prospects and underemployment, prompting them to emigrate to better-utilized their qualifications (Gashi, 2022). Similar patterns are observed in Moldova and Romania, where labor market mismatches lead to brain drain (OECD, 2022)). This theory justifies the need to align education systems with labor market demands to retain skilled workers.

Furthermore, *the Migration Network Theory* (Massey et al., 1993) emphasizes the role of social connections in facilitating migration. For Kosovo, large diaspora communities in Germany, Switzerland, and Austria provide networks that reduce migration costs and risks (Petrovic, 2021). These networks perpetuate migration by creating pathways for new migrants, a trend also observed in Albania and Bosnia and Herzegovina (International Labor Organization, 2019). Addressing this requires strengthening local opportunities to counteract the pull of established networks.

Moreover, *Wallerstein's World Systems Theory* (1974) situates migration within the context of global economic inequalities. Core countries (e.g., Western Europe) exploit the labor and resources of periphery countries (e.g., Kosovo), driving skilled workers to migrate. Kosovo's integration into global economic systems is marked by dependence on remittances and limited foreign direct investment, reinforcing systemic inequalities (Rapoport, 2019). This framework underscores the need for structural reforms to reduce dependency and foster local development. Also, *Dual Labor Market Theory* (Piore, 1979) argues that migration is driven by the demand for low-wage labor in developed countries rather than supply-side factors in origin countries. While this theory primarily applies to low-skilled migration, its relevance to Kosovo lies in the underutilization of skilled workers in the domestic economy. Many Kosovars, despite their qualifications, accept lower-skilled jobs abroad due to better wages and working conditions (World Bank, 2020). Addressing this requires creating high-quality jobs domestically to retain talent.

Additionally, *Structural Functionalism* views migration as a response to systemic imbalances in the economy and society. Emigration from Kosovo reflects broader structural

issues, including political instability and weak governance (Transparency International, 2022). This framework emphasizes the interconnectedness of political, economic, and social systems, highlighting the importance of multi-dimensional policy interventions to stabilize migration flows (Gashi, 2022).

Brain Drain in Kosovo: A National Perspective

Economic stagnation is a major push factor in Kosovo, where youth unemployment exceeds 50%, one of the highest rates in Europe (World Bank, 2021). Despite rising education levels, many graduates face underemployment, a key driver of migration (European Commission, 2020). This reflects the dynamics of Human Capital Theory, where individuals seek to maximize their educational investments by emigrating to countries offering better opportunities (Gashi, 2022). Similarly, Petrovic (2021) emphasizes the critical need to address education-to-job mismatches to curb brain drain.

In addition, Kosovo's political instability is another significant push factor, driven by corruption, weak governance, and a lack of institutional transparency (Transparency International, 2022). Studies by Gashi and Rizvanolli (2020) show that dissatisfaction with governance is a primary reason for emigration intentions among educated youth. This aligns with Wallerstein's World Systems Theory, which highlights how governance weaknesses in periphery countries exacerbate migration pressures (Wallerstein, 1974).

Brain Drain in the Balkans: A Regional Perspective

The transition from socialist economies to market systems has been uneven across the Balkans. Albania, Bosnia and Herzegovina, and North Macedonia have faced similar issues of labor market inefficiencies and high unemployment (OECD, 2022). In Romania and Bulgaria, early transitions saw significant brain drain, with migration intensifying due to economic disparities and limited career opportunities (Petrovic, 2021). For Kosovo, these regional examples highlight the importance of aligning education with labor market needs and promoting entrepreneurship as a retention strategy.

Furthermore, governance issues are a common thread in the Balkans, where corruption and political instability undermine public trust. In Bosnia and Herzegovina, International Labor Organization (2019) found that weak governance drove youth migration, reflecting findings in Kosovo. Regional efforts to combat these challenges, such as anti-corruption campaigns in Albania, offer lessons for Kosovo, though effective implementation remains critical.

Global Perspectives on Brain Drain

Docquier and Rapoport (2012) argue that skilled migration reflects global inequalities, where individuals move from underdeveloped economies to more prosperous ones. This is consistent with Kosovo's experience, where Western Europe's economic opportunities attract highly skilled workers (Gashi, 2022). Addressing these disparities requires comprehensive economic reforms, including wage increases and job creation.

Besides, successful interventions in countries like Estonia and Poland provide valuable lessons for Kosovo. Estonia reduced brain drain by fostering entrepreneurship and creating an innovation ecosystem (Kalvet, 2020). Poland focused on wage increases, improved working conditions, and labor market reforms to retain talent (World Bank, 2019).

Justification for Mixed-Method Research

The complexity of brain drain necessitates a mixed-method research approach, such as qualitative and quantitative ones. Migration studies often require a dual focus: macro-level trends that quantify the scale and drivers of migration, and micro-level insights that capture individual motivations and socio-cultural contexts (Creswell, 2014; Bryman, 2006). By

integrating quantitative and qualitative data, a mixed-method approach provides a comprehensive understanding of the phenomenon, bridging the gap between numerical trends and human experiences.

Quantitative methods are particularly effective in capturing macro and micro level trends such as migration rates, unemployment levels, and education-to-job mismatches. These data provide a statistical foundation for analyzing the prevalence and patterns of brain drain in Kosovo, aligning with the approaches used in similar studies in the Western Balkans (Gashi & Rizvanolli, 2020). For instance, Petrovic (2021) utilized quantitative surveys to highlight labor market inefficiencies driving youth migration in the region.

Qualitative methods complement this by delving into individual experiences and contextual factors that quantitative data alone cannot reveal. Furthermore, through open-ended questions, qualitative research uncovers the nuanced motivations behind emigration, such as personal aspirations, perceptions of governance, and social networks (Creswell, 2014; Massey et al., 1993). This approach has been effectively employed in studies like International Labor Organization (2019) which explored political dissatisfaction as a driver of migration in Bosnia and Herzegovina.

The integration of both methods ensures a holistic analysis. Quantitative data offer generalizable insights into the scope of brain drain, while qualitative findings add depth and context to these trends. This mixed-method approach has been widely adopted in migration research, including OECD research report (2022) analysis of migration for Western Balkan and Gashi and Rizvanolli's (2020) study on youth emigration in Kosovo. These examples demonstrate the effectiveness of mixed-method research in addressing multi-dimensional issues like brain drain, making it an ideal approach for this study.

Results finding

This part of the paper addresses the results findings. The purpose of this study is to analyze the factors influencing emigration intentions among Kosovo's educated youth and to provide recommendations for addressing the growing issue of brain drain. The research question of this paper is: what are the economic, political, and social factors influencing the emigration intentions of Kosovo's educated youth, and how do these factors contribute to the growing brain drain in the country?

Results with figures have been presented below.

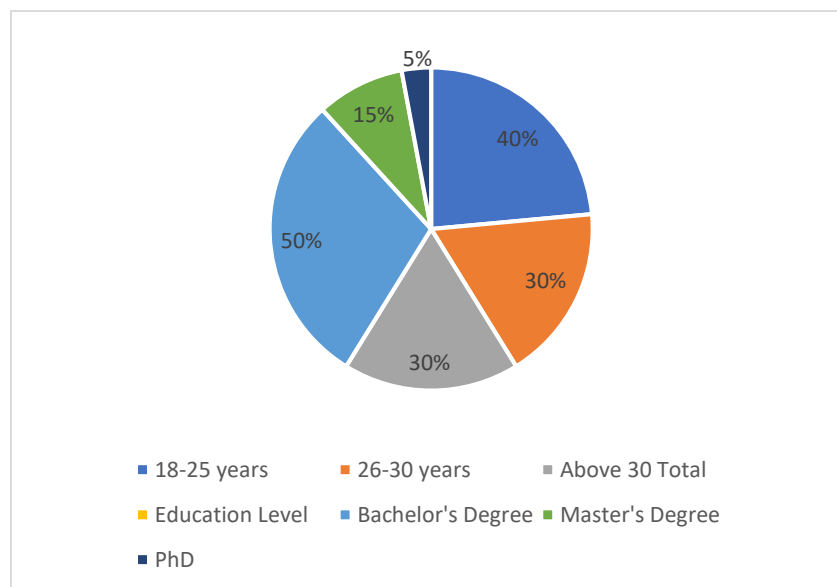


Figure 1: Demographic characteristics and education age

Figure 1 highlights the respondents' demographic profile, which shows that they are primarily young and well-educated. Furthermore, the majority of respondents (70%) are under 30 years old, with 40% aged 18-25 and 30% aged 26-30, and 30% are above 30 years old. This indicates a predominantly young population, which is a significant demographic advantage.

In addition, this youthful demographic is coupled with high educational attainment, as half (50%) of the respondents hold a Bachelor's degree, 15% a Master's degree, and 5% a PhD. These figures underscore the potential of a well-educated young workforce in Kosovo (figure 1).

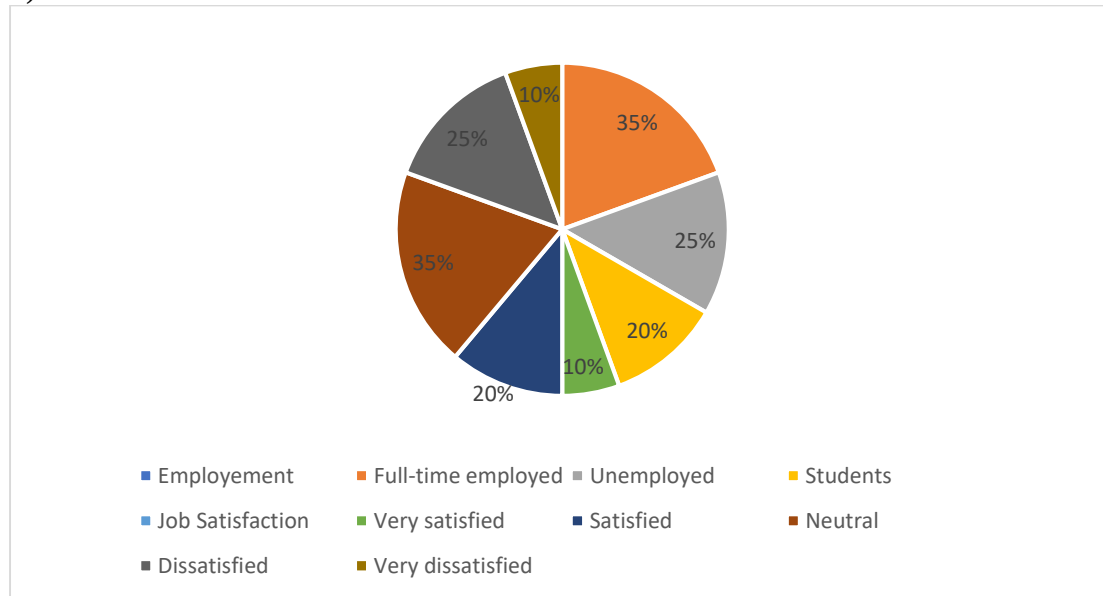


Figure 2: Employment Status and Job Satisfaction

Employment status and job satisfaction are highlighted in figure 2, and the data reveals important challenges. Just 35% of respondents have a full-time job, 25% are unemployed, and 20% are enrolled in school. Only 10% of participants are highly satisfied with their jobs, while another 20% are only somewhat satisfied, suggesting that there is opportunity for improvement. Dissatisfaction, on the other hand, is noteworthy, with 10% being very dissatisfied and 25% being dissatisfied. 35% of respondents, the largest group, indicated neutrality, indicating either a lack of interest or unfulfilled expectations about their working conditions.

3. Emigration Intentions	
Plan to emigrate within 2 years	50%
Reasons for Emigration	
Better salary abroad	25%
Career opportunities	23%
Political instability	20%
Lack of job opportunities	18%
Quality of life abroad	14%

Figure 3: Emigration Intentions and Reasons for Emigration

Half of the respondents (50%) in figure 3 intend to leave Kosovo during the next two years, indicating a strong emigration intention. The main drivers of emigration are the following: better salary opportunities abroad (25%), career advancement prospects (23%), political instability (20%), lack of job opportunities (18%), and a higher quality of life abroad (14%). These findings illustrate the economic and political challenges driving a brain drain among the younger and more educated population.

Higher Wages	28.6%
Improved Job Opportunities	26.2%
Political Stability and Transparency	23.8%
Support for Entrepreneurship	21.4%

Figure 4: Policy Recommendations for Retaining Talent

Respondents emphasized policy recommendations in figure 4 to deal with these problems and keep talent in the country. Increasing wages (28.6%) and improving job opportunities (26.2%) were identified as the most critical measures. Political stability and transparency (23.8%) were also emphasized, alongside fostering entrepreneurship (21.4%). Together, these priorities point to the need for comprehensive strategies to improve living conditions, economic stability, and governance in Kosovo to curb the outflow of talent and enhance job satisfaction among its population.

RESULTS DISCUSSION

The purpose of this study is to explore the economic, political, and social factors influencing the emigration intentions of Kosovo's educated youth, with a focus on addressing the growing issue of brain drain. By analyzing survey results from 150 respondents aged 18–35, the study answers the research question: *What are the factors influencing emigration intentions, and how do these factors contribute to brain drain in Kosovo?* These findings are contextualized using six relevant migration theories and supported by local, regional, and international reports.

This analysis contains four sections, such as: demographics and education, employment and Job satisfaction, emigration Intentions, and policy recommendations.

Demographics and Education

The survey reveals that 70% of respondents are under 30 years old, with 40% aged 18–25, 30% aged 26–30, and 30% above 30 years old. Regarding educational attainment, 50% hold a Bachelor's degree, 15% have a Master's degree, and 5% possess a PhD. This demographic and educational profile underscores the significant investment in higher education among Kosovo's youth, a trend reflective of broader regional patterns. This aligns closely with Human Capital Theory (Becker, 1964), which argues that individuals invest in education and skills to enhance their earning potential and productivity. The high levels of education among respondents suggest an expectation of corresponding returns in the labor

market. However, the subsequent findings on employment and dissatisfaction indicate a disconnect between educational qualifications and local economic opportunities.

Similarly, national studies corroborate this trend. For instance, a report by the Kosovo Agency of Statistics (2023) identifies a growing mismatch between educational qualifications and the limited absorption capacity of the domestic labor market, resulting in underemployment and frustration among graduates. Transitioning to international perspectives, the World Bank (2020) highlights that similar patterns are evident in other Western Balkan countries, where the educated workforce increasingly views migration as the only viable path to achieving career and financial stability.

Additionally, the Migration Network Theory (Massey et al., 1993) emphasizes the role of diaspora networks, which provide valuable support and opportunities for educated individuals considering emigration. The extensive Kosovar diaspora in Western Europe is a notable example, as it facilitates information exchange and reduces the risks associated with migration. This finding is supported by the International Organization for Migration (2022), which identifies strong social networks as a crucial factor in driving emigration among educated youth.

Employment and Job Satisfaction

The employment landscape for educated youth in Kosovo paints a grim picture. Among the respondents, 35% reported full-time employment, 25% were unemployed, and 20% were students. Job satisfaction levels were notably low, with only 10% indicating they were “very satisfied,” 20% reporting being “satisfied,” and a significant majority expressing neutrality (35%), dissatisfaction (25%), or strong dissatisfaction (10%). This dissatisfaction reflects both economic and structural challenges, making Push-Pull Theory (Lee, 1966) particularly relevant. Push factors such as unemployment (25%) and dissatisfaction with existing jobs (35%) highlight the lack of local opportunities, while pull factors like better salaries and career prospects abroad (discussed in the next section) draw educated youth to emigrate. Regional parallels can be observed in Bosnia and Herzegovina, where International Labor Organization (2019) identified similar drivers of youth migration linked to economic stagnation and political uncertainty.

Dual Labor Market Theory (Piore, 1979) also provides insight into the willingness of highly educated individuals to accept lower-skilled jobs abroad. Despite their qualifications, the lack of suitable opportunities in Kosovo compels many to migrate, even if it means taking positions below their skill levels. This phenomenon is mirrored in other parts of the Western Balkans, as documented by Petrovic (2021), who found that dissatisfaction with local labor markets leads young professionals to accept suboptimal roles in foreign countries.

On a global scale, World System Theory (Wallerstein, 1974) contextualizes these findings within the framework of economic inequality between peripheral countries like Kosovo and core nations in Western Europe. The survey data aligns with this theory, as respondents' frustration with local conditions reflects the structural dependency that compels them to seek better opportunities in more developed economies. Reports from the European Commission (2020) further validate this trend, noting that economic disparities between the Western Balkans and EU countries exacerbate brain drain.

Emigration Intentions

A striking finding from the survey is that 50% of respondents expressed a strong intention to emigrate within the next two years. The primary reasons cited were better salaries abroad (25%), career opportunities (23%), political instability in Kosovo (20%), lack of job opportunities (18%), and higher quality of life abroad (14%).

This data strongly supports Push-Pull Theory (Lee, 1966). The push factors of political instability and limited job prospects align with long-standing issues in Kosovo, while the pull factors, including higher wages and career growth in more stable countries, serve as key motivators for migration. This dual dynamic echoes findings from OECD (2022), who highlighted similar trends in other post-socialist countries, where economic and political frustrations drive emigration.

The survey also aligns with Migration Network Theory (Massey et al., 1993), as the role of the Kosovar diaspora becomes evident. Established networks in countries such as Germany and Switzerland not only lower migration costs but also provide critical support systems for new migrants. This is consistent with the International Organization for Migration (2022) report, which emphasizes the influence of diaspora communities in sustaining migration flows.

Moreover, World System Theory (Wallerstein, 1974) explains the broader structural forces at play. The economic allure of core countries, combined with Kosovo's peripheral status, perpetuates migration as an escape route for the educated youth. Reports from the OECD (2023) underscore the systemic challenges faced by peripheral economies in retaining their skilled workforce, further validating these findings.

Finally, Structural Functionalism (Parsons, 1951) provides a broader lens to interpret these trends. Migration from Kosovo can be seen as a redistribution of labor, with surplus talent moving abroad to fill gaps in global labor markets. However, this dynamic poses significant challenges for Kosovo's social and economic stability, as noted in the UNDP (2023) report, which warns of the long-term consequences of brain drain on national development.

Policy Recommendations

When asked about measures to mitigate brain drain, respondents identified higher wages (28.6%), improved job opportunities (26.2%), political stability and transparency (23.8%), and support for entrepreneurship (21.4%) as the most crucial factors. These findings align with Human Capital Theory (Becker, 1964), which suggests that retaining educated talent requires creating conditions where individuals can realize the full returns on their educational investments. Increasing wages and improving job opportunities are essential steps in this direction. The World Bank (2023) highlights similar strategies in addressing brain drain across the Western Balkans, emphasizing the need for targeted investments in high-skill sectors.

Additionally, Structural Functionalism (Parsons, 1951) underscores the importance of addressing structural imbalances in society. By promoting entrepreneurship and enhancing political transparency, Kosovo can create a more favorable environment for retaining its skilled workforce. The European Training Foundation (2022) also recommends aligning educational outcomes with labor market needs to reduce the gap between skills and available jobs. Finally, the policy recommendations reflect insights from Dual Labor Market Theory (Piore, 1979), which suggests that addressing domestic labor market deficiencies can reduce reliance on migration. Reports from the International Organization for Migration (2022) stress the importance of comprehensive labor reforms in creating sustainable employment opportunities for young professionals.

Consequently, the findings of this study provide a detailed response to the research question, revealing that economic, political, and social factors significantly influence the emigration intentions of Kosovo's educated youth. High levels of education among respondents contrast sharply with dissatisfaction in the local labor market and the allure of opportunities abroad. The survey results highlight the interplay of push factors like unemployment and political instability with pull factors such as higher wages and better career prospects, driving the ongoing brain drain.

Through the application of six migration theories and the incorporation of relevant local, regional, and international reports, this analysis underscores the need for targeted policies to address brain drain. These include increasing wages, improving job opportunities, fostering political stability, and supporting entrepreneurship. By implementing such measures, Kosovo can mitigate the exodus of its educated youth and build a more stable and prosperous future.

CONCLUSIONS

According to this study, the emigration intentions of educated young in Kosovo are complicated, involving a complex interaction of social, political, and economic elements that contribute to the continued brain drain.

The survey results indicate that while Kosovo has a high level of educated youth, dissatisfaction with local employment prospects, exacerbated by political instability and corruption, drives many to seek opportunities abroad. The application of migration theories further contextualizes these findings within broader trends seen in similar regions. By implementing targeted policy interventions, such as enhancing job opportunities, increasing wages, and promoting political transparency, Kosovo can retain its educated workforce and foster long-term socio-economic stability.

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ANNEX 1

Questionnaire

Ethical Consent Form for Participation in Survey

Research Title: Brain Drain in Kosovo: Policy Recommendations for Retaining Talent and Fostering Sustainable Development

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Purpose of the Study: The purpose of this study is to gather data on respondent demographics, employment status, job satisfaction, emigration intentions, and policy recommendations for retaining talent in Kosovo. The information collected will be used to analyze current trends and provide insights for potential policy improvements.

Voluntary Participation: Your participation in this survey is entirely voluntary. You are free to choose whether or not to participate. If you decide to participate, you may withdraw at any time without any consequences.

Confidentiality: All information collected in this survey will be kept confidential. Your responses will be anonymized and will only be used for the purposes of this study. No personally identifiable information will be shared or published.

Data Usage: The data collected from this survey will be used solely for academic and research purposes. The results may be published in academic journals, presented at conferences, or used in policy recommendations, but individual responses will remain anonymous.

Contact Information: If you have any questions about this study or your participation, please contact [Insert Contact Information Here].

Consent: By proceeding with this survey, you acknowledge that you have read and understood the information provided above, and you consent to participate in this study.

Participant's Signature: _____

Date: _____

Respondent Demographics

1. Age Distribution:

- ☐ [] 18–25
- ☐ [] 26–30
- ☐ [] 31–35
- ☐ [] Over 35

2. Education Level:

- ☐ [] High School
- ☐ [] Bachelor's Degree
- ☐ [] Master's Degree
- ☐ [] PhD

Employment and Job Satisfaction

3. Employment Status:

- ☐ [] Employed Full-Time
- ☐ [] Employed Part-Time
- ☐ [] Unemployed
- ☐ [] Self-Employed
- ☐ [] Student

4. Job Satisfaction:

- ☐ [] Very Satisfied
- ☐ [] Satisfied
- ☐ [] Neutral
- ☐ [] Dissatisfied
- ☐ [] Very Dissatisfied

Emigration Intentions

5. Do you have a strong intention to emigrate within the next two years?

- ☐ [] Yes
- ☐ [] No
- ☐ [] Unsure

6. Primary Reasons for Emigration:

- ☐ [] Better Salary Abroad
- ☐ [] Career Opportunities
- ☐ [] Political Instability in Kosovo
- ☐ [] Lack of Job Opportunities
- ☐ [] Higher Quality of Life Abroad

Policy Recommendations for Retaining Talent

**7. Which measures do you believe are most crucial for preventing brain drain?
(Select all that apply)**

- ☐ [] Higher Wages
- ☐ [] Improved Job Opportunities
- ☐ [] Political Stability and Transparency
- ☐ [] Support for Entrepreneurship