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Exploring Brain Drain and Empowering Brain Gain Networks

ABSTRACT: Questo articolo esplora il fenomeno del brain drain (fuga di cervelli) in Albania, concentrandosi sui modelli migratori dei professionisti altamente qualificati e sulle implicazioni socio-economiche per il paese. Il brain drain, caratterizzato dall'emigrazione di intellettuali, ricercatori e lavoratori specializzati verso nazioni sviluppate, rappresenta un problema significativo per l'Albania a partire dagli anni '90. Lo studio esamina sia le prospettive nazionaliste che internazionaliste sul brain drain e brain gain,

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evidenziandone l'impatto sullo sviluppo dell'Albania e sul mercato del lavoro globale. Attraverso un'analisi qualitativa di dati secondari provenienti dall' INSTAT 2025 e dal CENSUS 2023, l'articolo identifica le principali tendenze migratorie, tra cui la partenza di professionisti medici, accademici e ricercatori verso paesi come l'Europa Occidentale e gli Stati Uniti. Lo studio discute anche i fattori economici, sociali, della salute e benessere psicologico alla base del brain drain, come bassi salari, condizioni di lavoro precarie, instabilità politica e corruzione. I risultati rivelano che, sebbene il brain drain rappresenti una sfida significativa per i settori scientifici ed educativi dell'Albania, offre anche potenziali opportunità per un brain gain (guadagno di cervelli) attraverso le reti della diaspora e le collaborazioni internazionali. Il documento si conclude con raccomandazioni per interventi politici volti a mitigare gli effetti negativi del brain drain e a sfruttare il potenziale dei migranti qualificati per lo sviluppo dell'Albania.

This paper explores the phenomenon of brain drain in Albania, focusing on the migration patterns of highly skilled professionals and the socio-economic implications for the country. Brain drain, characterized by the emigration of intellectuals, researchers, and skilled workers to developed nations, has been a significant issue for Albania since the 1990s. The study examines both the nationalist and internationalist perspectives on brain drain, highlighting its impact on Albania's development and the global labor market. Using qualitative analysis of secondary data from the INSTAT

2025 and CENSUS 2023, the paper identifies key migration trends, including the departure of medical professionals, academics, and researchers to the Western Europe and United States. The study also discusses the economic, social, and health factors driving brain drain, such as low wages, poor working conditions, political instability, and corruption. The findings reveal that while brain drain poses significant challenges to Albania's scientific and educational sectors, it also offers potential opportunities for brain gain through diaspora networks and international collaborations. The paper concludes with recommendations for policy interventions to mitigate the negative effects of brain drain and harness the potential of skilled migrants for Albania's development.

PAROLE CHIAVE: Brain Drain, Brain Gain, Migrazione di professionisti altamente qualificati, Impatto socio-economico, Reti professionali di Brain Gain, Albania

KEYWORDS: Brain Drain, Brain Gain, Highly Skilled Migration, Socio-Economic Impact, Brain Gain Networks, Albania

SUMMARY: 1. Introduction. - 2. High-skilled professionals and researchers migration from Albania. – 3. Empirical evidence of the presence and dimensions of the brain drain in Albania. - 4. Migration of the high-qualified professionals. - 5. Qualitative findings. - 6. Conclusive remarks

1. Introduction

Brain drain is the emigration of highly skilled professionals from their home country to foreign nations, typically due to better pay or living conditions. This unidirectional loss of human capital results in a net decrease of resources for the country of origin. This phenomenon is detrimental to the country of origin, as the outflow of domestic human capital is not balanced by an equivalent inflow of foreign talent. Both nationalist and internationalist perspectives agree that brain drain benefits the receiving countries, creating a “win-lose” situation (Van Hook, 2003)¹. The nationalist school views brain drains as a zero-sum game, causing a total loss for the country of origin in favor of the destination country. This situation leads to global winners and losers, and only targeted interventions by the State can prevent these outcomes. The perspective of the internationalist school, typical of the liberal environment, differs significantly from that of the nationalist school in its view of brain drain as a natural and inevitable phenomenon. According to this approach, migratory flow is seen as the individual’s response to market forces of demand and supply, with talented individuals seeking better professional opportunities and higher rewards. In this view, emigration to a country with higher salary levels and professional conditions is seen as a means for individuals to improve their

¹ J. VAN HOOK. Migration Theory: Talking across Disciplines. *Journal of American Ethnic History*, 22(3), 92–93, 2003. <https://doi.org/10.2307/27501319>

well-being and contribute to the community (Van Hook, 2003)². The internationalist approach interprets brain drain as a “win-win” situation that benefits both the individual and the global market. While the nationalist school takes a more accusatory tone towards brain drain, the internationalist school accepts it as an inevitable consequence of individuals seeking the best opportunities, like how companies relocate to operate more effectively. The brain drain is not only seen as a detrimental event, but also as a significant achievement of the contemporary era, allowing individuals to benefit from the best opportunities available globally. The present article seeks to describe the evolution of brain drain and/or in Albania, with a focus on the post-transition years (after the 2000). We used a qualitative examination of the secondary source data from the CENSUS 2011- 2023 and the Albanian National Agency of Statistics (INSTAT) for the last decade migration trends.

2. High-skilled professionals and researchers migration from Albania

After 1900, Albania encountered a significant migration phenomenon due to the mass movement of people abroad, particularly the youth, the middle-aged, and the relocation of families from rural regions to urban areas,

² Idem, pp. 94.

from the northern section of Albania to its central region (Veshi, 2022)³.

The mass migration process manifested in two main ways:

- *External migration and internal migration* of individuals in pursuit of a higher living standard overseas or in urban settings within the nation (particularly in the capital). This occurrence, prevalent in the early 1990s, continues to persist today.
- The *transfer of high-qualified intellectuals* to Western European countries, the United States of America, Canada, etc. The emigration of elite individuals commenced in the early 1990s, experiencing a substantial rise post-1995. This trend remains ongoing and is projected to continue (Gërmenji & Milo, 2011)⁴.
- *Departure or internal relocation of entrepreneurs*. In circumstances where operating a business proved arduous, numerous business owners opted to shutter or vend their enterprises, relocating to more developed urban centers to establish a new venture or seek alluring job opportunities. Each of the migration patterns has left a profound imprint on Albania's social and economic progression, concurrently fostering an imbalanced growth disparity among the country's regions.

³ A. VESHI. L'Albania e i Balcani occidentali, quali prospettive ?, in *Euro-Balkans Law and Economics Review*, 1, 156–173, 2022. <https://doi.org/10.15162/2612-6583/1469>

⁴ E. GËRMENJI, L. MILO Migration of the skilled from Albania: brain drain or brain gain? *Journal of Balkan and Near Eastern Studies*, 13(3), 339–356, 2011. <https://doi.org/10.1080/19448953.2011.593339>

It is crucial to underscore that the migration of the intellectual elite and the business sector has exerted the most substantial influence on the challenges (Tataj & Akbas, 2021)⁵. The extensive emigration from Albania, characterized by its magnitude and temporal-spatial intensity, has fueled the “brain drain” phenomenon. This emigration variant encompassed the departure of proficient specialists across various realms of intellectual engagement. These intellectuals were products of prolonged education in Albanian universities, scientific establishments, and artistic institutions. Some individuals, particularly in the 1980s and 1990s, received training in institutions within Western Europe. Presently, the brain drain underscores a juxtaposition between Albanian society’s entitlement to advance based on the intellectual prowess of its intellectuals and the individual’s prerogative to depart in search of an enhanced livelihood. This dichotomy arises from the adverse impact of the intellectual elite’s migration on the country’s developmental prospects (Gërmenji & Milo, 2011; Musaraj, 2011).⁶

⁵ X. TATAJ, E. AKBAS. Brain Drain toward EU and its impact on labor market: Albanian Case. *Anadolu Ve Balkan Araştırmaları Dergisi*, 4(8), 297–317, 2021. <https://doi.org/10.32953/abad.960441>

⁶ E. GËRMENJË, & L. MILO Migration of the skilled from Albania: brain drain or brain gain? *Journal of Balkan and Near Eastern Studies*, 13(3), 339–356, 2011. <https://doi.org/10.1080/19448953.2011.593339>; A. MUSARAJ . The Albanian Brain Drain phenomena and the Brain Gain strategy. *Social and Natural Sciences Journal*, 2, 2011. <https://doi.org/10.12955/snsj.v2i0.272>

3. Empirical evidence of the presence and dimensions of the brain drain in Albania.

The significant socio-economic circumstances of the nation and its immediate integration into the global arena during the initial stages of the transition, are the primary factors influencing the actual or potential migration of high qualified professionals (Oliinyk et al., 2021)⁷. In total from the European Statistical Office in Albania for the year 2022, there are 46,460 thousand immigrants; in 2021, there are 42,048 Albanian immigrants; in 2020 there were 23,845 and in 2019 there were 43,835 Albanian immigrants (EUROSTAT, 2024)⁸.

The migration of highly qualified professionals shown in various forms: 1. *Direct migration* encompasses the movement of the intellectual elite towards Western Europe, the United States of America, Canada, and even far-off destinations like Australia. It is worth mentioning that instances of Albanian intellectuals migrating to Eastern Europe and even Israel are not uncommon. In the 1950s, numerous Albanians studying abroad formed family ties with locals, resulting in their offspring having relatives abroad. Additionally, a small Israeli community resided in Albania for an extended

⁷ O. OLIINYK, Y. BILAN, H. MISCHCHUK, O. AKIMOV & L. VASA. The impact of migration of highly skilled workers on the country's competitiveness and economic growth. *MONTENEGRIN JOURNAL OF ECONOMICS*, 17(3), 7–19, 2021. <https://doi.org/10.14254/1800-5845/2021.17-3.1>

⁸ EUROSTAT. Migration and migrant population statistics. Luxembourg: Publications Office of the European Union, 20024

period. Post-1990, most Israelis relocated back to Israel, including numerous esteemed intellectuals from diverse domains. 2. *Intellectuals* who opted not to return following a brief or moderate period of specialization abroad. In the aftermath of 1990, intellectuals employed in research institutions and academia were dispatched overseas for further training, with a considerable number choosing to remain in their host countries. Regrettably, a sizable portion ended up in positions unrelated to their area of expertise. Nonetheless, there are instances where they secured superior employment opportunities, and in rare cases, positions aligning with their professional expertise. 3. Those individuals who chose not to repatriate to a specific nation post-graduation were comprised of graduates and other *youthful experts engaged in research* within scientific establishments or serving as adjunct professors in academic institutions (Bhagwati & Hanson, 2009). These students had been awarded scholarships for postgraduate studies in Western Europe or the United States and opted not to return to Albania upon completing their education. They have secured positions that align with their areas of expertise and qualifications. A segment of this demographic includes students enrolled in foreign universities abroad, who, upon graduating, decided to remain overseas rather than coming back to Albania. 4. *The migration of medical practitioners and nurses, particularly towards Germany*, has contributed to addressing the shortage of specialists, particularly in the field of medicine, in developed nations (primarily Germany, although not exclusively) through the relocation of Albanian healthcare professionals, encompassing both recent graduates and seasoned practitioners (Peppler

et al.,2023)⁹. 5. *Employment within international organizations*, particularly in African and Asian nations, is a notable phenomenon (Flahaux et al.,2016)¹⁰. This distinct group comprises specialists who have previous experience as local personnel within international organizations or establishments notably increased during the War of 1997 and the Kosovo crisis even in Albania. Presently, they are actively involved as international staff within these establishments, operating in diverse locations as per institutional requirements.

4. Migration of the high-qualified professionals

The emigration trend of the Albanian intellectual elite demonstrates specific attributes that set it apart from general emigration patterns. While an exact quantification of this trend may be challenging, its significance warrants particular attention. The decision to emigrate is primarily driven by the appeal of developed nations, particularly due to higher income levels, improved working environments, political stability, and enhanced educational prospects for their offspring. Notably, the pursuit of better education for their children stands out as a prominent motive for Albanians

⁹ L. PEPPLER, M. FEIBT, A. SCHNEIDER, M. APELT, L. SCHENK. Beyond one-sided expectations of integration: Rethinking international nurse migration to Germany. *European Journal of Public Health*, 33(Supplement_2),2023. <https://doi.org/10.1093/eurpub/ckad160.1484>

¹⁰ M. FLAHAUX, & H. DE HAAS African migration: trends, patterns, drivers. *Comparative Migration Studies*, 4(1),2016. <https://doi.org/10.1186/s40878-015-0015-6>

considering emigration (Veshi & Braçaj, 2023)¹¹. Additionally, the swift growth of Research and Development (R&D) opportunities plays a pivotal role, given that scientific employment prospects are notably more favorable in developed nations compared to Albania (Docquer & Rapoport, 2004)¹². Consequently, the issue pertains not only to the desire for increased wages but also to the necessity for enhanced working conditions, expanded access to contemporary literature, and interactions with foreign experts across various disciplines. Albania, having supported the training of professionals and sometimes sponsoring education in Western nations, faces a lack of returns on their educational investments (Dungaj, 2022)¹³. The positive image of Albania, promoted by Albanians abroad, contributes to attracting foreign investments and research initiatives. Migration of intellectuals poses a significant challenge, particularly since it includes top medical professionals, university faculty, and esteemed researchers. The issue arises when institutions struggle to train new personnel to replace experienced staff, often facing a shortage of qualified individuals due to the youth and inexperience of new recruits. Furthermore, a concerning trend is the preference of top graduates to seek employment

¹¹ A. VESHI, & M. BRAÇAJ. The influence of cultural and language knowledge on positive attitudes among second generation Albanian diaspora. *Diamond Scientific Publishing*, 2023. <https://doi.org/10.33422/6th.shconf.2023.06.120>

¹² F. DOCQUIER, & H. RAPOPORT. Skilled Migration: the perspective of Developing countries. In *World Bank policy research working paper*, 2004. <https://doi.org/10.1596/1813-9450-3382>

¹³ S. DUNGAJ. *High-Skilled migration, main causes, and its potential Long-Term economic implications: Evidence from Albania* [Master of Arts in Economic Policy in Global Markets, Central European University], 2022. <https://doi.org/10.13140/RG.2.2.24959.89767>

in international organizations or financial sectors rather than pursuing careers as university professors, due to uncompetitive salaries and unfavorable working conditions. Consequently, universities and research institutions lack young, skilled specialists to fill the gaps left by those migrating abroad or transitioning to other sectors within the country (Dungaj,2022)¹⁴. The impact of brain drain is most acutely felt in the fields of medicine, scientific research, and regional universities, leading to significant setbacks in Albanian scientific advancements. This phenomenon results in the recruitment of less qualified personnel for academic positions, as the most talented graduates opt for higher-paying roles in international organizations, finance, or public administration. Therefore, the public and private sectors, particularly public administration and financial institutions, benefit from an influx of skilled individuals, while sectors like education, science, and healthcare suffer from a shortage of qualified professionals due to their inability to offer competitive wages (Tataj & Akbas,2021)¹⁵.

5. Qualitative findings

¹⁴ S. DUNGAJ. *High-Skilled migration, main causes, and its potential Long-Term economic implications: Evidence from Albania* [Master of Arts in Economic Policy in Global Markets, Central European University], 2022, pp.10. <https://doi.org/10.13140/RG.2.2.24959.89767>

¹⁵ X. TATAJ, & E. AKBAS. Brain Drain toward EU and its impact on labor market: Albanian Case. *Anadolu Ve Balkan Araştırmaları Dergisi*, 4(8), 297–317, 2021, pp. 300. <https://doi.org/10.32953/abad.960441>

From a descriptive examination of the research available it emerged that the main cause of high-skilled migration in Albania is the economic status. Research conducted by Albanian scholars on the phenomenon of brain drain (comprising the intellectual elite or the most highly qualified segments of the Albanian intelligentsia) demonstrated a significant exodus of lecturers and researchers from Albanian academic institutions and scientific centers. This long-term leave from exhibits some key features. *Firstly*, the emigrants primarily consist of junior researchers and university personnel. This trend stems from the senior researchers' inclination towards stability and their challenges in assimilating into the host country's lifestyle. The integration process poses difficulties for them owing to their age and societal standing. Conversely, young researchers and university lecturers exhibit vigor and vitality due to their youth, facilitating a smoother integration within the host community. *Secondly*, most of these emigrants are male (comprising more than two-thirds of the total). This gender disproportion is a result of the prevailing patriarchal mindset in Albanian society, suggesting that Albanian men can adjust more easily to foreign environments. *Thirdly*, a sizable portion of the emigrants are unmarried. Initially, there were few unmarried specialists during the early transition years. This scarcity was attributed to the focus on training and specialization programs for middle-aged specialists, who were deemed to contribute substantially and were eager to explore Western Europe. However, over time, the number of unmarried emigrants among specialists surged. *Finally*, the majority relocated with their families (approximately

two-thirds of the total) (Veshi, 2022)¹⁶. The enduring Albanian family structure is characterized by robust traditional bonds, not only within the immediate family but also among extended relatives. The upsurge in the emigration rate of the intellectual elite from Albania correlates with declining productivity and living standards. From 1993 onwards, the exodus of intellectuals and the intensity of brain drain decelerated. This slowdown was influenced by stringent immigration regulations in Western European nations, coupled with economic stagnation, rising unemployment rates, and some improvements in Albania's macroeconomic indicators until the close of 1996 (Veshi, 2022)¹⁷. It is important to note here that the estimated number of intellectual immigrants has declined since 1998 in Albania; however, studies suggest that this figure remains substantial and has been on the rise in recent years (King & Gëdeshi, 2023)¹⁸. The widespread impoverishment of the scientific and intellectual elite has led to considerable socio-economic repercussions and a significant devaluation of “*intellectual and human capital*”, which not only fosters speculative and corrupt practices but

¹⁶ A. VESHI. L'Albania e i Balcani occidentali, quali prospettive?, in *Euro-Balkans Law and Economics Review*, 1, 156–173, 2022, pp. 160. <https://doi.org/10.15162/2612-6583/1469>

¹⁷ *Idem*, pp.156

¹⁸ R. KING & I. GËDESHI. Albanian students abroad: a potential brain drain? *Central and Eastern European Migration Review*, 12(2), 2023. <https://doi.org/10.54667/ceemr.2023.20>

also obstructs the necessary development of technical and scientific expertise that the nation critically requires (Dungaj, 2022)¹⁹. Additionally, the stark inequality in income distribution fosters socio-economic demoralization, resulting in a profound crisis of both economic and moral motivation (King & Gëdeshi, 2023)²⁰. This context promotes short-term behavioral patterns that impede the emergence of an elite class and significantly influences the emigration of intellectuals both domestically and abroad. Previous surveys conducted by Albanian NGOs indicate that the United States, where 23% of emigrants have settled, along with Greece and Italy, which account for 15% and 18% respectively, are the most favored destinations (King & Gëdeshi, 2020)²¹. Other Western European nations, such as France (13%) and Germany (approximately 19%), also feature prominently on this list. Notably, intellectuals who relocated to Italy had previously spent one to three years in the country for postgraduate studies before their emigration. Unlike certain other transitioning economies (e.g., Poland, Slovenia, Bulgaria, Romania), the emigration of Albania's intellectual elite is directed towards neighboring countries (Greece, Italy) and increasingly towards the United States and Canada, with a recent surge in

¹⁹ S. DUNGAJ. *High-Skilled migration, main causes, and its potential Long-Term economic implications: Evidence from Albania* [Master of Arts in Economic Policy in Global Markets, Central European University], 2022, 6. <https://doi.org/10.13140/RG.2.2.24959.89767>

²⁰ R. KING & I. GËDESHI. Albanian students abroad: a potential brain drain? *Central and Eastern European Migration Review*, 12(2), 2023. <https://doi.org/10.54667/ceemr.2023.20>

²¹ R. KING & I. GËDESHI. *The actual and potential migration of students from Albania: A putative brain drain?* Friedrich Ebert Stiftung, 2020. <https://library.fes.de/pdf-files/bueros/albanien/17258.pdf>

emigration to Germany (Veshi, 2022)²². Research revealed that brain drain is influenced by a range of factors (King & Gëdeshi, 2023)²³. In the case of Albania, economic factors play a significant role. Compared to other Central and Eastern European countries. This is due to economic reasons, as those working in the private and public sectors are in a privileged position, while those in education, science, and healthcare face discrimination due to low wages (Osman et al., 2024)²⁴. Additionally, insufficient support from the government and international institutions for scientific research has led to a high tendency for specialists to leave their work in scientific institutions and universities. Another factor contributing to the brain drain is the socio-political instability in the country, which has led to social unrest and anarchy, as well as struggles for power among political forces., prior familiarity with specific social networks, improved opportunities for obtaining residence and work permits, language proficiency, and better prospects for employment (King & Gëdeshi, 2023)²⁵. A substantial number of Albanian intellectuals express considerable skepticism regarding the prospects for improvement in their economic circumstances and working

²² A. VESHI. L'Albania e i Balcani occidentali, quali prospettive, cit.

²³ R. KING & I. GËDESHI. Albanian students abroad: a potential brain drain? *Central and Eastern European Migration Review*, 12(2), 2023. <https://doi.org/10.54667/ceemr.2023.20>

²⁴ A. K.OSMAN, D. TITILLI, L.M. ZEZO, & A. KAMBURI. Leaving Albania: a major education challenge. *Migration Letters*, 21(4), 1513–1524, 2024. <https://migrationletters.com/index.php/ml/article/view/8172>

²⁵ R. KING & I. GËDESHI. Albanian students abroad: a potential brain drain? *Central and Eastern European Migration Review*, 12(2), 2023. <https://doi.org/10.54667/ceemr.2023.20>

conditions soon, often articulating sentiments such as “*I do not perceive any light at the end of the tunnel.*” This pervasive sense of despair serves as a compelling motivator for emigration. Psychological factors have also historically played a crucial role in driving intellectuals to seek opportunities abroad. In the context of an unstable social and economic landscape, coupled with rampant corruption, it is understandable that the inclination among intellectuals to leave Albania has intensified. Pervasive corruption has had a profound psychological effect on intellectuals, whom have concluded that corruption represents the primary avenue to a decent or improved quality of life. These elements, combined with psychosocial influences, contribute to the growing trend of emigration among the Albanian intellectual elite (Garcia& Maydom,2023)²⁶. Consequently, emigration is often viewed as a viable pathway to an enhanced quality of life.

6. Conclusive remarks

This paper highlight some of the causes, factors and pathways of the Brain Drain in Albania. The country has not gained much from the Brain Gain or even from the empowerment of the network of high-qualified Diaspora

²⁶ A.I.L. GARCIA, & B. MAYDOM. Frontline corruption and emigration in the Western Balkans. *Migration Studies*, 11(4), 694–720,2023. <https://doi.org/10.1093/migration/mnad028>

toward the home country. Through a qualitative and descriptive examination of the activities of emigrant intellectuals in host nations, the study revealed some intriguing findings. In the examination of data of EURO-STAT regarding the emigration of the intellectual elite from Albania, it becomes evident that there exist two distinct groups of emigrant intellectuals. The first group comprises individuals who are not engaged in their specialized field of work. This group is influenced by a range of factors, including the immigration policies of host countries, the relationship between immigration and specialization, the advancement of the scientific domain, the caliber of intellectual migration streams, and more as in the international level. For example, available data pertaining to the United States indicate that the immigration policies of this nation do not necessarily prioritize the recognition of knowledge and expertise brought by immigrants, but rather focus on maintaining the existing level of qualification within the population. The growth of the scientific sector and the saturation of certain fields in other countries have posed challenges for specialized professionals to practice their expertise in the nations they have migrated to. The quality of intellectual migration streams plays a pivotal role, as it entails intense competition for securing employment in professional occupations. Consequently, emigrant intellectuals often encounter difficulties in finding work within their respective fields of expertise. The second category consists of intellectuals who are affiliated with universities, research facilities, scientific organizations, or the industrial and service sectors of Western Europe and the United States. The departure

of this segment of the intellectual elite, undoubtedly the most skilled and specialized, represents an irreplaceable loss for Albanian human capital, with negative economic, social, and political repercussions both presently and in the future. It is worth noting that many of these intellectuals were highly qualified and had the opportunity to pursue specialization in Western universities and scientific institutions for varying durations. As a result of the brain drain, there has been a qualitative loss in terms of the months spent on foreign specialization. It is important to highlight that many of these intellectuals, who were affiliated with universities, research facilities, and scientific organizations, have begun to redirect their attention towards Albania, thereby attracting numerous foreign companies to establish a presence in the country and fostering collaboration and partnerships between universities and scientific institutions, particularly through various projects. According to the scientific fields, the immigrants of the intellectual elite are listed as follows: they are from medicine and social sciences and further from natural sciences and engineering. Consequently, the intellectual elite qualified, specialized in universities and scientific institutions abroad, especially in the first years of the transition, having excellent work experience and knowledge of several foreign languages. Younger generations of specialists and researchers at universities and research institutions are also more inclined to emigrate. A greater tendency to emigrate in younger researchers and the turning into actual emigration, will lead to the loss of dynamism and the aging of the country's scientific institutions and universities. Further research should center on empirically

examining the experience of highly qualified experts in host countries. Improved policies should be developed to enhance Diaspora networks and acquire human capital, involve Universities and Research Centers in providing direct employment, and stimulate innovation in the home country. Additionally, efforts should be made to engage civic society in promoting the benefits of “Brain Gain” and to invest in acquiring intellectual talent through Economic and Cultural Diplomacy.

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