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**THE DETERMINING FACTORS OF THE BRAIN DRAIN IN THE REPUBLIC OF
MACEDONIA AND ITS EFFECTS ON THE ECONOMY OF THE COUNTRY**

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Abstract: This paper elaborates the issue about the „brain drain” phenomenon observing it through the prism of its intensity in the Republic of Macedonia and its positive and negative impacts, but also its effects on the development of the economy in the country.

This research, which covered 1400 respondents from the target group of young people, aged between 15 and 29, begins by providing answers to the questions about the extent to which this phenomenon is present in Macedonia, what are the characteristics of the people who tend to leave the country, what are the pull factors that attract them to go abroad and also, what are the push factors that stimulate them to leave their own country, what are their expectations in relation to the development of the country in the future, what are their opinions about the effects of the brain drain on the development of the country – whether they are positive or negative effects and finally, which measures and policies, according to the respondents are of a great importance and should be taken by the government institutions and authorities, non-governmental organizations and private sector in order to reduce brain drain in the country.

Republic of Macedonia is threatened by serious losses from brain drain that could decrease the human capital of the country and its economic growth. Macedonia faces a serious brain drain threat: 77.03% of respondents have firm stances to permanently leave the country, which is equal to loss of intellectual potential, loss of future skilled workers and entrepreneurs. It is a huge number of young people and poses a great danger to the aging of the population in the country, a risk to the economic potential and economic development of the country, especially if the continuity of migration lasts for a long time.

Fortunately, the brain drain is a dynamic phenomenon, and its direction and intensity can be significantly changed through honest, serious and selfless efforts of all social stakeholders. In this direction, well-designed measures for the preservation of human capital in the country and their consistent implementation in practice, could turn this trend of brain drain into a successful brain circulation in Macedonia for a period of 5-10 years.

Based on the presented results of the research given in the following text, but also on the basis of personal expertise and continuous monitoring of the brain drain process from the country, we propose several most important recommendations for activities at different levels of influence.

Keywords: migrations, brain drain, brain gain, economic development, intellectual capital.

**ДЕТЕРМИНИРАЧКИ ФАКТОРИ НА ОДЛИВОТ НА МОЗОЦИ ВО
РЕПУБЛИКА МАКЕДОНИЈА И ЕФЕКТИТЕ НА ОВОЈ ФЕНОМЕН ВРЗ
ЕКОНОМСКИОТ РАЗВОЈ НА ЗЕМЈАТА**

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на населението во државата, ризик за економскиот потенцијал и економскиот развој на државата, посебно ако континуитетот на мигрирање трае подолго време.

Република Македонија се соочува со сериозна закана од одлевање мозоци, а тоа води кон значајно губење на интелектуалниот капитал на земјата и претставува сериозна закана за нејзиниот економски развој. Кон овој заклучок насочува фактот што 52,35% од испитаниците ги чувствуваат негативните ефекти на одливот на мозоци врз развојот на земјата, поточно како најголеми негативни ефекти ги потенцираат следните три последици: **загуба на идни квалификувани работници, загуба на потенцијални идни претприемачи и намален оптек на иновативни идеи во земјата.**

Анализирајќи ја повторно возраста на заминување (20-24 години), како и фактот што најчесто лица со завршено средно образование или завршени студии и тоа со висок успех (42,86%) имаат интерес да заминат во странство, укажува уште повеќе на сериозноста на проблемот. Тоа значи дека се одлева кадарот кој директно треба да се вклучи во производството, а со тоа и да влијае врз зголемување на бруто-домашниот производ, од една страна, но и кадрите кои ги креираат и развиваат политиките за економски развој на државата. Фактот што и вработени со полно работно време претендираат за заминување во странство, дополнително разорно влијае врз домашната економија, затоа што заминува не само образован кадар, туку и кадар со работно искуство, профилиран во својата дејност и како готов кадар ја збогатува странската економија.

Истражувањето одговори на прашањето: Кои се факторите на туркање на младите од земјата? Од големиот број наведени причини, највисоко рангирани се: ниската плата, невработеноста, недоволните можности за вработување според професија, недовербата во институциите и политичката нестабилност.

Со цел да се подобри ситуацијата, младите во земјата сметаат дека државата, преку своите институции, како и невладините организации, но и приватниот сектор треба да преземат одредени мерки за намалување на одливот на мозоци и поттикнување на приливот на мозоци. Според нив, топ 3 најзначајни мерки се: зголемување на платите на вработените, отворање на поголем број на можности за вработување и подобрување на квалитетот на образованието.

Врз основа на изложените резултати од истражувањето, ги предлагаме следните мерки и активности, на различни нивоа на влијание: креирање на општество фокусирано на младите и поставување на улогата на младите во центарот на вниманието во процесите на креирање на државни политики, конзистентно имплементирање на национални и стратески приоритети поставени во голем број на стратески документи кои ги третираат младите, континуирана антиципација на ретките професии во земјата и организациите моментално и во блиска иднина, прецизно дефинирање на поимот “мозоци” за развој на земјата, креирање на Macedonian counterpart of the “European Youth Guarantee” ; отворање на “spin-off” претпријатија; креирање на младински тинк-тенкови (youth think tanks); поголема отвореност на јавните институции за праксата на студентите, креирање на национална мрежа на бизнис инкубатори и бизнис центри со солидна деловна инфраструктура во рамките на универзитетите, промоција и зајакнување на поларботно време и флексибилните работни часови во најголем дел од компаниите и зајакнување на можностите за работа од дома, континуирано оценување на потребите на пазарот на труд, афирмација на претприемништвото и претприемничката култура помеѓу најмладите, поголема употреба на алумни мрежите и центрите за кариера од страна на високообразовните институции, подобрување на условите и можностите за стажирање на студентите, зајакнување на улогата на виртуелните претпријатија (особено во образовните институции) како место и начин за развивање на бизнис вештините на младите, подобрување на образовниот систем, развој на економијата и странските директни инвестиции, зајакнување на довербата во институциите, програми за развој на култура, наука и спорт, зајакнување на секторите за човечки ресурси со директно влијание врз политиките на компаниите со цел задржување на кадрите, политики на повисоко ниво – стабилизација на државата.

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