



POLICY STUDY

DECEMBER 2011

Is the return worth it? On the reintegration of high skilled returnees in Albania

Abstract

Considering the contribution of highly qualified professionals in consolidating democracy and building a modern society, this paper aims to shed light on some aspects of their reintegration in Albania. In this paper, concrete experiences of the highly qualified professionals are analyzed and confronted with the views of a wide range of state and non-state actors engaged in their re-integration. The data obtained from the on line questionnaire completed by 66 high qualified professionals who have studied abroad, bring an added value to the paper by offering a comprehensive analysis regarding their reintegration in Albania.

The paper presents synthetically the brain drain phenomenon by identifying the policies encouraging the return and reintegration of the qualified professionals in their country of origin. Moreover, through qualitative and quantitative analysis the policy paper strives to shed light on the effectiveness of policies in place by suggesting a set of measures and advocacy instruments to improve the current situation. By identifying specific concerns of high skilled returnees EMA tries to encourage the public debate on how to make best use of the human capital through better structured and comprehensive policies.

It is published on the framework of Group 484 regional project "Advocating for 'Brain Gain' policies aimed at reintegration of the high-skilled returnees in the Western Balkans" and supported through the cooperation with Friedrich Ebert Stiftung - Tirana Office.



This policy brief is supported by Friedrich Ebert Stiftung (FES) and Group 484.

The contents of this publication are the sole responsibility of EMA

TABLE OF CONTENTS

1. Introduction	3
2. Retrospective of the brain drain phenomenon	4
3. From expectations to reality	6
4. What is the climate that highly qualified returnees face in Albania	7
5. Weak links with state institutions	8
6. Diploma recognition, only if necessary	11
7. Conclusions and recommendations	13
Annex	17

INTRODUCTION

The potential of intellectuals bears crucial importance especially in transition countries. And although their economies become more and more open towards the world market, emigration particularly of the highly qualified returnees remains one of the early wounds of development.

Following the fall of the communist regime, Albania, as other countries of South Eastern Europe, has faced massive migration flows. Taking a look at different periods that correspond to important transition events, we notice that the amplitude of migration flows has varied. An extensive portion of individuals who left the country consisted of those who were considered the "brain" of society, qualified professionals. There are several complex reasons beyond economic ones that explain their migration propensity. Therefore, a common challenge of both Albanian state authorities and society remained the return of professionals in their home country as well as their effective reintegration into the social, economic and political environment.

This implies the process of adaption in the country of origin, so that the accumulated knowledge and experience from abroad would not only benefit

individual progress but in the same time the progress of society and of the country in general.

Considering the contribution of high qualified professionals in consolidating democracy and building a modern society, this paper aims to shed light on some aspects of their reintegration in Albania. In this paper, concrete experiences of the high qualified professionals are analyzed and confronted with the views of a wide range of state and non-state actors engaged in their re-integration. The data obtained from the on line questionnaire completed by 66 high qualified professionals that have studied abroad during the period August – November 2011 bring an added value to the paper by offering a comprehensive analysis regarding their reintegration in Albania.

The paper presents synthetically the brain drain phenomenon by identifying the policies encouraging the return and reintegration of the qualified professionals in their country of origin. Moreover, through qualitative and quantitative analysis the policy paper strives to shed light on the effectiveness of policies in place by suggesting a set of measures and advocacy instruments to improve the current situation. By identifying specific concerns of high

skilled returnees EMA strives to encourage the public debate on how to make best use of the human capital through better structured and comprehensive policies.

RETROSPECTIVE OF THE BRAIN DRAIN PHENOMENON

The collapse of communism in Albania as in other countries of Southeast Europe was accompanied by large migratory waves. Significant part of the contingent who left the country towards closer, European countries but also in America and Canada, were the high qualified professionals. For a small country such as Albania, migration of almost 40% of lecturers and researchers, of whom 66% hold PhD title¹, was a significant brain drain. As a result Albania faced lack of professional and managerial capacity to be better oriented towards democratic processes that the country was experiencing in the early '90s.

Several reasons may explain the migration of the high skilled returnees

during these years. They mainly relate to a poor market in terms of employment opportunities². In addition, the prevalence of clientelism and nepotism in an informal labor market, increase even more the tendency of high skilled professionals to live and work abroad. Following improvements in living conditions, after the year 2000 the propensity to migrate has marked decline compared with two waves of migration that Albania has faced in periods of 1990-1993 and 1997-1999. Yet migration continues regularly, but mainly for study purposes with approximately 2000 to 4000³ students each year who leave the country.

Acknowledging these dynamics on the one hand and the growing need for professionals in less developed fields within the country on the other one, the first initiatives with regard to supporting high skilled professionals to come back to Albania, were undertaken. In a situation when the country was undergoing a turbulent process of democratic transformation to reverse trends of brain drain to brain gain phenomenon seemed as urgent as visionary. In the attempt of drafting brain gain policies several

¹Tafaj, M., Considerations about Massive Brain Drain from Albania and Strategies attracting high qualified scientists, Tirana, 2005 quoted to EMA's policy paper *"Brain Gain Policies and Their Impact on the European Integration Process of Albania: Challenges and Future Perspectives"*, July 2010, pg 3.

² *Ibid*

³ UNDP Albania, *From brain drain to brain gain: mobilising Albania's skilled diaspora*, Tirana, April 2006,pg 8

initiatives were produced. To date, their effectiveness in practice remains modest.

The brain drain phenomenon was first considered in the National Strategy for Migration in 2005. Until then brain gain instruments were implemented on *ad hoc* and sporadic bases. This is the case of donations by the Open Society Foundation for Albania (OSFA), which had a short-time effect, as well as the case of some changes in bylaws regulating recruitment in public administration where the master diploma was given priority (considering the limited number of master degrees offered by Albanian universities in those years, the master diploma was mainly obtained by studying abroad). These experimental initiatives looked mostly as isolated islands that were not able to provide continuity and were not combined with other relevant policies. Therefore, they could not produce sustainable results.

In 2006, the Brain Gain Programme, a joint initiative of the Albanian government and United Nations Development Programme (UNDP) was established. It was designed to facilitate the reintegration of highly educated Albanians in the public administration and in the political economic development of the country. This was to be accomplished throughout two objectives: firstly, by providing a

welcoming environment for those who return to Albania, and secondly, by creating the legal framework for the full integration of these persons in the public administration.

From a wider perspective, the goals of Brain Gain Program consisted in:

1. Addressing the brain drain phenomenon at the level of central policy of the Albanian state by making it part of the public policy discourse;
2. Creating a good basis for the review of administrative and legislative measures to encourage the Brain Gain policy through instruments such as:
 - financial support
 - facilities in recruitment procedures in the public administration
 - incentives to be involved the work of research institutes, in excellence programs or in scientific cooperation programs.

Overall, this programme marked a significant milestone in the foundation of the Brain Gain policy. Notwithstanding this, it remains an initiative with limited impact due to the relatively small number

of beneficiaries and limited sources and competences available to it.

Still today, the trend for studying abroad remains strong. This trend combined with the possibilities for finding a job in host countries, favoured by the visa liberalization which potentially increases contact with the European labor market, still pose a danger of losing high skilled professionals. This danger is amplified if we refer to data issued by INSTAT where youth are considered amongst the layers of Albanian society that suffers the most from unemployment. However the growing desire to return back in the home country ⁴ highlights some new problems that need to be addressed such as: How committed is the Albanian society to accept high qualified returnees? What kind of environment are they faced with during their return? And what should be done to encourage more high qualified professionals to choose Albania as their country of residence?

⁴ Interview with Edlira Cepani, Director of Albanian Students Abroad Network, on 16 November 2011. According to the data that AS@N disposes, in 2008 there were approximately 45- 50 % of students that expressed their desire to return back to Albania after finishing their studies, a significant increase compared to a mere 5% willing to do so in 2003 – 2005.

FROM EXPECTATIONS TO REALITY

The reality facing high-skilled returnees to reintegrate in Albania was analyzed by collecting their concrete experiences. These include the reasons that led them to leave, seek for qualifications abroad, reasons for building a career in Albania as well as plans for the future. Although it is accepted that in recent years Albania is experiencing a wave of brain gain, assessing accurately the dynamics of this mobility remains difficult. In order to gain an insight of and analyze the brain-gain phenomenon, one has to face problems that stem from the roots of this process, starting determining the number of qualified Albanians abroad. Some return, but in fact, many are those who leave the country each year. The calculation of the number of citizens currently studying abroad, of those who have completed education and those who have returned to Albania still remains a challenge for Albanian state institutions. Difficulties in this regard, are to a certain extent related to the large number of countries in which Albanian students live. However, the main obstacle in determining the number of Albanian students abroad seems to be associated with the fact that such data are usually considered sensitive for embassies of various countries, and are not shared.

Nevertheless, if Albanian authorities ensure data protection or if the institutions of foreign countries communicate at least the figures, without revealing the identity, there can be a possibility to achieve a rough estimation of this number. Statistical data on the number of Albanian students in countries such as Italy for example constantly circulate in national reports and media of this country. Therefore, the collection of these data by the Albanian authorities cannot be considered impossible – in particular considering the importance of these data in building policies that promote brain gain in Albania, as well as the efficiency of its contribution.

By observing the experiences of high skilled returnees surveyed within this study, the impression that young Albanians increasingly leave the country mainly for study purposes, rather than for employment opportunities, finds sustainable grounds to be confirmed. The number of qualified persons abroad who choose to return is increasing year by year (see Table A. Page 16). The main reasons for their decision to return to Albania are, among others, related to the completion of their studies (81%) and the desire to contribute to the changes and

development of the society (71%).⁵ Meanwhile, family reasons (70%) confidence that a job can be found could more easily in the country of origin (56%) and the hardship in finding a job abroad (35%) remain relevant factors.

WHAT IS THE CLIMATE THAT HIGHLY QUALIFIED RETURNEES FACE IN ALBANIA?

Despite the desire of returning home, the Albanian youth face an uneasy transition after their return. Difficulties encountered are of bureaucratic or institutional nature, as well as social and cultural one. They do not constitute a surprise, but nevertheless remain worrying. It is significant that the most frequently mentioned difficulty faced by the respondents is related to differences in work culture (69%). This shows that, despite the belief that Albanian society has been much modernized in recent years, the gap with western societies still remains considerable.

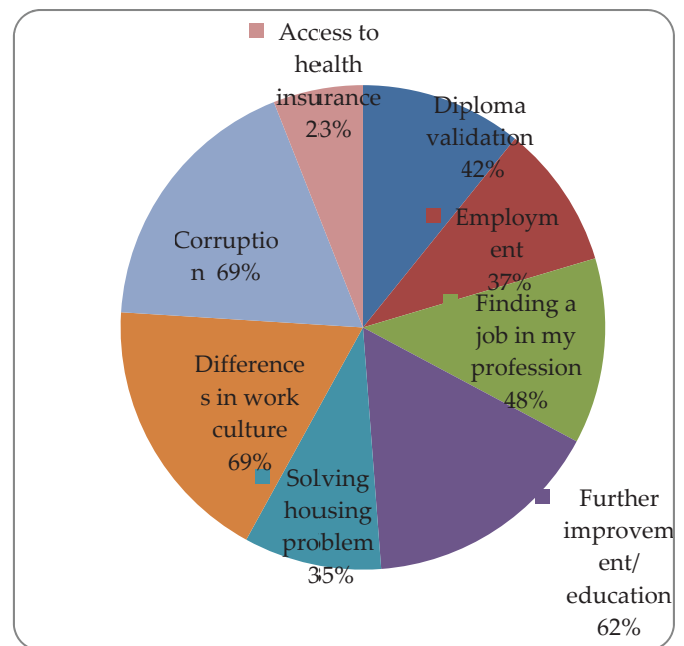
⁵ The abovementioned data as well as those that follow in the paper refer to the online survey implemented in the period August – November 2011 with 66 high skilled returnees living in Albania since at least one year.

Moreover, it is not surprising that corruption follows in the list of difficulties mentioned by the respondents - a phenomenon which has been reported for a very long time, but still remains un-addressed significantly, and continues to compromise career opportunities for many young people with potential. Other challenges faced by high skilled returnees are of a nature that could spur risk of "brain waste" or "brain re-drain". Among them, the most common are: the lack of perspective for further professional growth (62%), difficulties in finding a job appropriate to the qualifications received abroad (48%) and diploma recognition (42%). A discouraging factor is the recent removal of the financial bonus applied for administration employees with master's degree level, which, in many cases, affects negatively the interest of high skilled returnees for the public administration. The high skilled returnees are often negatively judged by the society on their decision to return, which is often considered a failure of their abroad perspective. Being unacquainted with the Albanian reality and the labor market in particular, represents another disadvantage for this group, which in some cases, makes them less preferred by the employer.

The abovementioned elements are indicators that Albania has not yet

managed to offer a welcoming and competitive environment for the potential of the most qualified to fully unfold and develop to the benefit of individuals and the society.⁶

Difficulties met by high skilled returnees at return in Albania



WEAK LINKS WITH STATE INSTITUTIONS

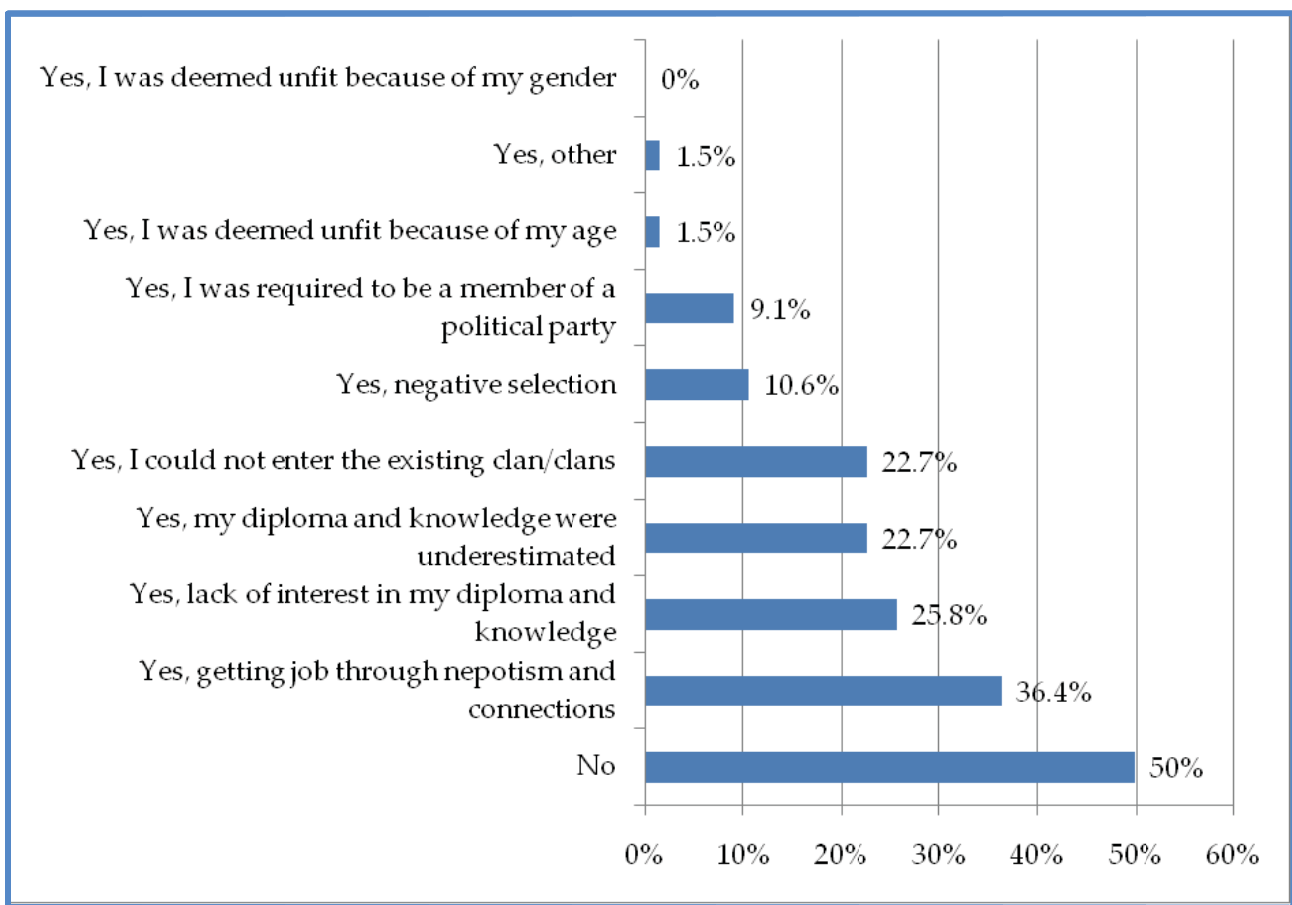
Another fact that emerges from the respondents' answers is the weak relationship with state institutions. The vast majority of the returnees (68%) state not to have received assistance from state institutions upon return, thus facing

⁶ European Movement Albania, *Which role for Albanian universities in brain circulation?* Tirana, October 2010, pg. 10.

individually the difficulties in finding a job or other issues of reintegration in Albania. The only assistance provided is that from the Brain Gain Programme. Given the characteristics of the sample of respondents where persons belonging to the academic world and involved in the scheme of the abovementioned program

are over-represented (for example in comparison to the number of returnees who have sought the recognition of diploma), the actual percentage of persons who have not received support from state institutions can be considered even higher.

Difficulties met while looking for a job



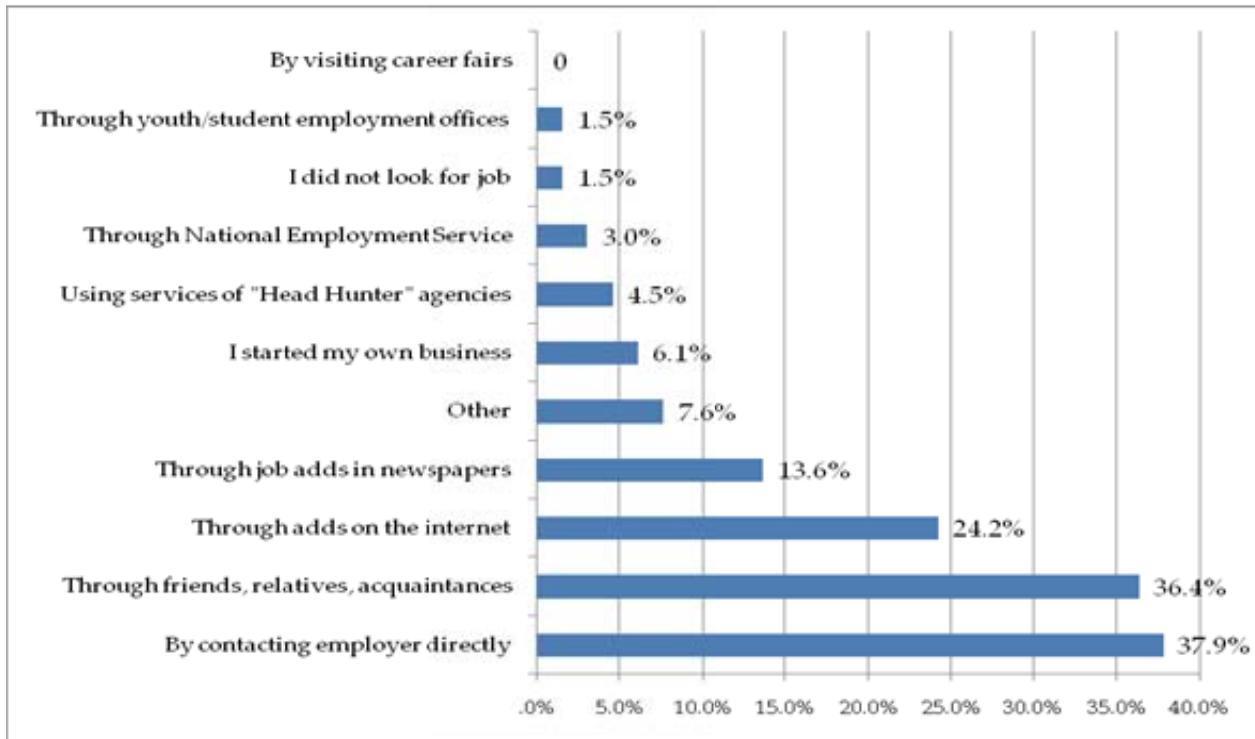
In terms of employment of the qualified returnees, while results from surveys indicate an average period of job seeking of about 5 months, the main integration difficulties in the domestic labor market relate to nepotism prevalent in many sectors, lack of interest for the qualifications obtained abroad, but also

the existence of closed circles of society and recruitment based on political affiliation in some sectors. However, the positive fact remains that half of those interviewed think that they didn't encounter difficulties to be integrated in the Albanian labor market.

Regarding how highly qualified returnees have managed to secure a job, the surveyed data show a landscape as predictable as it is disturbing. There

appears that even in the case of highly qualified returnees apply "principles" of an informal and chaotic labor market yet.

How did you find your job?



Informal ways of employment, for example by directly contacting the employer or the head of institution (37.9%) or through relatives and friends (36.4%) still dominate the. While announcements on the internet or in newspapers seem to be useful to only about a third (1/3) of respondents altogether, the fact that state institutions such as employment offices or the Department of Public Administration remain unpopular as reference points for employment is concerning. These data

reconfirm that the official channels of employment in the Albanian market remain weak, thus reducing the chances of transparent and competitive recruitment.

A barrier for integration remains the recruitment method in public administration which is often carried out through temporary contracts rather than through open competitions. Despite the issuing of a Prime Minister Order restricting the contract recruitment to a

limit of 2.5%⁷, in reality the figures remain many times higher⁸. Certainly, this way of recruitment is an added obstacle to the integration of skilled returnees as well as to the strengthening of the state administration capacities through the absorption of the best elements in the market.

DIPLOMA RECOGNITION, ONLY IF NECESSARY

When it comes to experience with the process of recognition of diplomas obtained abroad, it appears clearly that generally, the procedure is perceived as an excessive bureaucratic burden which discourages about half of returnees to apply for. Despite progress made in recent years, problems most encountered relates with the length of proceedings, currently up to 5 months.

The procedure foreseen by the Ministry of Education and Science (MES) for the recognition of diplomas also presents

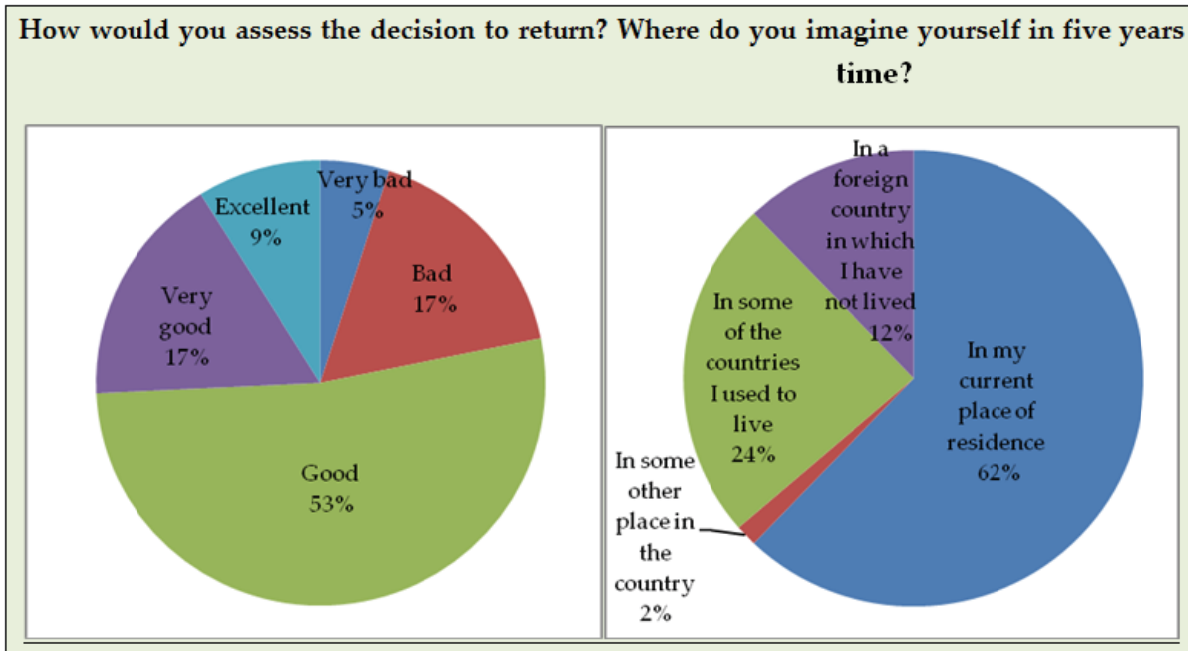
problems of privacy and personal data protection, because of the requirement in the application form to provide user name and password to access the student's personal page attributed by their universities⁹. These bureaucratic difficulties have caused that besides private companies also many private universities do not require to their staff the recognition of diplomas received abroad.

The application or not for diploma recognition remains without any doubts at the discretion of each individual. However, the non-application of a large number of returnees creates more uncertainty to the state authorities about the human capital present in Albania and the most appropriate ways to integrate and engage it to the best interest of country's development.

⁷ Prime Minister Order No. 174 dated 10.01.2010 "On some measures to improve the implementation of civil service legislation in line ministries and the Council of Ministers".

⁸ According to the 2010 Annual Report of the Civil Service Commission (pg. 38), temporary employment contracts in some ministries account for 40-45% of the staff (eg. Ministry of Defense; of Health, etc).

⁹ See the webpage of the Ministry of Education and Science, <http://www.mash.gov.al/faqe.php?id1=2&id2=74>



Despite difficulties encountered there is a strong desire to live and develop a professional career in Albania. The vast majority of high skilled returnees regards as good, very good and even excellent the decision to return (approx. 79%). Also, most of them see themselves in Albania in five years time. It seems that a driving factor is also the approach of some foreign investors. Albania is seen as a country increasingly attractive, while investments augment the capacities of individuals within the country are increasing too. Confidence in the Albanian market has been noticed, where in some occasions, companies are replacing expatriate staff with Albanian ones to cut costs, but also because now

there is domestic professional staff fit to cover those positions¹⁰.

However, about one third of respondents that is pessimistic about the future of Albania must not be neglected. Moreover, it should not be forgotten that most of them (89%) maintain close ties with the country where they studied, a fact which potentially makes the decision to leave again the country much easier. Therefore, although the trend to return to Albania is reconfirmed, the authorities must be attentive about the risk of a brain re-drain, should a welcoming environment fail to be provided.

¹⁰ Interview with Pranvera Papamihali, Manager for Albania, Pedersen & Partners, November 4, 2011.

CONCLUSIONS AND RECOMMENDATIONS

Albania is at a crucial stage of development of human capital. Thousands of people live and qualify in a context of high mobility within and outside the country. These years characterized by the increasing return of considerable numbers of people qualified abroad should serve to create a welcoming environment that provides development opportunities to them, thereby serving not only their individual interests, but the progress of society in general.

Now that a first experience of pilot programs and new initiatives for the reintegration of qualified returnees has been gained, it is time for more comprehensive and long-term policy in this regard.

The Brain Gain Programme but also initiatives such as the Excellence Fund constitute the first positive enterprises, but in order for the return of qualified persons not to be a disappointment or “brain waste”, a more structured approach is necessary. This is due to several reasons. Firstly, because the

phenomenon of return of qualified persons is growing and in a few years it will concern thousands of Albanian citizens. Secondly, because the difficulties they face at return are complex and regard a spectrum of issues ranging from the modernization of society to the fight against corruption and building a meritocratic career systems in the public and private sector. Thirdly, the need for more comprehensive restrictions arises from the current limitations of the Brain Gain Programme, namely in resources and competences, as well as in the number of beneficiaries.

The human capital available today in Albania includes persons immediately needed by the labour market as well as many others overspecialized, perhaps beyond the development opportunities offered in many sectors in the country. Therefore, a more realistic and effective approach would be:

1. Gathering as soon as possible updated statistical data on Albanian citizens studying abroad, those who have graduated and those who have returned, thus allowing a realistic assessment of

human capital present in the country and the one abroad, and as a result the design of efficient policies for their integration.

2. The evolution and further focus of the Brain Gain Programme on the most qualified and their integration into the academic world and research, mainly by promoting brain circulation and better engagement of the Diaspora. A more effective engagement of the Diaspora, not through the transfer of scientists in the country, but through their continuous contribution should go hand in hand with investment in research and initiatives to enhance quality in the academic world.
3. Dealing with broader aspects of reintegration of high skilled returnees in the framework of employment policies, considering the following options:
 - Foreseeing more concrete and well-studied measures for the reintegration of high skilled returnees in the National Strategy for Reintegration of Returnees 2010 – 2015 and in the Sectorial Employment Strategy 2007-2013;
 - Eventually designing a specific strategy for youth employment, with a particular aspect covering the reintegration of young people qualified abroad.
4. Addressing the problem of "internal brain drain". In a context where 97% of skilled returnees are concentrated in Tirana, the other regions of the country face major difficulties to develop and inability to reduce the gap that separates them from the capital. Therefore special support schemes for local governments or local businesses are needed to promote the involvement of highly qualified returnees in different districts. This becomes even more a necessity given the increasing opportunities to compete at regional level for funding programs within the framework of European Union financial assistance (IPA).

BIBLIOGRAPHY

Interviews

Interview with Belina Bedini, Head of International Relations & Projects' Office

"Aleksandër Moisiu" University, Durrës, 25 November 2011

Interview with Bernard Zeneli, Manager of the Brain Gain Programme, Tirana, 11 October 2011

Interview with Edlira Cepani, Director of the Albanian Students Abroad Network, Tirana, 16 November 2011

Interview with Floreta Luli – Faber, Executive Director American Chamber of Commerce in Albania, Tirana, 24 November 2011

Interview with Gent Borici, President of the Young Professionals Committee, American Chamber of Commerce, Tirana, 24 November 2011

Interview with Dr. Kosta Giakoumis, Deputy Rector Professor of Art History and World History, University of New York Tirana, Tirana, 4 December 2011

Interview with Mariel Mejdini, Director of Human resources Development and Management, Public Administration Department, Tirana, 2 November 2011

Interview with Pranvera Papamihali, Country Manager Albania, Pedersen & Partners, Tirana, 4 November 2011

Interview with Dr Saemira Pino, Dean of the Faculty of Social Sciences, "Marin Barleti" University, Tirana, 16 November 2011

Interview with Silvana Banushi, Director of Migration, Return and Reintegration Policies, Ministry of Labor, Social Affairs and Equal Opportunities, Tirana, 8 November 2011

Publications and legal acts

Bajraba, K., *Albania: Looking Beyond Borders*, Retrieved on October 13, 2011 from Migration Policy Institute Web www.migrationinformation.org

Clemens, M., *Skill Flow: A Fundamental Reconsideration of Skilled-Worker Mobility and Development*, Centre for Global Development Working Paper, 2009

Civil Service Commission, Yearly Report 2010

Damtew Teferra, Ph. D. *Brain Circulation: Unparalleled Opportunities, Underlying Challenges, and Outmoded Presumptions*, 2004

Flagler, M., and Shapo, Zh., (2006) *Nxitja e punësimit të të diplomuarve jashtë shtetit në administratën publike shqiptare*, Tirana, OSFA

European Movement Albania, *Brain Gain Policies and Their Impact on the European Integration Process of Albania*, Tirana, July 2010

- European Movement Albania, *Which role for Albanian universities in brain circulation?*, Tirana, October 2010
- Gedeshi, I. and Germezi, E., (2008) *Highly Skilled Migration from Albania: An Assessment of Current Trends and the Ways Ahead*, Working Paper T-25, Katholieke Universiteit Leuven, Belgium, Center for Economic and Social Studies in Tirana
- Group 484, *Developing Brain Gain Policies in the Western Balkans: National Report on Albania*, Belgrade July 2010
- Hovart, V., (2004) "Brain Drain, Threat to successful Transition in South East Europe?", *Southeast European Policies*, Vol. V. 1
- National Strategy for Development and Integration 2007 – 2013
- National Strategy for Migration, 2005 – 2010
- National Strategy for the Reintegration of Returnees, 2010 – 2015
- Employment Sectorial Strategy, 2007 – 2013
- National Strategy for Youth 2007 – 2013
- Prime Minister Order No. 174 dated 10.01.2010 "On some measures to improve the implementation of civil service legislation in line ministries and the Council of Ministers"
- Tafaj, M., *Consideration about Massive Brain Drain from Albania and Strategies attracting high-qualified scientists*, Tirana, 2005

Websites

- Brain Gain Programme ,
www.braingain.gov.al
Ministry of Education and Science,
<http://www.mash.gov.al>
Ministry of Labor, Social Affairs and Equal Opportunities,
<http://www.mpcs.gov.al>
UNDP Albania, Youth Employment and Migration: Reaping the benefits and mitigating the risks programme,
<http://www.un.org.al/subindex.php?faq=details&id=71>
National Agency for Research, Technology and Innovation:
<http://www.akti.gov.al/Materiale/njoftime.html>

ANNEX

A total of 66 high skilled returnees that have answered the questionnaire in August November 2011 (have lived in Albania at return for at least 12 months)							
Gender	55% women; 45% men						
Age	from 23 to 46 most of which between 25 and 30.						
Reasons of first long stay abroad (important and very important)	<ol style="list-style-type: none"> 1. Education (99%) 2. Possibility for professional improvement (95%) 3. Desire to see the world (82%) 4. Moral climate in Albania (79%) 						
Level of education before leaving the country	<ol style="list-style-type: none"> 1. Incomplete elementary school (1.5%) 2. Elementary school (3%) 3. High school (57.6%) 4. University/academy (34.8%) 5. Master (3%) 6. PhD (0%) 						
Countries where returnees have lived (6 more frequent)	<table border="0"> <tr> <td>1. Italy</td> <td>4. Holland</td> </tr> <tr> <td>2. USA</td> <td>5. Hungary</td> </tr> <tr> <td>3. United Kingdom</td> <td>6. Turkey</td> </tr> </table>	1. Italy	4. Holland	2. USA	5. Hungary	3. United Kingdom	6. Turkey
1. Italy	4. Holland						
2. USA	5. Hungary						
3. United Kingdom	6. Turkey						
Average duration of stay abroad	5.5 years (mainly graduate and post graduate studies)						
Highest level of education recognised abroad prior to the last return	University/Academy (21%) Master studies (54.5%) Doctoral studies (22.7%)						
Employment status before return	Unemployed (15.2%) Student (39.4%) Employed (45.5%)						
Duration of work experience abroad (average)	4.7 years						
Did the job abroad match the qualifications?	Yes - 66.7% No - 33.3%						
Year of return (years with higher flux)	<ol style="list-style-type: none"> a) 2007 (14%); b) 2008 (12%) c) 2009 (27%); d) 2010 (26%) 						
Reasons of return (important and very important)	<ol style="list-style-type: none"> 1. I completed my education (81%) 2. Contribution to changes and development of society & Knowledge transfer and share (71%) 3. Family reasons (70%) 4. I believed I could find a job in the country of origin more easily (56%) 						

EMA's activity focuses on the following programs:

- ⊗ Promotion of European values and European integration process of Albania
- ⊗ Democracy and Good Governance
- ⊗ Socio-economic dimensions of the European integration process
- ⊗ Regional Cooperation

European Movement Albania (EMA) is an independent non-profit policy research centre, founded in January 2007. EMA promotes ideas for improving the quality of debate and policy development process in the framework of European integration of Albania. It offers a forum for exchange of ideas and views about the political, economic, social, and legal challenges faced by the country in the process of EU integration.

We also recommend you to read:

- Policy Brief "12 Key Priorities for Albania: Where do we stand", October 2011
- Thesaloniki I- A way to break the status quo of the European Integration process, January 2011
- Policy Paper "Brain Gain policies and their impact on the European Integration process of Albania", June 2010

European Movement in Albania

Bulevardi Gjergj Fishta Kulla 3, Ap.2/1 Tiranë 1019, Albania

www.em-al.org info@em-al.org Tel: +355 4 6306280

 EMAAlbania

 EMinALB

 EuroSpeak