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Project: RESEARCH INTEREST FOR MIGRATION MANAGEMENT IN SOUTHWESTERN SERBIA

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RESEARCH OF OUTFLOW OF YOUNG STAFF

Emir Hodžić

Summary

The reaserch deals with the outflow of the young staff, or as it is usually called "brain drain". The young from our region, most of all the highly educated and professional people move to the places where their job is paid better. This phenomenon is evident with those who are in the final year of study, and those who have just graduated and began to build a career. This phenomenon is the object of the research. The aim of the research is to identify key problems which young stuff face. Of all the identified problems I have chosen those which make the greatest impact and which we, as a society, can influence. This is the best way to create an environment as best as possible for carieer development.

Key words: young staff, carieer development, problem, recommendation.

Introduction

The purpose of this research is to discover what spurs young people to leave our region and, on the other side, what motivates them to stay.

The first part of the research, dealing with spurring factors to leave the Southwestern region of Serbia, before all Novi Pazar, was meant to identify these factors and put them to the fore so that the local authoroties know how to act and to neutralize the effects of these factors.

The second part of the research refers to the factors that encourage the young to stay and work in this region, was meant to identify and present these factors to the local authorities so that they can work on it and enhance their effect.

The entire research will directly effect young and professional people to stay in this region and contribute with its knowledge and professionality to the economic growth and the growth in other domains.

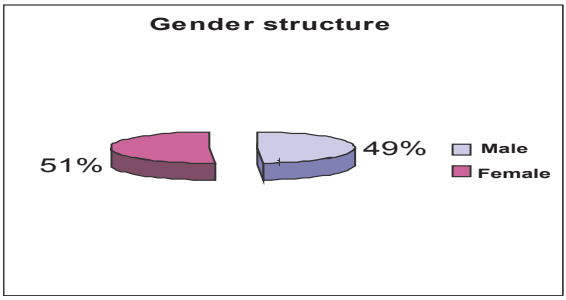
This is a field research. It had been implemented on the sample which was determined through three layers. The firts layer refers to the advanced university students which study in Novi Pazar; the second layer are fresh bachelors registerd et the National Employment Service; the third strata concerns young professionals working in the Novi Pazar firms. The sample comprehends 90 respondents, namely 30 from each layer. I chose the students in the following way: 12 from the University in Novi Pazar, 12 from the Public University in Novi Pazar and 6 from the private univeristy Braća Karić, departments in Novi Pazar. I examined the newly graduated by questioning 30 examinees chosen by the random sample from the National Employment Service. The third layer is probably the most complicated; I conntacted the Association of the Textile Production Asstex and picked by random sampling graduated, employed and younger than 27.

All the respondents got the stucturized questionary with major part of the questions closed, except for those where a large number of answers is possible whereat I left a large space for the answers. The questions referred to the subject of research and were organized in such a way to fit the research goals and to determine them better.

Overview of empirical results

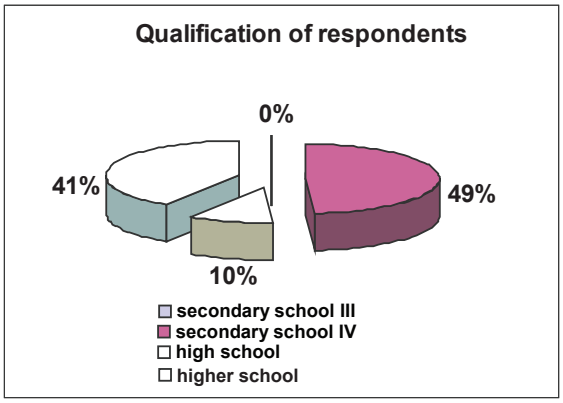
The first few questions deal with the structure of the sample I worked at. It was necessary in order to see later how different structural formations answered the questions. This separation on structure is important, because we see the difference in situations, that is, the current status of different population groups.

Based on the answer, we received the following results:



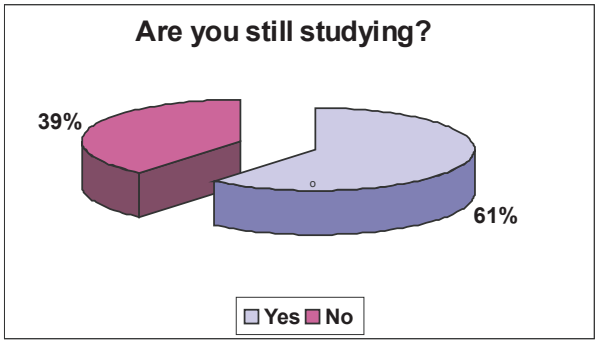
The chart shows that the pattern resembles a gender structure of the primary mass. In Novi Pazar and the surrounding area we have 1,007 women per 1000 men according to the last census data. In our sample there are 46 women and 44 men, which makes about 51% to 49%, as shown in the chart. This also confirms that despite some perceptions of women's status in our region, almost the same number of women and men school themselves, or, as our research shows, women even a little more, since we had units with higher education and advanced univeristy students who are about to become graduates in our sample.

Another issue is the question in the questionnaire concerning the qualification of respondents. To this question, the respondents gave the following answers.



From the response we have come to the result that 44 respondents achieve the IV level of qualification, which is about 49%. Answers concerning the IV level of education require the following explanation: respondents are advanced univeristy students who are in their final year of study, and the degree of qualification that they stated was the IV level . Furthermore, in the graph we see that 37 respondents, or 41%, have a high school education. We also owe an explanation here, we include those who are university graduates with four or more years of study and those who are master graduates were included under the high school education, because they are currently included under the VII degree of education. Of the total number, 9 respondents or 10% completed high school or completed higher vocational schools. They are also included in one group, because we thought it was the most appropriate. If this issue would have been set to the respondents who are a sample of this research next year, it is very unlikely that all those who are listed under the IV level of qualification would have already graduated, a structural review would be as follows: 90% of high school graduates and 10% of collage graduates. I believe that this figure represents the base mass treated by this research even better.

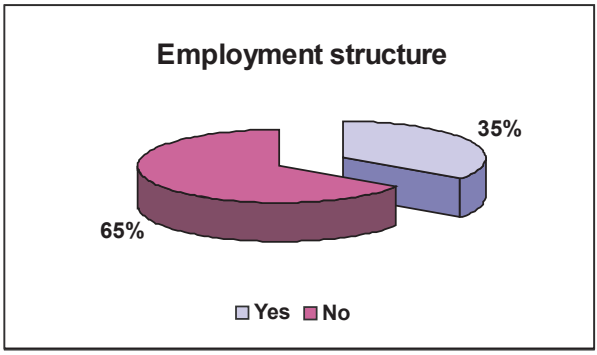
The next question was: Are they still studying? We believe that this issue is very important, because it shows how much a group of young human resources is ready to continue its education and improve themselves. However, this response should be interpreted separately and link the interpretation with the previous graph. Namely, in the previous chart, we saw that 49% are still studying undergraduate studies, therefore we have to subtract the first number from the second in order to get the complete information. The answers to the questions are shown on the graph:



The answer to the question of whether they are still studying was positive by 55 respondents or 61% (provided we subtract the number of the undergraduates from this number, which makes 55 - 44 = 11 or 12% of respondents who are currently at master or doctoral studies).

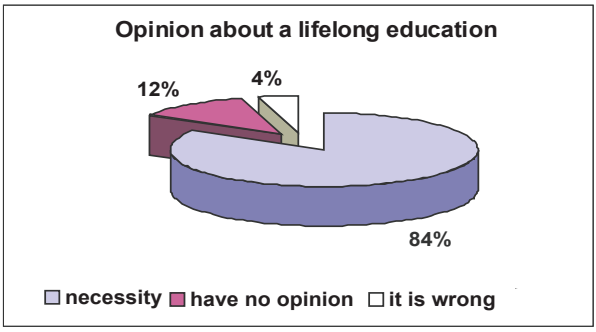
The number of 35 or 39% of respondents answered negatively. This issue will be later linked to the issues related to income and employment, because at the present time, when we have very few scholarships for graduate studies, it is very difficult to continue further education. If the respondents were employed, then we may say that they would have the money for tuition, but this raises the question of time and opportunities for further education because the work commitments are too demanding and the absence from work is not possible. Otherwise, if they are not employed they are not able to finance further education, so this is the reason we came to such a small percentage of those who continue their education.

The fourth issue is related to status: employed - unemployed



From the answers to this question we see that 59 respondents or 65% are unemployed and 41 respondents or 35% are employed. We connect these answers to the answers to the previous question, and we got 11 respondents who continued their education in aftergraduate studies. Nine of them are employed and two unemployed.

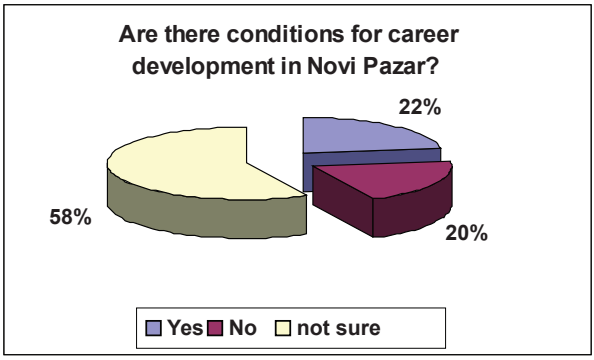
The next question refers to the opinion about a lifelong education.



As far as the lifelong education is concerned, 76 respondents or 84% think that a lifelong education is a necessity, 11 respondents or 12% have

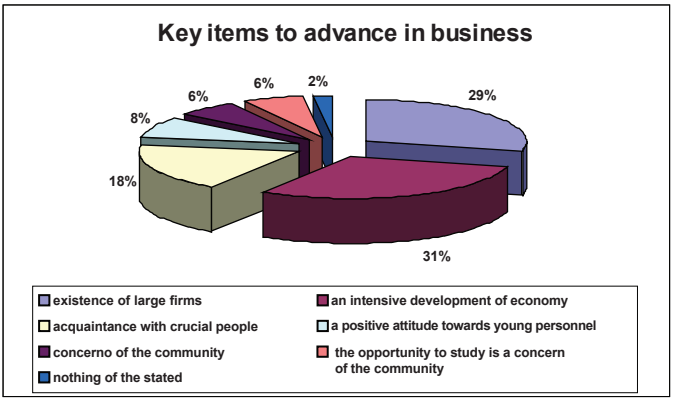
no opinion on whether the lifelong education is necessary, while 3 or 4% of respondents believes that the concept of a lifelong education is wrong and that one should be educated for one particular job and, having completed higher education, should do that job without any additional trainings.

Are there conditions for career development in Novi Pazar?



According to the answers to this question we see that 52 respondents or 58% have no specific opinion on whether there are conditions for career development in Novi Pazar because they are too young to be disappointed with the situation, and many of them are unemployed, so they are not convinced that there are conditions for career development. Furthermore, 20 respondents or 22% believe that there are conditions for career development in Novi Pazar, while 18 respondents or 20% believe that there are no conditions what so ever for career development in Novi Pazar.

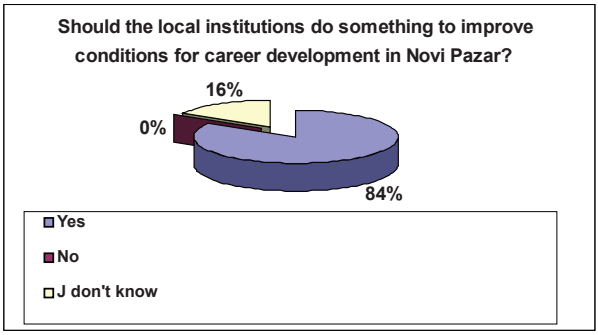
When we asked about the key items to advance in business, we got the following responses.



Key items of progress in the work are: an intensive development of economy (28 respondents, 31%), the existence of large firms (26 respondents,

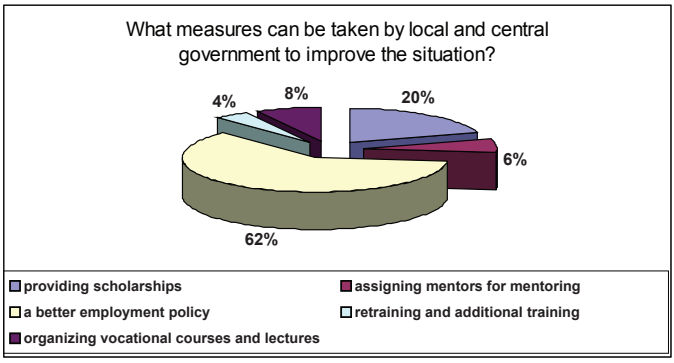
29%), acquaintance with crucial people (16 respondents, 18%), a positive attitude towards young personnel (7respondents, 8%), that this and the opportunity to study is a concern of the community (5 respondents, 6%) and, finally, nothing of the stated is a key item for advancement at work (2 respondents, 2%).

One of the questions was: Should the local institutions do something to improve conditions for career development in Novi Pazar?



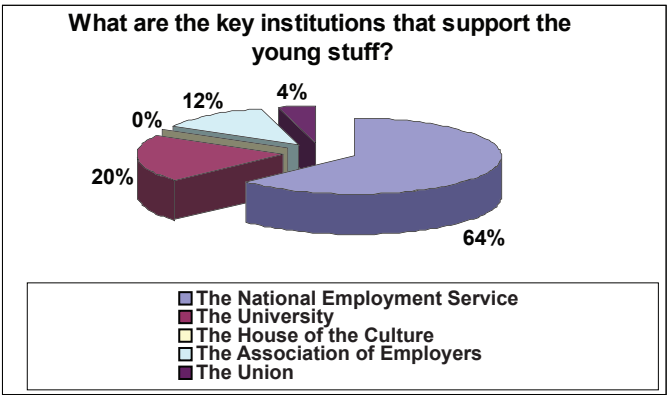
On this issue, 76 respondents (84%) responded positively, that is, they believe that the local communities should do something to improve conditions for career development in Novi Pazar and 14 respondents (16%) believe that the local communities can not do anything to improve conditions for employment.

What measures can be taken by local and central government to improve the situation?



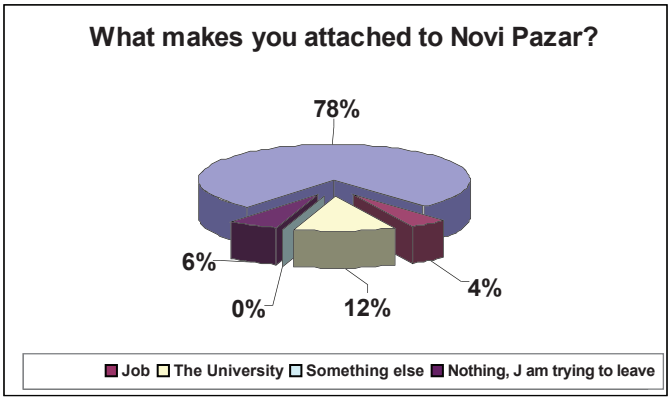
Concerning the measures which local and central government could take, 56 respondents or 62% think it should be a better employment policy, 18 respondents or 20% think that it is providing scholarships, 7 or 8% of respondents believe that it is organizing vocational courses and lectures, 5 or 6% of respondents believe that it is assigning mentors for mentoring, 4 or 4% of respondents believe that this retraining and additional training.

What are the key institutions that support the young stuff?



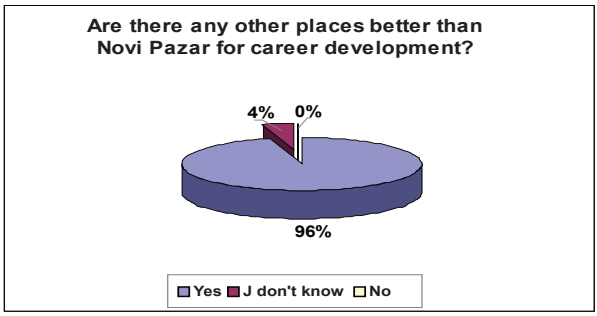
Of all the respondents, 58 respondents or 64% believe that the key institution for the support of young stuff is the National Employment Service, 18 respondents or 20% think that this is the University, 11 respondents or 12% think it is the Association of Employers and 3 respondents or 4 % believe that it is the Union.

What makes you attached to Novi Pazar?



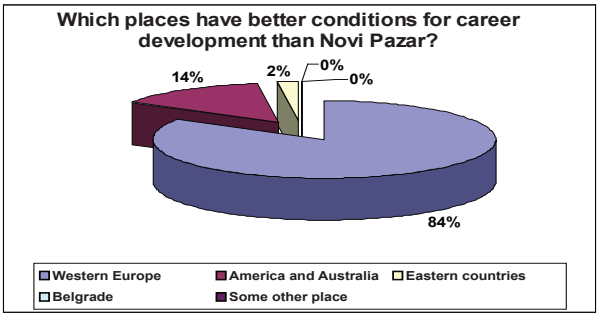
On the question of what makes them attached to Novi Pazar, 70 respondents or 78% responded that it was a family, 11 respondents or 12% responded that it was the University, 5 or 6% of respondents answered that nothing binds them to Novi Pazar and that they want to leave but 3 respondents or 4% are bound by work.

Are there any other places better than Novi Pazar for career development? The respondents gave the following answers:



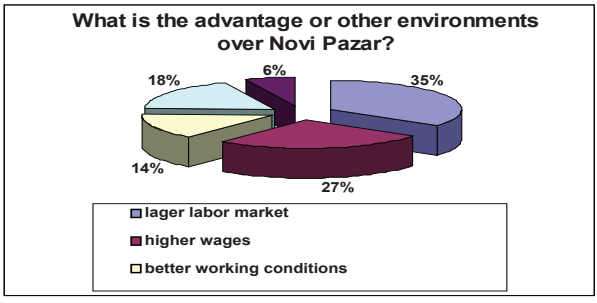
Of the total number, 86 respondents or 96% think that there are other places which are better for career development than Novi Pazar, while 4 respondents or 4% believe that the Novi Pazar is an appropriate place for them, the best place for career development.

After the previous question, we imposed the next: Which places, according to you, have better conditions for career development than Novi Pazar?



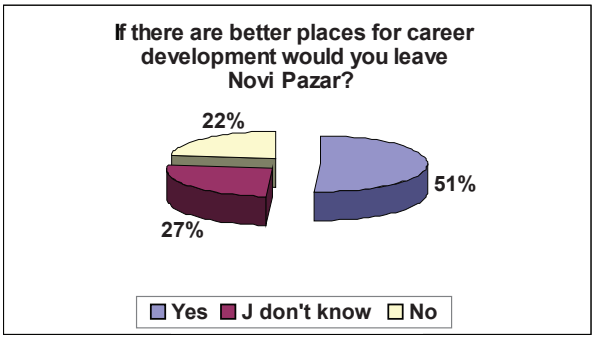
As far as the places that are considered better for the career development than Novi Pazar are concerned, most respondents -76 (84%) said them to be Western European countries, 13 (14%) think that these are America and Australia, and 1 (2%) respondent believes that these are Eastern countries.

Having answered the question concerning environments convienent for career development more than Novi Pazar, the responders answered the following question: What is the advantage of other environments over Novi Pazar?



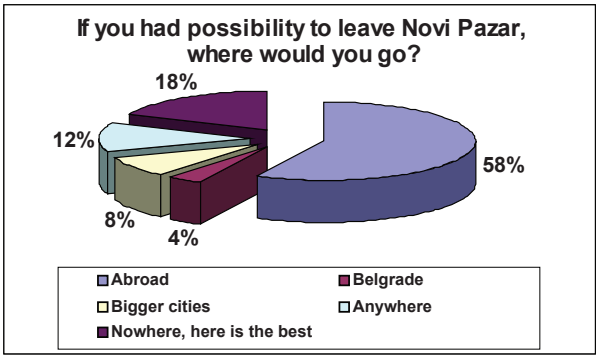
The advantage elicited by the most of the responders 31 (35%) was larger labor market; 24 (27%) respondents chose the answer: higher wages, 16 (18%) respondents believed that the key advantage over NP is a development opportunity and advancement in large corporations, whereas 13 respondents, (14%) think that the advantage is better working conditions, 5 (6%) respondents believe that the greatest advantage of other places over Novi Pazar is the possibility of obtaining support for the development.

In order to discover a degree of attachment to the young staff to Novi Pazar the following question was posed to them: If there are better places for career development, would you leave Novi Pazar? We got the following answers:



More than half of the respondents unfortunately responded that for the sake of better conditions of work they would leave Novi Pazar, 24 responders or 27% are not sure, 20 or 22% of respondents believe that despite the better conditions they would not leave Novi Pazar.

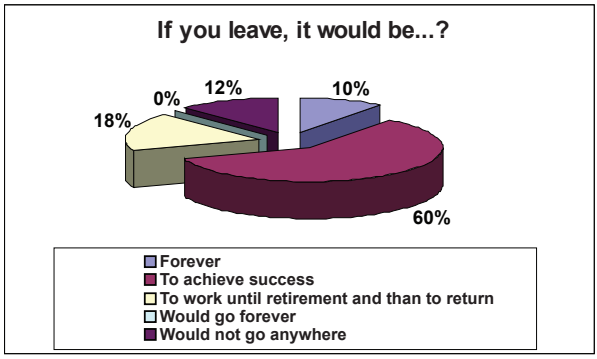
To the question: If you had the possibility to leave Novi Pazar, where would you go? - we got the following answers:



More than half of respondents, or 58% of them, decided it would be abroad, 11 respondents or 12% would go anywhere, 7 or 8% of respondents

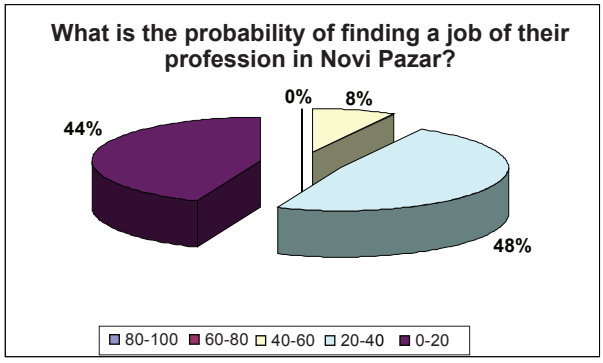
would go to bigger cities, 3 or 4% of respondents would go to Belgrade, whereas 16 respondents or 18 % believe that the best is to remain here.

The next question refers to the respondents who would go for the sake of better conditions, and refers to the duration of the period they would spend there.



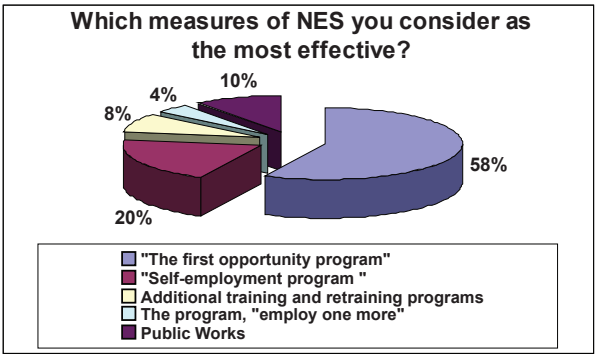
The largest number of respondents, or 53 of them (59%) would go to achieve success and return after that, 17 or 19% of respondents said that they would be gone until retirement and then return, 9 respondents or 10% would go forever, and 11 or 12% would not go anywhere from Novi Pazar.

Respondents were asked the following question: What is the probability of finding a job of their profession in Novi Pazar?



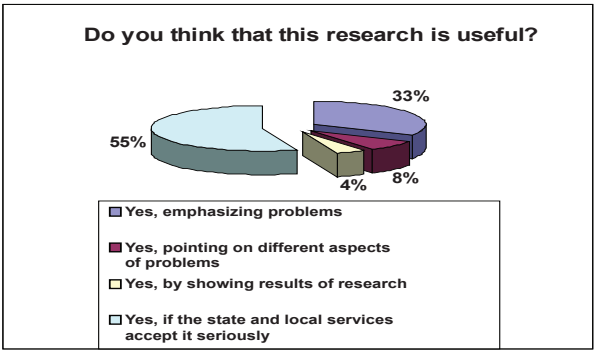
A very large number of respondents, even 43 or 48% believes that the probability is between 20 to 40% and 44% believes that the probability of finding a job in the profession is less than 20%, 7 or 8% of respondents believe that the probability of finding a job in profession is 40 to 60%. It is interesting that not one respondent believes that there is a big probability of finding a job in the profession.

Young professionals, as we have seen in this study, regard the NES as the key institution of support in employment, and measures implemented by these institutions are classified as follows:



It is obvious that "the first opportunity program" has the greatest significance, 51 or even 57% of respondents chose it, "self-employment program" is a measure which is ranked as the first for 18 or 21% of respondents, 9 respondents or 10% chose as the most important program Public Works, 7 or 8% of respondents believed that additional training and retraining programs are essential whereas 3 or 4% of respondents felt that the key of their employment is the program, "employ one more".

It is very important to check how the respondents understood this survey.



According to these answers, we see that respondents believe that this research should be taken seriously, and that it is important if the state and local services accept it as such and make some conclusions and measures proposals; this is the opinion of 55%of responders, 33% believe that it is enough and that this research highlights a problem that really exists in reality, while 8% believe that different aspects of this problem should be shown, and 4% think that the results are the most important and that above all, it should be elicited and presented to the people in charge.

Conclusions

First of all, we must say that the conclusions of this study were made on the basis of answers to key questions from the questionnaire, which is specified at the end as an attachment.

First, it should be noted that the gender structure of young staff is balanced, that is, 49% of men and 51 percent of women, which corresponds to the gender structure of the population in whole.

Of the total number of responders, 12% completed undergraduate studies at master's or doctoral studies.

When regards employment, 65% of young employees are unemployed, and 84% of them believes that the lifelong education is a concept that must be respected.

Only 20% of young staff believes that in Novi Pazar there are terms for career development, 23% believe that there are no conditions for career development, and the rest are undecided.

As a key item on the progress at the work it is regarded by young people the intensive development of the economy 31%, and the existence of large firms 29%. It is interesting that even 18% believed that the acquaintance with the key people is the most important item for the success at job.

Even 84% of young staff believes that institutions of any kind, local or republic could affect the improvement of conditions for career development. The most important measures are listed: better employment policies (62%), as well as providing scholarships (20%), whereas other measures have less than 10% of responses.

Key institutions to support the young cadres are National Employment Service (64%) and the University (20%).

The majority of respondents (96%) believe that there are better places for career development, the largest number, 84% of them believe that they are Western European countries. And, as the advantages of these places they specified larger market (35%), better salary (27%), the possibility of improvement and advancement in large corporations (18%).

When we talk about the attachment of young personnel for the Novi Pazar, the majority (51%) would go to some of the places with better opportunities for career development. Also, most respondents (59%) would go to achieve success and then return, while 19% would to work until retirement and return only then, and 12% said that under no circumstances they would leave Novi Pazar.

The problem of employment is very eminent because most of the respondents (48%) believe that the probability of finding a job in the profession

is less than 20% and 44% of respondents believe that the probability of finding a job in the profession is between 20-40%.

As the National Employment Service is considered to be the key institution to support the young staff, I think it should be noted also that the majority of respondents (57%) believe that "the first opportunity program" is the most important measure of the National Employment Service to support young staff, and beside this measures they highlighted "the self-employment program" (21%).

Finally, it should be noted that the respondents considered this survey very important: if the state and local services take it seriously (55%), it is important because it highlights the problems (33%), while a smaller number (8%) believe that it is important for highlighting different aspects of the problem and some (4%) considere that the results are the most important part of the research.

Recommendations

Research recommendations are related to the conclusions which we reached and they represent the actions to be taken.

As the young specify the concept of lifelong education as something that is very important, I believe that state institutions and employers' associations should focus on these problems and provide as better conditions as possible for workers' additional training and education.

The young pointed out that the major problem is "employment through links." I think that should be taken care of and a policy should introduce fair criteria for employment. Corruption and nepotism should be reduced to minimum as well as employment by party affiliation, in order to achieve fair employment terms.

As key institutions in the creation of better conditions there are the National Employment Service and the University. Based on this, the NES should provide greater opportunities and transfer more funds to improve and expand its programs.

As far as the questions for better wages and better market are concerned, there is really not much to do, but what can be affected is what the responders considere to be the most important and that is " the first opportunity program" and "self-employment program" implemented by the NES. The funds that are granted by these programs should be higher, and support should be provided to the students during the program, to start the business and succeed.

Literature

For the reaserch I used the following literature:
Textbooks:

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7. Šolak, *Statistics*, University in Kragujevac*,* Kragujevac, 2002.

Outflow of young staff research

The questionnaire

This research deals with the outflow of young staff, or as it is commonly said - brain drain. Young people from our area, especially highly educated and professional people, go to places where the job they do is better paid. This phenomenon is evident with those who are in the final years of study, and those who have just graduated or have begun to develop a career.

This researching, we want to find out: what is it that encourages young people to leave our area, and, on the other hand, what motivates them to stay?

1. The year of birth: _____

2. Gender: _____

3. Education: _____

4. Still a student:

a) Yes b) No

5. Are you employed:

a) Yes b) No

6. How do you estimate the lifelong education concept:

a) It is a necessety

b) Have no opinion

c) It is wrong

7. Do you believe that there are terms for career development in Novi Pazar:

a) Yes

b) No

c) Not sure

8. Which are the key issues that enable you progress in business and career development:

a) Existence of large firms

b) Intensive economic development

c) Aquaintance with key people

d) Positive attitude toward young staff

e) Large social community care

f) Possibility of studying while working

g) Nothing of the specified

9. Can local administration or public institutions do something to improve the terms for career development in Novi Pazar:

a) Yes

b) No

c) I don't know

10. What steps could state administration and local administration take to improve the terms for career development in Novi Pazar:

a) Provide scholarships

b) Assign mentor for mentor work

c) Better employment policy for employing those who deserve it instead of party colleagues

d) Retraining and additional training

e) Organising professional courses and conferences

11. Key institution for the support of the young stuff is (or, is supposed to be):

a) National Employment Service

b) University

d) The House of Culture

e) Employers' Assotiation

f) Sindicate

12. What bounds attached you the most for Novi Pazar:

a) Family

b) Job

c) University

d) Something else

e) Nothing - I am trying to leave

13. Are there other places which are better for career development than Novi Pazar:

a) Yes

b) I don't know

c) No

14. Which places might have better terms for young staff development:

a) West European Countries

b) America and Australia

c) Eastern countries

d) Belgrade

e) Some other place, write down which _____

15. What is the advantage of other environments over Novi Pazar:

a) Larger market – more possibilities

b) Better wages

c) Better working conditions

d) Possibilities for perfection and advancement in large corporations

e) Possibilities to acquire material support for improvment

16. If there were more opportune environments for career development, would you leave Novi Pazar:

a) Yes

b) I don't know

d) I wouldn't

17) Where would you go if you had a possibility:

a) Abroad

b) Belgrade

c) Big cities

d) Anywhere

e) Nowhere, here is the best

18. If you would go, it would be:

a) Forever

b) To achieve success in career and then return and continue to work

c) To work until pension and then come back

d) To go and never come back

e) I wouldn't go anywhere

19. What is it that the young consider to be the minimum to remain here:

a) A job – any

b) A job – within profession

c) A job within profession, well paid

d) A job within profession, well paid and advancement possibility

e) A job within profession, well paid, advancement and improvement possibility

f) It is not stated, but it is _____

g) I don't know

20. What is the possibility for a student to get employed within his profession in Novi Pazar:

a) 80-100%

b) 60-80%

c) 40-60%

d) 20-40%

e) 0-20%

21. Can measures of the National Employment Service affect decisions of the young to stay here, and which are they:

a) The first opportunity program

b) The self-employment program

c) Retraining and additional training program

e) "Employ one more" program

f) Public works

22. Do you think that these and similar initiatives can bring to the improvement of the situation and how:

a) Yes, by eliciting problems

b) Yes, by pointing out different aspects of the problem

c) Yes, by presenting the results of the research

d) Yes, if the state and local managements take them seriously

e) No

Thanks for your time dedicated to fulfilling the questionnaire.

RETURNEES RESEARCH SKILLS AND KNOWLEDGE

Edo Sadiković*

SUMMARY

The aim of this essey is to study migration in southwestern Serbia. It is known that during the nineties, this part of Serbia faced the emigration of the population overseas, especially to the European Union. The strongest factor of migrations in this period is a bad economic and political situation and the war developments.

However, in recent years, the number of returnees from other countries is increasing in this region. The survey does not address the reasons for their return to the country of origin, but returnees resources (skills and knowledge which they bring with them and whether they apply it).

Returnees are a social group whose potential is under-utilized. Places in which to return, cannot properly take advantage of economic and social capital that they bring with themselves, as well as the skills and knowledge they have gained in countries that have immigrated in.

The subject of my research are knowledge and skills with which the returnees come back, how much their current employment requires the use of it, and their views on how much they use the acquired skills and knowledge.

Key words: migration, overseas, returnees, knowledge, skills.

1. INTRODUCTION

During and after the war events in former Yugoslavia, more and more people decided to migrate to countries of the European Union. The reasons for such decisions were mainly security and then persue better social and economic status.

According to research data of the Association of Citizens "Reintegration", in southwestern Serbia in recent years more than 50 000 people have returned from foreign countries. This fact can be a basis for research on returnees, as well as creating plans to involve them into local communities.

Returnees are a social group whose potential is under-utilized. This group of people is characterized by entrepreneurial and iniciative features, but the places in which they returned do not know the right way to use both economic and social capital they bring with themselves as well as skills and knowledge they have gained in the countries where they have immigrated.

If local authorities understood this research as a signal for inclusion and integration of returnees into local communities, it would probably be the right direction towards prosperity.

2. SHORT REVIEW OF RELEVANT LITERATURE

A very small number of people dealt with problems of returnees in our country. Except the NGO Group 484, which was tasked to put pressure on institutions to provide better conditions for integration of returnees, we can find only a small number of individuals and organizations who, unfortunately, act only locally.

By the project "Palilula - Our House", which is supported the Social Innovation Fund of the Republic of Serbia, Group 484 wants to connect and encourage the actors at the local and national level to coordinate their activities, and to facilitate the reintegration of returnees into the society by coordinated approach. With that aim, Group 484, in partnership with the City Centre for Social Welfare Palilula and Children's Cultural Centre Belgrade explore the problems the returnees face in the local community: they organize educational workshops for the children of returnees that will help them include in the educational system (which is a prerequisite for any integration) they provide information, legal and psychosocial assistance to adults, and create a database of returnees in the municipality of Palilula. Apart from modest attempts, there is no systematic and organized approach to recording the problems of the returnees, either in the country of immigration or in the country of origin. The lack of accurate data is a major problem for the impartial assessment of their vulnerability, to identify the most vulnerable among them, and for planning measures in the interests of the people. Group 484 conducted a survey based

on of pre-prepared questionnaires, with returnees from Western Europe who settled in the territory of Belgrade municipality of Palilula. Sixty-two returnees were interviewed in order to get a picture of their needs, get their basic socio-demographic characteristics, as well as their characteristics in terms of possession of documents, access to basic public services such as social security and health, and intentions regarding the new migration, and reintegration into society of Serbia. This document was written on the basis of conversations of the Group 484 activists with returnees, their children, employees of Children's Cultural Centre and City Centre for Social Welfare Palilula during the project.

In countries adjacent to this area especially engaged was Croatia and its Ministry of Science, Education and Sports, which has initiated a number of programs that helped the integration of returnees.

As for the research ways and methods, I used a Chris Vesta book "Market Research". The book covers the key moments of the research process: from the basic research methods and techniques over their application to the latest achievements in the field of electronic data collection. In addition, the author has offered a number of practical tips explaining them by many colourful examples. This professional and accessable reading material at the same time, represents a comprehensive introduction to the research market, and is ideal for those who want to get familiar with this topic.

In this way, on the basis of literature and projects carried out in order to improve the integration of returnees, I started to investigate the issue of returnees on the territory of south western Serbia.

3. METHODOLOGY

The survey was conducted on a sample of 100 people. The majority of examinees, the returnees, are from the municipality of Prijepolje, whereas the rest of the respondents are from the municipalities of: Sjenica, Priboj, Nova Varoš and Novi Pazar.

The survey took place from November 2009 to March 2010.

During the research, the survey, which consists of three parts of questions was used as the data collection method.

The first part contains questions related to their work, training and improvement and acquisition of skills in the country of immigration.

The second part of the question refers to their current employment.

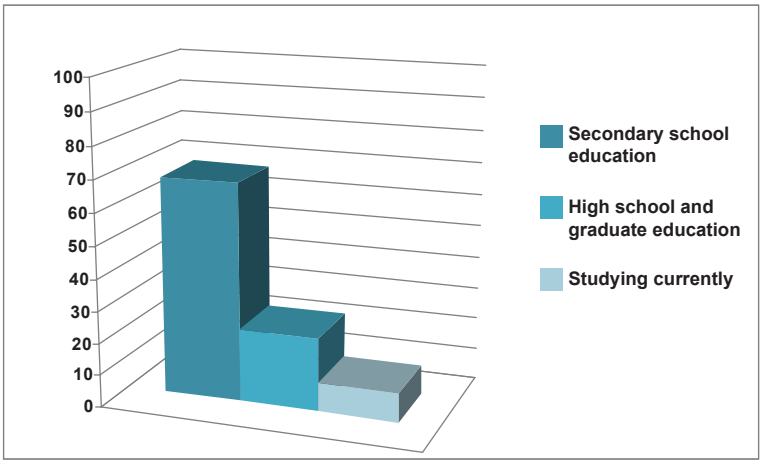
The third part are the questions that explore their views on the utilization / waste of skills.

I came to the respondents using personal contacts. The survey was performed by three interviewers.

4. ANALYSIS OF EMPIRICAL RESULTS

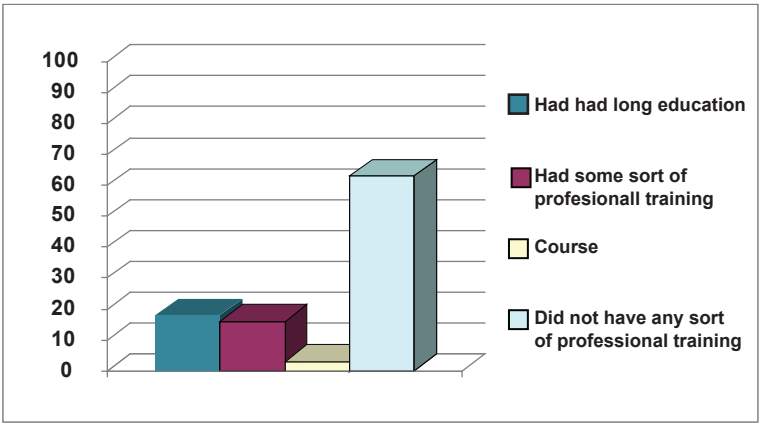
On the treated sample of 100 people from municipalities Priboj, Nova Varoš, Sjenica, Novi Pazar and Prijepolje, 92% of respondents were male, 48% of the sample were persons younger than 39.

Chart no. 1: Education level of the respondents.



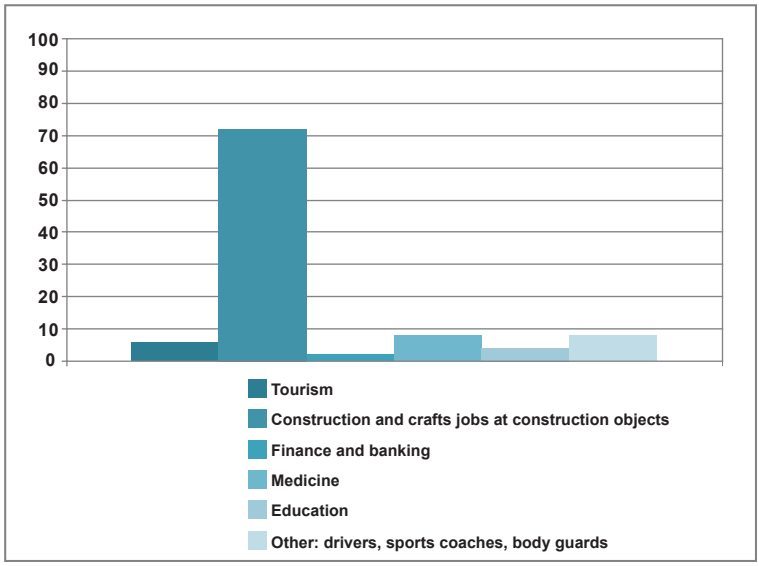
The largest number of the respondents had a high school diploma just before going to work abroad. Finished high school students can easily opt for such a move because they do not plan to continue their education, and the earnings they gain abroad are far higher than the one for the same jobs in their home country. A part of the returnees went to a short-term work since they were students, while another part of the returnees with high degrees diplomas, were taken by the desire for professional advancement and naturally, higher earnings.

Chart no. 2: Had the returnees had some form of education before they left?



Most of the returnees had not had any kind of formal education or training before working abroad. As it can be seen below, this research shows that most of the workers went to another country through personal connections. In most cases, the competition for the job was not needed. This confirms that fact that previous education was irrelevant for long-term work. The only recommendation for the workers was the word of friends or acquaintances who would guarantee for the employee. On the other hand, some respondents who have worked abroad are graduates, and they worked thanks to previous degrees and the results that they had achieved during the training or acquired experience. A small number of respondents completed the course which steered to a predetermined working position.

Chart no3: Returnees' occupation

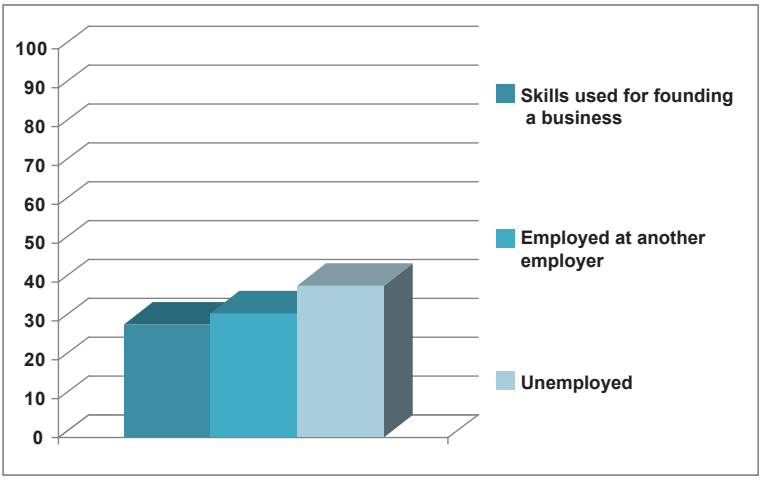


Respondents had a variety of occupations in the foreign country, however, construction jobs significantly dominate. It is interesting that most men from some suburban areas moved abroad to work on construction projects. Contractors employed workers through personal connections. They ensured jobs for acquaintances, relatives and friends. There were no calls or formal recommendations on hiring, but a group of friends and fathers with sons through friendly and relatives connections went to work in another country. This system of employing workers is easy to check, because for the purposes of this survey, we met the respondents through previously interviewed returnees. When we talk about other professions, apart from construction jobs, we see a different situation. Medical, educational, financial and bank workers were employed through the competition, CV and the formal

recommendations. After the contest was published, interested workers with certain qualifications, got the opportunity to apply for a job. After application, interviews or tests followed in order to determine whether applicants meet all the requirements.

This research shows that 96% of respondents think that the acquired skills can be applied in their native environment. This result poses the question: How can local authorities put in "drive" the skills of returnees and allow them to do what they know best?

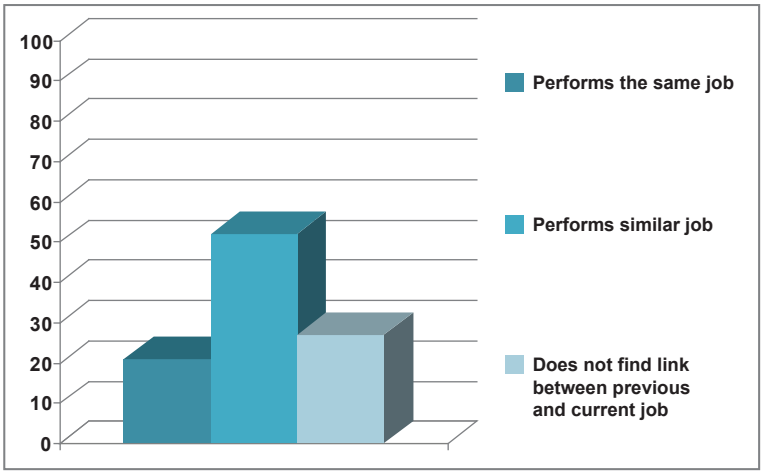
Chart no 4: How are the skills and knowledge used when it comes to employment in their communities?



In Serbia there are no employment programs that are designed for returnees. One of the reasons of unemployment is not having a identity card and problems with recognition of diplomas. It is interesting that the returnees have a better working culture than the domestic population. This is explained by the fact that they are accustomed to the European way of work: not to be late to work, to work hard, to be responsible. This applies mainly to those who had working permits, or have acquired working habits by working in the gray sector.[1] The skills and knowledge the own can be used to perform various tasks. Part of the returnees has launched their own business, investing resources and knowledge that are brought from abroad. The second part of the respondents work for another employer, while most of the respondents are currently unemployed.

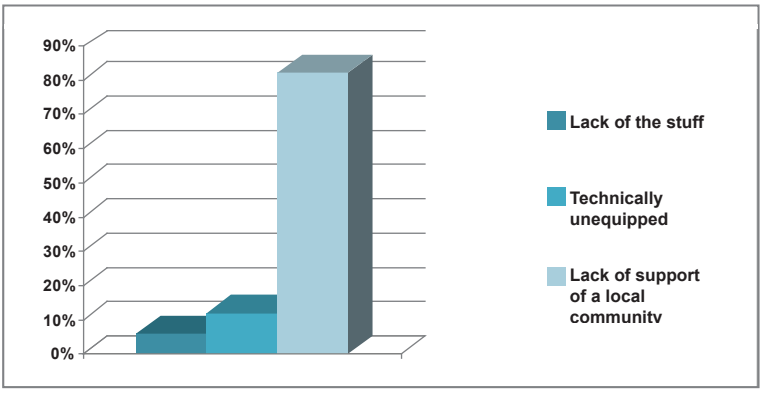
1 The return of Serbia and Montenegro citizens from Western Europe whom the asylum request was rejected or whose temporary protection was defuncted, *SEE-RAN*, July 2005.

Chart no5: Description of current jobs.



Even 66% of respondents think that they should continue with the same job in their own community and to continue the training, 56% of employees of the respondents are satisfied with the current employment in their own community

Chart no6: Reasons for not applying the acquired skills in their own environment



A clear picture that shows (dis) satisfaction of returnees in various kinds of support. The returnees think that there are a lot of staff that can continue doing what they have learned abroad, but the lack of technological equipment and especially noninvolvement of the local communities do not provide sufficient support.

This issue directly links the local community with the returnees, and it is very important that the local authorities get involved in the reintegration of returnees as soon as possible because 98% of the respondents believe that the skills acquired abroad can be used better with the help of local community.

We see that 69% of respondents agree that their future employment may have be related to teaching and passing on acquired skills, which tells us that they have mastered their skills, they are ready to do the same jobs and distribute knowledge if it is needed in their own community. When we look at all the above, it is evident that the majority of respondents only completed high school, and thus it can be concluded that they may be the right people who can educate other high school students who do not plan to continue their education.

Table no1: Skills that the returnees from abroad acquired:

	Skills:			Skills:			Skills:
Skills useful for performing construction works	Facade installation		Skills in the field of sports	Coaching volleyball		Other skills	Buildings and people security
	Installing insulation			Coaching basketball			Driving
	Installation of flooring			Coaching football			Teaching foreign languages (English, Italian, German)
	Installation of ceramic			Coaching fitness and yoga			
	Plumbing						Waitering and serving
	Masonry						Catering (hotel managers, receptionists)
	Handling construction machinery (cranes, excavators, backhoe, concrete mixers)		Skills in the field of medicine	Nursing			Retail
				Surgery			Gardening
	Carpentry			Radiology			Tourist guides
	Mortar			Urology			Financial and Banking
	Electrician			Pediatrics			Useful for working in a bakery
	Painting			Physiotherapy			Useful for working in the butchers

The table shows the skills that the returnees brought back to their own country. Most skills are improved in another country where they respected the European way and the system of work.

5. CONCLUSION

It can be clearly concluded that the returnees' capacity should be much better used and that local authorities miss the opportunity to engage already trained and ready people.

Employment, hiring competent local labor, can help cities and towns in southwestern Serbia to a large extent. Local governments can motivate the returnees by loans, incentives for entrepreneurs and partnerships with people who have returned from abroad.

This research can draw attention of the authorities that there is unused labor force, which largely can initiate the development of local communities.

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MIGRATION FROM PRIJEPOLJE AND NOVI PAZAR TO BELGRADE

Demir Mekić[1*]

Summary

The subject of this research and work are the internal migrations. The aim was to determine the causes of migrations from Prijepolje and Novi Pazar to Belgrade, as well as the content with the new environment and prospects for return. In the first part of the work theoretical framework of previous studies of migration were presented, which also represent the theoretical framework of this research and internal migration is specially emphasised. In the second part, there are the results and conclusions of the research. The research was done on a sample of 14 respondents - immigrants from Prijepolje and Novi Pazar, who live in Belgrade. The results show that the causes of their migration are economical, educational, personal reasons (to live with a partner, marriage, connecting with the family) and the need for freedom of expression. Migrants are satisfied with Belgrade and do not want to return to their native city. Also, the results confirmed mezzo theory or network theory, which emphasize the importance of social networks that link migrants, former migrants, potential migrants, and those that do not migrate to the country of origin and destination through social ties based on family, friendship and common experience from the country of origin. Migration become self-sustainable process, because the costs and the risk of migration reduce by development of social and information networks. Maintenance of social networks is important for the identification and integration in new environment.

Keywords: *internal migration, the causes of migration, social networks, the return.*

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The student was mentored by prof. dr Mirjana Bobić, Department for Sociology, Faculty of Philosophy in Belgrade

Introduction

Migration are divided according to different criteria.

According to the criterion of *time* they are divided into: permanent migration - when residents move from the previous place of residence to another place, in order to settle there permanently; seasonal (temporary) migration - when residents move to another place for the performance of a seasonal job and then they return to the homeland. Stay of pupils and students in the areas in which they go to school can be considered to be a kind of temporary migration.

Daily and weekly migration - when residents leave every week or day in another place, for job or for some other reason (including pupils and students' travels to listen the lecturing).

According to the criterion of the place, migration can be divided into external and internal. External migration refers to the movement of population out of the state borders, whereas the internal refers to the mobility of the population within the state. Internal migration can be classified as: local, regional and interregional. Local migration means moving from one place to another within a single municipality. Regional migration refers to movings from one municipality to another which belong to the same macro whole (region). Interregional migration are the migrations between different macro units (for example, in Serbia - Vojvodina, Central Serbia, Sandzak ...)

Migration can also be distinguished by the motive or the interests of migrants in mobility. Motives may be economic, political, social, family, etc. According to the dichotomic classification, the reasons may be: subjective and objective.

Finally, migration can, under the criterion of *voluntarity*, be voluntary and forced, and under the criterion of *organization*: organized and disorganized. (Bobic, 2007).. The reasons for voluntary migration are looking for job, family connections, or other personal reasons, whereas the causes of forced migration are expulsion, conflict, oppression, environmental disaster, or other situations that threaten life and freedom. (Mesić, 2002, Winter 2004.)

Factors which make people move are different. One of the theories that considers the reasons for migration is the "push and pull theory" (Lee, 1972)... This theory is an abstraction in which the classification of the forces that lead to migration is made. There are two forces: pressing (push) and attracting (pull). Some of "push" factors include: lower demand for particular products or services, loss of a job, alienation from the community (conjugal or extended), discrimination due to ethnic, political, religious and other reasons, leaving the place due to a disaster.

“Pull” factors may be: the benefits of employment, an opportunity for greater income, benefits in terms of acquiring a certain education, specialization, suitable environment and living conditions: climate, housing, education; dependence on the mobility of others, spouses, relatives, and a variety of new activities: intellectual, recreational, etc.. (Bobić, 2007)

The issue of internal migration is the issue that raises many other questions in the domain of policy of one country, social life of people who migrate from one environment to another and social conditions in different environments.

The big problem in Serbia is centralisation which is manifested in large investments in Belgrade, that is in huge disproportion of the investment in other parts of Serbia. As an example for the stated claim is the data that in 2006 the funds from National Investment Plan for the domain of culture were distributed in such a way that 81 % of the funds were awarded to Belgrade and the rest went to other towns of Serbia. In addition, a survey showed that Belgrade is the most desirable place for living, after which comes Novi Sad, and then Vršac (Savić, 2008). An average man in Belgrade in 2007 earned 131.204,00 dinars more than an average man from Niš, or 287.582,00 dinars more than an avarage man from Bela Palanka. It is assumed that the key factor of migrations is the economic factor.

Such a situation in the country is resulting in large migrations to Belgrade. Republican Alliance of Statistics provides information that , 80 000 inhabitants moved to Belgrade in the period from 1991 to 2002 . The reasons for migration vary.

During the nineties in Serbia because of the socio-economic and political changes in the country, the impact of migration from village to town was intensified. Great influx of refugees and young people going abroad because of the economic and political instability in the country, determined to a large extent the number of the population of Serbia and the regional unevenness. More than half the population of Serbia (actually 56, 4%) was placed in urban settlements. In the biggest cities in Serbia lives of nearly one third of the population (30.7%). Namely, 56.4% of the population of the Republic of Serbia live in urban areas. The situation is slightly more favorable in Vojvodina, where, in such areas, about half the population lives. (Savić, 2008.)

Spatial characteristics, border areas and mountain areas where there is a displacement due to poor living conditions influence the migratory movements which lead to depopulation of certain regions of the Republic of Serbia. The centralization of economic activities contributed to it.

Based on the results of survey research from 2007 it is estimated that in the structure of the total population of Serbia according to the migratory characteristics, authentic population prevails, ie. persons who have changed residence (58.7%), while the migrants are represented with 41, 3 %. (Stanković, 2007.)

Due to rapid industrialization of Serbia, there was a mass rural-urban migration in the 50's and 60's of last century. In the period from 1980 to 1990 there was a stabilization of internal migration in Serbia, but in the nineties Serbia faces forced migration due to armed conflicts that took place in the former Yugoslavia. Participation of migrants in total population doubled from 1948 to 2002 (from 23% to 46%). (Stanković, 2007.)

The same survey shows that women prevail in the migrant population for 20, 5% over men. Of the total number of women who have migrated, 70% of them stated the family reasons as a reason for migration.

Belgrade and Vojvodina regions that have the smallest proportion of indigenous population in the total population. This number in Belgrade and Vojvodina is 53 (9%), and 57 (4%), whereas in other regions this portion exceeds 60% of the total population.

Order of the regions according to the portion of the poor in the settled population is as follows: below the national average are Belgrade (3.5%), Šumadija (4.2%) and Vojvodina (4.3%). Further, the fourth is western Serbia 7.6%, then Southeast (8.8%) and finally the eastern Serbian (10%).

The geographical division of Serbian regions according to the poverty line and migratory characteristics of the population, is the result of long-term demographic and socio-economic processes in the second half of the twentieth century. Young people were leaving the villages to pursuit a better status and they inhabited mainly regional centers and big cities where it was easier to find a job and had better opportunity for advancement and further education. In this way the urban population was becoming younger due to this process in decades while the rural population was getting older rapidly and some villages gradually vanished.

In the mid-60's, influenced by immigration policy of developed countries a new wave of migration of working-age population raises, mostly to Western European countries.

Research from 2007 shows that the distribution of population by type of settlement and the region, compared to the poverty line, is highly correlated with the educational structure of the population. Belgrade and Vojvodina regions that are characterized by an above average portion of urban population

to total population, while, at the same time, these regions are characterized by higher portion of persons who have completed a higher education level of elementary school. The risk of poverty is legislatively decreasing with increasing educational level. In the event of immigrants, only 0.7% of persons who completed university was poor, and among masters and doctors of Sciences there were no poor persons. (Stanković, 2007.)

The research has shown that authentic population is poorer than migrant.

The research shows that Vojvodina as one of the most developed parts of Serbia has accepted a lot of immigrants. (Savić, 2008.) According to the census from 1991 in Vojvodina there were 914 settled persons registered. Mostly (over 20%) they were young people between 20 and 24 years old, indicating that the main reason for moving is finding opportunities to work and employment and founding a family. Change within the same municipality was made by less than 180 000 persons, while nearly 440,000 people arrived from other parts of Serbia. Of course, migration tend to have strong course toward the major cities (in this case, Novi Sad).

Research conducted in Vojvodina shows that there are many people who would like to move to Novi Sad therefore the influx of population in this city is expected. Big cities are very attractive because all cultural life is happening in there and all funds are invested in large cities, especially in Belgrade. (Savić, 2008.)

Migrations are certainly conditioned by the economic status of migrants. On the one hand, most of the migrations are search for better earnings opportunities, while on the other hand, the material status determines the possibility to migrate. So, a study conducted in 2009 shows that for the poorest the type of migration, which is the most common, is village-village and village-town, very rarely to another country. The most common migration of the poor are seasonal in order to perform seasonal work. (Azcona, 2009.)

Methodology

Subject of research are the causes of migration of the migrants from Prijepolje and Novi Pazar who have moved and live in Belgrade, their content with the new environment and prospects for return to their native towns.

Research objectives are:

- Investigate the causes of migration to Belgrade. During the research the causes were divided into three main groups, namely: economic (jobs, better wages), personal (marriage) and education (studies);

- To explore attitudes of the respondents about the environment from which they migrated (Novi Pazar and Prijepolje);
- Investigate the content of the respondents with a new environment and determine how they fit in and integrated into the new environment by determining:
  - Social capital, in the sense of having connections and acquaintances that may be helpful in some situations, such as finding a job,or any kind of services that can be asked from relatives, friends.
  - Content with work / university in Belgrade.
- To identify prospects for return to Prijepolje referring to time of residence in Belgrade.

Groups of respondents were as follows: 1-5 years in Belgrade, 6-10 years in Belgrade, 11-15 years in Belgrade, and 15 and more years in Belgrade.

The starting hypothesis is that there is a difference in responses between the aforementioned groups. It is also the only hypothesis, as it is designed as an explorative study, without too many hypothesis, and with the aim to make an insight into the phenomenon.

Research method used is the method of the case. Case method may be the single case method and the method of multiple cases. The single case method takes a single event for the case study. This method is commonly used to study phenomena that are not tested sufficiently, which little are known about, and it provides insight into the phenomenon and a prelude to further, more detailed study. Multiple case method is used in cases where we want to study the logic of repetition of a phenomenon. The method of the case, as a qualitative method, involves combining various methods of data collection, which together can provide a good picture of the studied phenomenon. Diaries, biographies, observation with participating, classic interviews, informal interviews can be used. (Fajgelj, 2007.)

There are many controversies related to this method, because the "severity" of this method has been often questioned as well as the possibility of generalization of data obtained by this method. Case method is attributed the use of less confident research resources, such as those that are traditionally considered the qualitative approach, such as observation with participation, diaries, letters, autobiographies, informal conversation, and so on. Intuition of researchers has an important role in this method. The result of this kind of work is the research that often takes a long time, over comprehensive empirical material, and articles that appear in the results, which are too long. (Bogdanović, 1993.)

Furthermore, this method is criticized for the great bias. However, method case specificity is no bias . It is possible when applying the experiment, and questionnaires or historical researches.

Case method is useful in the preliminary stages of research to discover the important connections between the phenomena, and the formulation of fruitful hypotheses that can be further checked through statistics. Primary property method of the case is seen in the preservation of the whole of the studied phenomenon by some scholars. So, in this view, this method is defined as a way of organizing social data in order to preserve the unique character of the object being studied. It is a method that treats each unit as a whole, and it can be an individual, a social group, the whole culture, and also a series of relationships and processes.

When it comes to preserving the whole phenomenon, V. Goode, and P. Het (Bogdanovic, 1993.) Talk about the four conditions to be met using this method. The first two conditions are the breadth and the level of data related to the complete collection of all relevant data on the case, and the social context to which it belongs. The third condition contains the requirement for the formation of the index and typology. Some consider this procedure the most important for the preservation of the whole of social unit. The fourth condition is the interaction of relevant data in time dimension, which is provided in the phase of data collection, but it is important not to lose them during their analysis. (Bogdanović, 1993.)

The method used in this study is the method of multiple cases. Semistandardized interviews, observation with the participation and informal interviews with respondents, collected data that provided insight into the observed phenomena. The research is explorative, it provides insights and reveals some of the regulations of a given phenomenon, and raises new questions that could be studied further, qualitatively or quantitatively.

The sample was selected according to several criteria: education, gender and age, in order to cover different sections of people. Thus, the selected sample of 14 people, of whom 7 people who were born in Prijepolje, and 7 who were born in Novi Pazar, and live in Belgrade. Among the seven respondents from Prijepolje, 4 men and 3 women, two with high school education (age 21 and 68), one student (age 24), two with high school education (age 42 and 47) and two with university education (29 and 50). Five men and 2 women from Novi Pazar were interviewed, two with high school education (age 42 and 70), two from collage (age 24 and 25), two with the faculty education (age 31 and 53) and one student (age 20).

Student category is analyzed separately, assuming that the reasons for their migration might differ from the reasons of those people who have completed high school, but do not study.

The samples were acquired through social networks of researchers, enabling easier use of the method of observation with participation.

Analysis of results

Analysis of responses about the causes of migration from Prijepolje and Novi Pazar to Belgrade showed that the causes can be classified into three main categories: 1) economic reasons - in the quest for jobs and better salary; 2) education - migration due to studies (primary and post-graduate studies); and 3) personal reasons - life with a partner (marriage), connecting with the family.

Another reason that could be added to these three refers to lifestyles and freedom of speech. This kind of migration makes enables finding one's place through the thought about the subculture to which he belongs to, values, attitudes, the music he listens, and so on. Migration to the big city, primarily provides the freedom of expression, places to go out, and freedom of expressing eccentricity, which, according to some authors such as Robert E. Park, the city rewards even. According to this author, one must be eccentric in a large community in order to survive and find its place in the town. In the sea of so many different people, each will strive to be different and distinguish oneself it a certain way. City awards that.

As for economic reasons, the thing is very clear. People are leaving for higher salary, better working place, and stay there. The classic example is Milan's story (47 years old, graduated from high school in Prijepolje):

„I was looking for a job in Prijepolje. Since I graduated from high school Electrical Engineering, I didn't want to work for any salary, because my school is good .. I mean, they are supposed to pay me well ... and, I remember, my high school friend had some connections to do here at the EDS (Electricity Distribution Serbia), and he got a job ... then he called me, if I wanted to find a job. They paid well, I said that I wanted ... and so I came to Belgrade..."

Similarly, Ivan from Prijepolje (age 68, high school) says:

„I've been a good craftsman ... I could work in Prijepolje, but at the time I had some friends in Belgrade, they called me very often to do some work for them, so I would go for a few months, and then come back .. I finally stayed in Belgrade and made auto mechanic workshop..."

Aida from Novi Pazar (age 53, high school), came to Belgrade to work, with a wish to make an advance. In her case, the reasons are primarily economic:

„I was not trilled with Belgrade. I just wanted to do well. It was fine in Novi Pazar as well at the time, but I wanted something more. I thought I would go to college, but money carried me away... worked as a trader, and keep the books for some people ... I was earning a lot at the time.“

Younger migrants, beside the economic momentum, take into consideration lifestyles, aforehere mentioned. Therefore, there is an interesting case of Mladen (age 21, high school) from Prijepolje. The first reason he left Prijepolje and came to Belgrade is to study.

„I came to Belgrade because I attended The Hotel Service College. It didn't work for me, I mean, I went to class, but wasn't interested, frankly ... I fooled around for one year, so they finally swent me back to Prijepolje. I really could not stay there any longer, it is terrible there. Nothing kept me in Prijepolje. I could not dress the way I wanted, couldn't pierce where I wanted, without being labeled as a drug addict or a gay. I found a job in Belgrade and went there. At the moment I am working, going out, doing what I want I've done another piercing recently...“

Also, it turns out that one of the important moments for younger respondents is the offer of cafes, going out ... Small communities are assessed as scarce places to go out, with little cultural events. There is small difference between the young responders' scores of Novi Pazar and Prijepolje. Both Pazarians and Prijepoljians find that there is a lack of events in the places they were born in, with the same intensity, which was unlikely. Novi Pazar, as a larger and more developed area should be rated better. Elvir from Pazar (age 21, a student) assessed Novi Pazar as a monotonous community which does not satisfy his appetites.

„There are cafes there, but it's all the same. Each month a theme party, and it fails. There are rarely some cultural events, performances and so on ... You have nothing to do there. Going out is the same every night, people still leave home at 8 pm, come back at 11 pm, and that's it.“

Ivana iz Prijepolja (student, 24) said the same thing about Prijepolje:

„Social life in Prijepolje ... during my high school ... well, the cinema didn't work .. A theater had never existed. (Laughs) Life is very boring there. There was no gym, or any other extracurricular activity. There was a volleyball team, as I recall. And maybe a karate club, as I remember ... There is no bookstore where you can buy books even ... not even a flower shop... there is not a normal bakery. So my social life came down to the fact that

every two days I go to the library and take a book. As for the cafes, we had Bombo, and Lav ... Olimp also worked for some time. These were the village bars, ful of smoke, without ventilation. Oh, yeah, and for some time there was a disco in the House of Revolution, it was a disco club...“

The majority of respondents find the issue of scarcee cultural life of their native towns important. The older respondents also mention this. However, it turned out that the older find the economic factor far more important. If we classify into groups those who came to Belgrade during the nineties and before, and those who came after the 2000, it turns out that the generations who have moved after the 2000 much more take into consideration a lifestyle, way of life in Belgrade, as well as freedom in a city, and, on the other hand, access to education, and professional trainings. Naturally, many of them regard education as a key factor for moving to Belgrade. It is logical if we connect this state with the social changes that have occurred in Serbia in the nineties. Economic migrations took place at the time. Economic stabilization of the situation in the country logically weekens the factor of immigration.

In the group of 14 respondents, there are those whose main reason for moving away was personal, because of the family. These include Aida (53) and Senad (49) from Novi Pazar, and Indira (42) from Prijepolje.

Senad says:

„I met my wife when I was with friends here ... I was 39, all were saying to me it was time to get married. Her father found me a job, so I came here. But the main reason I come was because of her .. she did not want to go to Novi Pazar. Then they all teased me that I was the bride who moves to Belgrade to get married....“

Indira’s story (ago 42, high school) is different. She moved to Belgrade 4 years ago.

„My husband has worked in Belgrade, practically since we got married. He used to come to visit me for holidays, on weekends, on vacation, and so on .. But it didn’t work well. At one point we were completely separated. We thought about divorce. After that, we are reconciled, and thought about my moving to Belgrade. In the meantime, the daughter completed high school and enrolled in college. It was an opportunity for all of us move to him (her husband). Slowly we began to buy apartment on the loan, the equipment, and then finding a job for me ... I’m with my family, it is important to me.“

When it comes to content of migrants with their life in Belgrade, the results show that very few people are not happy with their life in this city.

They specified a few sources of pleasure like cultural events, a variety of places to go, friends in Belgrade, etc...

There is an interesting story fromNemanja from Prijepolje who says that he is not satisfied with Belgrade, but he considers it a „necessary evil“.

Nemanja would never return to Prijepolje, although he doesn't like Belgrade.

Erna (25) from Novi Pazar would not come back to Novi Pazar, although she considers Belgrade to fast and „turbulent".

„Still, it is better to support it that to sit at home and be driven mad by the community".

When it comes to content with the job, most of the respondents are not satisfied with the salary they get. However, this fact didn't hinder the respondents to express the content with their life in Belgrade. I believe that such an answer was caused by the comprehensive economic situation in the country and has little to do with the place of residence.

Mladen (20) from Prijepolje says:

„ I am not satisfied with the salary... But, I will find something else I hope. My salary is sufficient to pay the rent and to live ten days of the rest. My parents are helping me a little at the moment."

There are only three of those who are studying who stated that they are satisfied with their success at the faculty.

The next interesting data is that all the respondents assess their social networks as very good and rich. Social network refers to local structure of a certain level which cannot be brought down to lower level units. When we deal with social networks we can take into consideration persons with whom we have interactions, activities exchanged between the people, goods and material favours which are informally exchanged between certain persons.

According to Brint, the main social interest of the concept of social networks can be found in a domain of practical/ material use, which is acquired by the members of a community.

Social capital creates good will, trust, reciprocative relations and cooperation between the acters in the community. (Petrović, 2007.)

The results of research show that all the respondents have many people they can turn to for help. Most of these people are from the same town as respondent. This can be explained with the simplest presumption, that these frienships were made a long time ago. However, it doesn't have to be a case. Five of the total number of the respondents specified the person from the same native town, but they met him/her during their stay in Belgrade and consider this person trustful. This means that this is a person they can turn to for material favour, but also for other necesseties, like help to find a job, enroll in faculty and so on.

It might be concluded that connections with the native town are still strong. For example, there are some places owned by the Prijepoljians, which are visited by Prijepoljians. One of such places is a day cafe situated in the center fo the town, which is owned by a Prijepoljian. In the frame of this

research the guests were asked at two occasions : Where were you born? It turned out that the majority of guests were from Prijepolje. The other arguments refer to existing social networks of the respondents themselves. Some of the respondents were interviewed in the very cafe and they were asked how many people from the restaurant they know. The answers indicated that they knew the major part of the guests.

On the other hand, there is another model of displaying a slight bigotry towards the ex fellow citizens.

Ivana (26, a student) from Prijepolje says:

„This is because Prijepoljians stick together, more-less, and if you want to remove one from your life, you have to remove them all. You cannot associate partially, with one person only, without associating with the five of them. It is a nerrow circle of people who hang out together practically since the nursery, who have familial ties, or are partners... they all know each other, they sat together in a schoolbench, and so on... rarely, there are cases when an outsider comes, perhaps a roommate, or a college colleague, but I think it happens really seldomly. They are content with one another. It is like a small sect. I mean, I don't mind it, I am just saying that I simply cannot associate with them, I am not comfortable with them. They have a certain feature, I have it too, but I have no one to express it with. I am talking about gossiping, enquirying for other people's life...“

Return to the towns of their origin is unimaginable for most of them. The respondents elicit that they would never come back to Prijepolje or Novi Pazar. In research we departed from the assumption that the longer one has lived in Belgrade, the stronger the desire to come back to native town has become. The hypothesis was confirmed since there is no respondent from the group which has been living in Belgrade from one to five years who wants to unconditionally come back to his hometown. One respondent from the group who has been living in Belgrade from five to ten years would go back to Prijepolje only provided he recieves a salary sufficient for summer and winter holiday in some European country and to have a comfortable life. One respondent would without a second thought come back to Prijepolje, and he belongs to a group which has been living in Belgrade for more than fifteen years. The rest of the respondents' reply to this question was „no“.

As far as the respondents from Novi Pazar are concerned, the situation is similar. Only one respondent would come back to Novi Pazar without hesitation, and he belongs to a group which has been living in Belgrade from 11 to 15 years. Two of the respondents would return under certain conditions. The rest of the respondents wouldn't come back to Novi Pazar.

Conclusions

The research conducted on a sample of 14 respondents which live in Belgrade, of which 7 is from Prijepolje, while the other half is from Novi Pazar. The respondents were found mostly through social networks of the researcher.

The results of the research have shown that the respondents, beside being satisfied with Belgrade as a new place of residence are equally dissatisfied with Prijepolje and Novi Pazar, their hometowns, due to economic and other reasons.

An interesting data refers to respondents' social networks. Their acquaintances are mostly with people from their native town.

That can be explained by the social nets' theory which deals with the significance of the social capital in migrations. Individuals have been using social capital as a means to easier realize their objectives in the community. In this way the migrants use their own social networks at the moment of moving to another community, which might help them and doing so, they accept the obligation to be helpful to the person which helped them. Therefore, this process works based on obligations and expectations. Individulas help each other by the principle of reciprocity (the return of favour) and solidarity, as a sense of communion within the group. The social network theory shows that the sense of solidarity is stronger when it comes to ethnic networks. (Elrick, 2005.)

An individual chooses to migrate to a country where he finds a larger network of people rather than a smaller network, since in this way he can aviod the risks of migration.

I believe that it is possible in a similar way that the migrant who move to another cities within the same country choose a place for its migration. At the moment of migration their social networks in the place of emmigration include people from the same town. It is easy to pressume that these nets broaden and the migrants can realy on people from their hometown to the large extent.

Recommendations

Recommendations derived from the research are the following:

The first recommendation refers to decentralization, which is a huge problem of Serbia. Decentralization of the municipalities and regions, that is development of small and middle towns and municipalities shall keep people in small towns. This implies new working places in the municipalities like Prijepolje and towns like Novi Pazar.

Further, the resources should be distributed on a republic level in a different way. Developing a cultural life in smaller communities an opportunity is provided for people who live in a small communities to participate in cultural events without a need to travel to big cities. Economy incites cultural development, so by bigger resources would bring up to cultural development of the towns. Lifestyles in developed communities difference more and more and the town becomes a place which can satisfy more types of different citizens.

Local authorothies in these two towns (Prijepolje and Novi Pazar) should try harder to keep the young people, organizing various cultural events enhancing employment programs, helping young undertakers.

Services offered on a local level should be enhanced, too (education, health care, social insurance etc).

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IMPACT OF VISA LIBERALIZATION ON MOBILITY OF YOUNG PEOPLE FROM SANDZAK

Esma Hot[2*]

Summary

Impact of visa liberalization on mobility of young people is one of the most common topics in Sandzak. The aim of this study is to identify the motives of young people in Sandzak who leave the country, especially in the period after the abolition of visas, as well as making recommendations to governments and other institutions for the purpose of promoting youth in the public life of the community, and reduction of their motivation to migrate. This research was conducted for four months, and included the three towns in Sandzak: Novi Pazar, Tutin and Sjenica. Done on a sample of 50 subjects who filled out questionnaire, and through interviews with representatives of NGOs and the Office for Youth in Novi Pazar. The results have shown that young people are dissatisfied with the living standard in the country, bad educational program, little opportunities to find a job, so they would leave the country for a job and additiona training. The encouraging fact is that their leave from the country wouldn't be permanent..It also turned out that they have inrealistic expectations when leaving the country, that they are not informed about the meaning of visa liberalization and how it can be used for personal development and advancement. The recommendations for their informing about these important subjects and influencing factors which motivate them to leave the country.

Key words: *visa liberalization, mobility, youth, Sandzak***.**

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Introduction

The idea for the research is stimulated by the alignment of Serbia on the positive list of EU visa regime, 19 December 2009. Visa liberalization for the Western Balkans is one of the most important achievements in the region relations with the European Union. After almost twenty years, citizens of Serbia will be free to travel to the European Union. The decision of the Council of Ministers of the EU is certainly an important outcome of the process of European integration of Serbia, and certainly will contribute to approaching the country's full membership in the EU. Given the fact that Serbia is in the process of European integration, visa liberalization process has shown that Serbia can successfully meet the criteria defined by the European Commission.

Although the visa regime between Serbia and the countries of the Schengen agreement is liberalized, of which the young have the greatest benefit, there are still serious reasons for which this category of citizens of Serbia can be considered vulnerable and endangered. Poor material and social conditions of youth, especially in the interior of the country, slow reforms in the society and disorientation in the transition process, in addition to the limited freedom of movement in the region due to the existence of the visa regime, contributed to the passivity of the population, as well as the spread of xenophobia.

Local authorities should be concerned about young people in such a manner that will provide them with various programs that involve young people, and are created for young people. It is important that young people are not experienced as a problem, but as a solution. Novi Pazar is the youngest city in Serbia, while only 5% of youth participated in a civil action, humanitarian action and the like. Still, the cause of it is not ignorance or unwillingness of young people, but above all, the uninformed and the lack of such action in the Sandzak.

It is important to note that NGOs should have a range of programs and projects that affirm the youth to get involved in public life of the community, impact on their awareness of the importance, strengthen the confidence of youth and provide youth with life satisfaction in an environment they live.

Methodology

The survey was conducted in Sandzak region, in the cities of Novi Pazar, Tutin and Sjenica. The sample size was 50 patients aged from 17 to 30. Sample selection was the method of random selection and method of data collection was a field survey. The collection was done during the period 15 January - 15th February 2010.

The method used in this study was the use of questionnaires on the impact of visa liberalization on the mobility of young people in Sandzak, as well as semi-structured interviews with representatives of NGOs and local government.

Analysis of results

Sample

Analysis of samples shows that girls participated in a larger percentage than boys in this study. Also, most patients are pupils and students (80%), a much smaller number are unemployed (10%) and employees (10%). They generally live with their parents (80%), a small percentage live alone (10%) or with spouse (10%). Most of the surveyed young people are from Novi Pazar (60%), and a smaller portion are from Tutin (20%) and Sjenica (20%).

Gender	Number	Percentage
Female	30	60%
Male	20	40%
Employment status		
Student	15	30%
Pupil	25	50%
Employed	5	10%
Unemployed	5	10%
Type of household		
Lives with parents	40	80%
Lives alone	5	10%
Lives with spouse	5	10%
Town		
Novi Pazar	30	60%
Tutin	10	20%
Sjenica	10	20%

Visa liberalization and mobility of young people

Impact of visa liberalization on future events and possible migration are defined by several key questions in the questionnaire: whether the respondents would leave the country for studing, job or living abroad, then how significant

liberalization of the visa is for them, what they are dissatisfied with in their town, what they would change and so on.

First we questioned the satisfaction of young people with the environment they live in.

Table 1. Satisfaction with the situation in the country

Are you satisfied with the situation in the country?	Number	Percent
Yes	3	6%
No	47	94%

Table 2. Satisfaction with the standard of living

Are you satisfied with the standard of living?	Number	Percent
Yes	0	0%
No	50	100%

Table 3. Satisfaction with the quality of educational program

Are you satisfied with the quality of educational program?	Number	Percent
Yes	10	20%
No	40	80%

Table 4. Possibility of finding a job in profession

Do you think that you will find the job in your profession immediately after graduation?	Number	Percent
Yes	20	40%
No	30	60%

The first four tables show that the young are not satisfied with the situation in the country, and no one of the respondents is not satisfied with the standarad of living. Also, large number of young respondents are not satisfied with the quality of the educational system and believe that after the graduation will not be able to find the job in the profession immedialtely. This outcome can arouse their motivation to leave the country..

For the reasons for dissatoisfaction the young have stated the lack of practice, the lack of creativity and moder approach in lecturing. They demand

entirely new approach, Modern methods of presenting the knowledge in order to motivate the students. The high school student believe that they should be directed from the very beginning to the subcects for which they have affinity and which suits them more. Then, the student wish to have more lessons of english, or some other foreign language.

We can conclude that the education is the most important for development of one society and that only an educated society is a rich society. If 80% of the young are dissatisfied with the quality of education in Sandzak region, then it is a serious indicator of discontent of the young with the current educational content and it elicits the necessity of adopting the system to the needs of pupils and students. The reasons for bad educational system in our country, the young find in system inefficiency and insufficient sum from the republic budget intended for education. Law on the Basis of the education system is based on the principles of equality, antidiscrimination, antisegregation, individualized educational approach to a child. These are the positive basis of the future development of the educational system in Serbia, and as the responadents believe it hasn't achieved the satisfactory level.

Economical and social problems are largely present in the lives of the young. The young are generally unsatisfied, but a huge lack of information has been noticed and an interest to make any changes. Many nongovernmental organizations have noticed this, as they are trying to adopt their programs: affirmation of young people and their inclusion in public life, raising democratic awarness, diminishing poverty and unemployment, checking violence in the society developing environmental awarness ect.

So did the nongovernmental organization.„ Urban-in" described the situation of the young in Novi Pazar as follows:

„There are 49,18 %of the young til the age of 29in Novi Pazar. If we wanted to choose the correct words to describe the position of the young in local communities, we could immediately reject expressions like: concerning, difficult and unfavorable... these are o euphemisms. We could rather say: tragic and disastrous.

The situation of the young is characterized by:

a. *High unemployment: unemployment is a general problem. In Serbia is 54.4% (young people from the age of 15 to 30). Data on unemployment are less favorable than the official statistics show.*

b. *Dependance: 77% of young people live with their parents.*

c. *Small mobility: although justifiably dissatisfied with cultural, sports, educational, entertainment, business and other offerings in the towns, young people are virtually trapped in them due to their poor financial status.*

d. *Lack of information and lack of participation: young people want to volunteer, they believe that they are qualified to participate in solving local problems and see themselves as important bearers of changes in the local community, but they are not sufficiently active. Energy for change is hard to direct if you do not know where, and 41% of young people state that they do not know anything about the organizations dealing with youth issues in their local community. Only 8.2% respondents initiated an action in their own community.*

e. *Problems and lack of perspective: it is difficult to single out the most important problem of young people in local communities. There are many, and all are important. In the first place, ahead of the others, is unemployment. The following are directly related to unemployment, such as drug addiction and alcoholism. Lack of opportunities for additional or further education, lack of support and understanding of local government, lack of cultural and sports events. It is therefore not surprising that the majority of young people wish to leave their place: a total of 71% of young people would leave their towns if they had an opportunity.*

Young people in the Sandzak are also dissatisfied with cultural life in their communities, that is, cultural life almost does not exist."

The next group of questions was related to their travelling experience and residence in EU countries, the importance of visa liberalization for them, and whether they have already taken the first step that will enable them to travel to EU countries without visas - procurement of biometric passports.

Table 5. Travelling expirience

How many people have travelled out of the country?	Number	Percent
Have never left the country	15	30%
Have been in the EU countries	10	20%
Have been out of the country, but never in the EU countries	25	50%

Table 6. Significance of visa liberalizations for the young

Is visa liberalization significant to you?	Number	Percent
Yes	49	98%
No	1	2%

Table 7. Owning biometric passport

Do you own biometric passport?	Number	Percent
Yes	35	70%
No	15	30%

Only 20% of the respondents travelled to the countries of European Union, and 30% had never left the country. Young people traveled the most to neighboring countries - Montenegro, Macedonia, Bosnia and Herzegovina and Croatia, and.Turkey because their excursions were in Turkey. Then, out of 20% of respondents who had already travelled to the countries of the European Union, 60% of them traveled to Greece and, againfor the excursion in high school. Others have traveled to Germany and Austria to visit relatives.

Almost all young people surveyed, see the significance of liberalization of the visa in their lives. However, we noticed the lack of information about that, like, what in fact means the visa liberalization, and that this is not the so-called green card for young people who wish to leave the country searching for a better life. On the official website of Swedish Embassy in Belgrade it is stated: "From 19 December Citizens of the Former Yugoslav Republic of Macedonia, Montenegro and Serbia, who have biometric passports, will be able to travel without Schengen visas. Visa liberalization includes business travel, study or tourism visits of 90 days in the period of 6 months. Visa liberalization does not mean the settlement in an EU country, as well as the possibility of free employment. For studies that are longer than 90 days.a residence permission needed. This new policy does not include the citizens of Serbia who have only an old, blue passport (Passport FRY), as well as the citizens of Kosovo and Metohia with biometric passport issued by the Coordination Administration in Belgrade, and covered by resolution 1244/99. People who have these documents still need a valid visa for entry into the Schengen countries."[3]

So, the new rules apply only for travels, and do not allow Serbian citizens to stay longer than 90 days in a period of 6 months, or to be employed abroad. Those who intend to exceed the period of 90 days, are obliged to apply for long-term visa or a residence permit at the embassy or consulate of the destination country before they travel. Work or stay in the Schengen countries without adequate national, residence or work permit is illegal. A very small percentage of respondents recognize the liberalization of the visa facilitating circumstance for applying for a variety of projects, summer camps and exchange. However, one should bear in mind that a large percentage of

3 Taken from www.swedenabroad.com

young people made the first step towards visa liberalization use - 70% of youth took out the biometric passports.

In the end, young people were asked questions about their expectations connected to foreign countries and intentions to leave the country.

Table 8. Expectation of finding a job abroad

Do you think that you will immediately find a job abroad ?	Number	Percent
Yes	30	60%
No	20	40%

Table 9. Unemployment as a reason to immigrate

Would you leave the country if you already had a job in your town ?	Number	Percent
Yes	20	40%
No	30	60%

Table 10. Additional training as a motiv for emigration

Would you leave the country for additional training ?	Number	Percent
Yes	45	90%
No	5	10%

Table 11. Duration of emigration

Would you permanently stay abroad?	Number	Percent
Yes	10	20%
No	40	80%

Most of young people unrealisticly expect to be able to immediately find a job abroad, as much as 20% of young people believe that they can immediately find a job abroad, which is significantly larger percentage than the percentage which believes that thay can find a job in their own country. Also, most of young people would not leave the country if they had a job in their own town. However, a significantly higher percentage of young people (90%) would leave the country for additional trianing. Whereas 40% of them would leave their town, but not Serbia. It is important to mention that most

of young people would not want to stay permanently abroad, which implies that they would apply their knowledge and skills acquired abroad in a home community.

Interviewing respondents, it can be noted that the they showed some inertia in relation to travel, they have not thought of the travels as opportunities for rapid development, assessment of market potentials in the EU countries ect. since their financial resources do not allow it.

Conclusions and recommendations

Earlier we quoted the two main problems that have hindered the mobility of young people: they are a bad financial situation and the strict visa regime. Now we got freed from one, ie. we have visa-free regime, but still there is a problem of bad economic situation in the country.

Therefore, the findings show that young people are not satisfied with the situation in the country, and especially not satisfied with the standard of living. Also, a higher percentage of young people surveyed were not satisfied with the quality of educational programs and think that by the end of schooling they will not be able to find a job in the profession immediately. This finding could indicate their motivation to leave the country. Additional trainings and employment are the factors that motivate them to leave the country. However, most of the young people would not want to stay permanently abroad, and therefore they would apply their knowledge and skills acquired abroad in the country they came from.

Still, a significant finding is that young people have unrealistic expectations of going abroad (like - it is easy to find a job), and though the liberalization of visa is important for them, they are not really informed about what it means and how they can utilize it for its development and progress. A very small percentage of respondents recognize the liberalization of the visa as an mitigation circumstance for applying to a variety of projects, summer camps and exchange. Also, the young show a certain inertia about travel, not thinking about travelling as a possibility for fast training, assessment of potential markets in the EU countries, etc., because their financial resources do not allow it.

This finding shows that a small number of respondents traveled to the countries European Union. Young people who have traveled, did it mainly to neighboring countries, and within the EU in Greece, on excusrion trips in high school.

Although the economic and social situation difficult, we believe that the

visa liberalization will positively affect the youth in the region of Sandzak. Travelling without a visa enables each young man to become acquainted with European values and culture, to visit the most prestigious European universities, to exchange experiences, views and ideas with their peers.

Therefore it is very important:

- Inform young people about what.visa liberalization means and how it can affect the development and progress of young people, but to inform them about the possibilities and terms of employment and work in the EU countries;
- Encourage young people to use freedom of travel, through the creation of special student exchange programs, scholarships for talented pupils and students, promotion of affordable packages and handbooks that advise the young how to travel around Europe spending the least money;
- If the young decide to leave their towns, ti is necessary that the universities follow their further educational development, maintain appropriate records and to create opportunities for their return, or the use of their knowledge;
- It is necessary to affect the two main motives for the eviction - unemployment and inadequate educational program:
  - In accordance with the economic possibilities of the state and local governments, it is necessary to create programs that encourage youth employment. Eg. through public works as the active employment policy measures can be employed many young people (programs to help elderly people, environmental action, literacy of the Roma community, etc.).;
  - Through the partnership of civil and public sectors in the region of Sandzak, it is necessary to create alternative educational programs that would suit the needs of the young.

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PROBLEM OF THE OUTFLOW OF THE YOUNG STAFF IN THE SOUTH WEST REGION OF SERBIA

Samir Fujaljkić[1]

SUMMARY

The problem of outflow trendency of young staff has been more promeinet in the last few years, and Serbia's achievement on the Schengen white list, the issue of outflow of young staff was given the priority in resolving the problems. The area of southwestern Serbia,which is not rich in ores, agricultural facilities, but has a resource that is fastest renewable and, what is especially important, the resource that provides the greatest profits, in the form of people and in the form of knowledge. Southwest Serbia is the youngest region in the Balkans. Novi Pazar, as the center of this region was declared a city of youth, as it has two Universities which train young people, which give them the epithet of staff.

For a good product sales, an important thing is a good and quality product, but it is also important, even crucial, to offer the product at the market. If we have a situation where young professionals do not have the possibility of proper presentation at the labor market, in addition, if we add that the market has no interest for them, we get exactly the problem outflow of that people, young staff. The young see the only solution and a perspective in a departure, mainly to Western Europe countries, with hopes that there will be demand for their qualifications.

Key words: *departure, young staff, labor market, prospects.*

1 State University in Novi Pazar

INTRODUCTION

Southwest Serbia is one of the economically the most passive part of Serbia, the area where the unemployment rate is 30% and the average salary 24,000.00 dinars; the area where all the big manufacturing giants had been closed, the area where the number of national cuisine is double-digit, and the number of those which use them exceeds tens of thousands. At the same time, it is the area with the youngest population.

According to these facts, the question is raised: can this region provide the perspective of young personnel, or young educated people who have acquired specific skills and knowledge?

An indicator which says that the waiting time for the job recorded at the National Employment Service is 5 and more years for people with college and university education;this is the fact that turns the biggest optimists into pessimists, and forces them to think that Serbia is not the place for them, that it is not a place where they can give their best and that simply thay may not even get a chance to show what they know.

Wave of economic migration is not something new in these regions, we can freely say that this is some sort of tradition that lasts, for already the third century. The first major wave which parted for the West and the so-called New World (USA today) in the late 19th century, is not soothing and lasts until today. When will this tendency stop, and will we get into a situation when there will not be anyone to be sent anymore, because they have all left, it's hard to find the answer. The answer should be given by the Serbian economic policy makers, whofor the last ten years, since the October changes, are not capable to employ the small number of Serbian yought which remained in Serbia. Another very important event shocked the labor market in Serbia, and somehow, it is happening at the moment of visa liberation. The Serbian government adopted a draft of the Law to limit the number of employees in the Republican administration, by which the number of employees will be reduced by 10%, or for about 3400.

Also is adopted the proposal of rationalization in the judicature which stipulates the reduction of employees for 2500 to the end of this year. "Stampede" is getting ready and will be probably the largest one that happened since the Great Migration. Only those who do not want to see it, may claim that the facts are exaggerated. A sudden increase of employing agencies in the West - on criusers, construction sites and other businesses has been noticed. For some people it is a very profitable business that delivers extremely high earnings. Who wants to work somewhere (legally and by the

law) will again have to obtain the working visa just like so far. For example, not even Americans can easily get a job in the EU, nor those from the EU can easily get a job in the USA. They need a work permit. The only thing I can do without these permits, which will apply to the citizens of Serbia, is a visit up to 90 days, and then the hasty weekend at home, and then all over again.

Researching this I wanted to explore, who are young people who want to leave, which qualifications they own, what are the reasons for that decision, and what are the obstacles to their departure. In particular, I investigated what could be changed in the treatment and status of the young employees and thus keep them in this region.

METHODOLOGY

This study included 100 participants, 10 in the following municipalities southwestern Serbia: Raška, booths, Nova Varoš, Prijepolje, Priboj, FC, while from Novi Pazar and Tutin we selected 20 respondents. In a sample, we selected 50% employed and 50% of unemployed persons from each town who have completed a college at least. The unemployed are taken from the National Employment Service, and employees, we took by a random sampling of directory for small and medium-sized enterprises.

This research was conducted under the principle of half- structurated questionnaires, the examiners worked directly with the respondents, face to face, a paper-pencil method. The respondents were chosen at random.

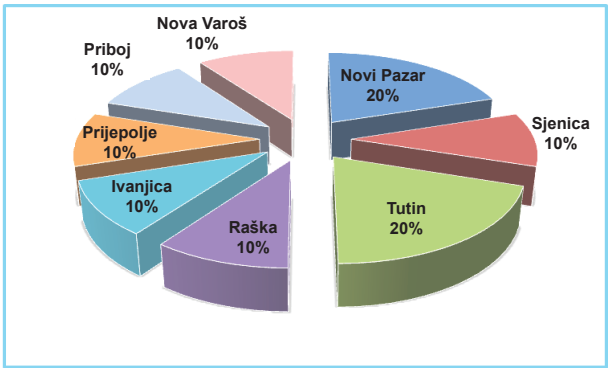
REVIEW OF RESULTS OF STATISTICAL SURVEY

1. A number of respondents by municipality

As mentioned above, the number of respondents in the sample for this study was 100, and the answers given by the respondents are written on a table in the Microsoft Excel program and displayed in tables in the cardinal numbers and graphs, that is, with the relative numbers ie. a percentage in the charts.

Out of one hundred of respondents included in the sample, there are eight persons from the southwestern municipalities of Serbia. Number of respondents per municipality is as follows:

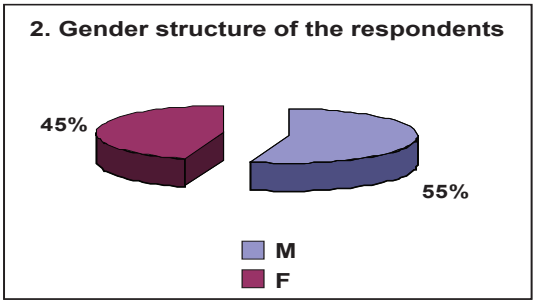
Novi Pazar	20
Sjenica	10
Tutin	20
Raška	10
Ivanjica	10
Prijepolje	10
Priboj	10
Nova Varoš	10
Total	100



2. Gender stucture of respondents

As far as the gender structure of the respondents is concerned, we conducted the research led by the following logic. From every town we took the gender structure proportional to the gender structure of graduate people who are registered at the National Employment Service.

M	55
F	45



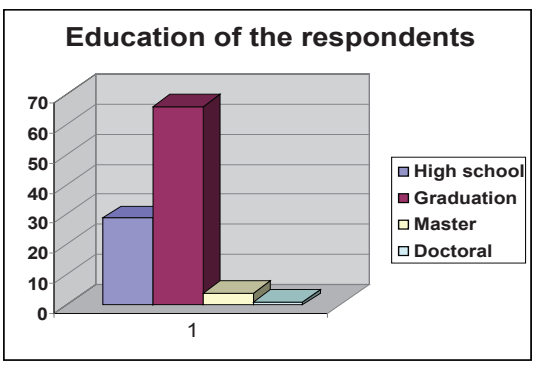
From the displayed charts we see that the gender structure of respondents is relatively uniformed, that is, it can be said that both genders are equally present in a sample. The difference on the level of statistical error is 5%.

3. Education of the respondents

We have separated the respondents based on a level of education and we see that in the sample have 29% with college diploma, 66% with university diploma, 4% masters and 1% Ph.Ds.

I think that at this point it should be stated that most of those with higher education are schooling further, and that they will soon move into the category of persons with higher education. Also, among those with higher education, we have a number of those who attend master or doctoral studies, so the structure of young personnel improves each year in the terms of educational level.

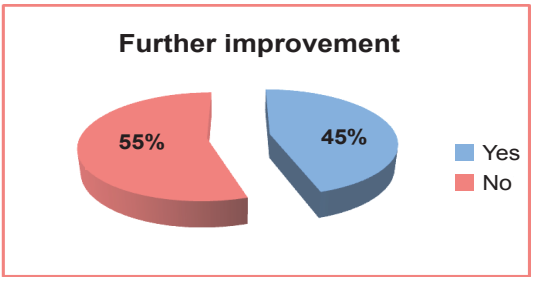
High school	29
Graduation	66
Master	4
Doctoral	1



4. Do you still educate/train yourselves?

As a logical sequel to the previous question comes the issue of the further continuation of education. In Western European countries, and recently in our country, the ideas of lifelong education and training are more and more present. Despite this, we see that only 45% of the respondents decide to continue their education. In an interview with respondents, we found out that the reasons for this is the lack of time or money. However all of them really have the desire to further educate themselves. Nevertheless, here it is important to note the following disproportion: those who work, that is, employees, do not have enough time to attend classes or do some scientific research work, while those who are unemployed as a reason to stop further studies cite the lack of financial funds.

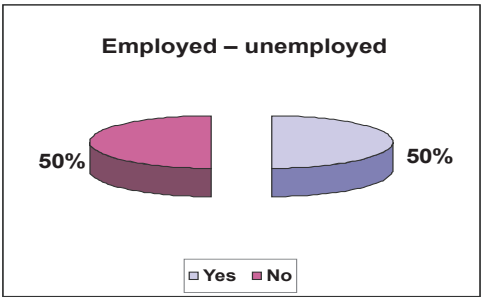
Yes	45
No	55



5. Are you employed?

We present this issue is only as an additional explanation on the structure of the respondents. In each municipality, we took the same number of employed and unemployed persons because we believed that we would thus get a consistent answer and easier identify problems faced by young professionals, whether they are currently employed, or are registered at the National Employment Service.

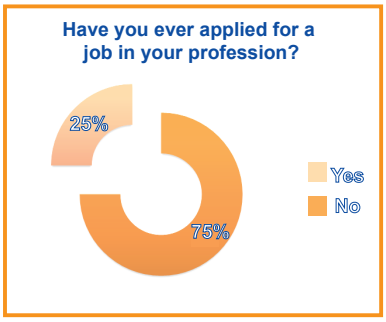
Yes	50
No	50



6. Have you ever applied for a job in your profession?

Activity to find the desired job is very important, not only for the people who are currently employed not in their profession, but as well as those who are just looking for a job. To find out how much are the young professionals active in finding a job we set them the following question:

Yes	75
No	25

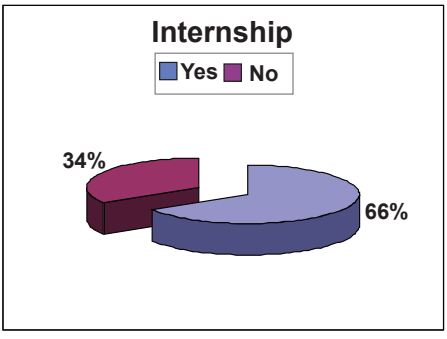


According to the responses, it is obvious that young people are really very interested to find jobs in their own profession. The 25% of the young who have not sought a job in their own profession are the ones who immediately continued their education without interruption or have jobs not in profession which are currently satisfied with, after a basic studies. However, the fact that 75% of them applied for a job in their field so far, shows that young professionals are convinced that their knowledge and skills are useful for companies.

7. Have you done the internship?

The next question in the questionnaire is related to internship experience. To the question: Have you done internship, we got the following responses:

Yes	66
No	34

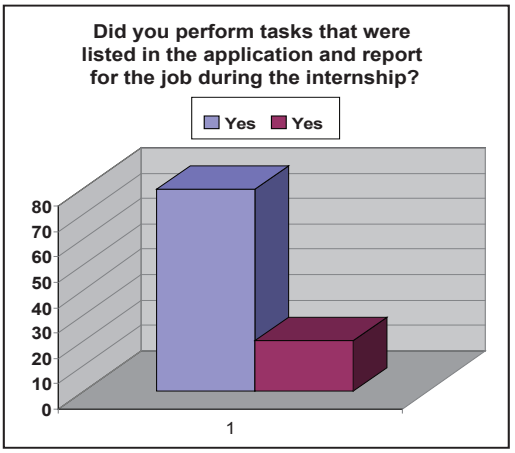


We see that as many as 66% of young staff have done the internship. Among them there are those who currently work, and those who are currently at the stage of job seeking. When talking about the traineeship it should be noted that our respondents had only words of praise for the program „First Chance“ organized by the National Employment Service. They believe that this is the best way to gain practical knowledge. Of total respondents, 34% of them had not done internship, some because they had studied, and some because they have not managed to find an interested employer who would employ them in apprenticeship.

The story of the internship work experience, we continued with the following question:

8. Did you perform tasks that were listed in the application and report for the job during the internship?

Yes	80
No	20

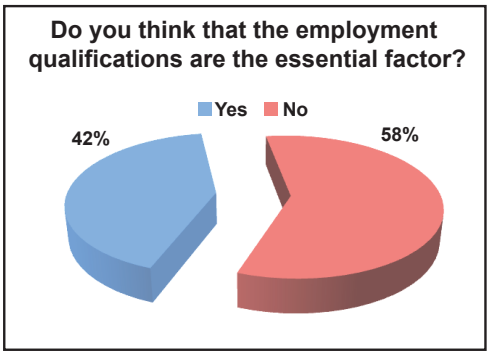


These responses appear encouraging, because, if 80% of respondents answered opsitively, that means that they believe that during the internship experience they acquired knowledge and skills needed to perform the work in the profession. For the 20% of the respondents who feel that during the internship experience did not go through all the training provided, we must point out that in many companies it is not possible to go through all the stages, because due to the nature of work, organizational structure, or other reasons, it is not possible.

After considering the conditions of performing internship experience, we asked the questions related to employment and starting their own business. The first of this group is the question:

9. Do you think that the employment qualifications are the essential factor?

Yes	42
No	58

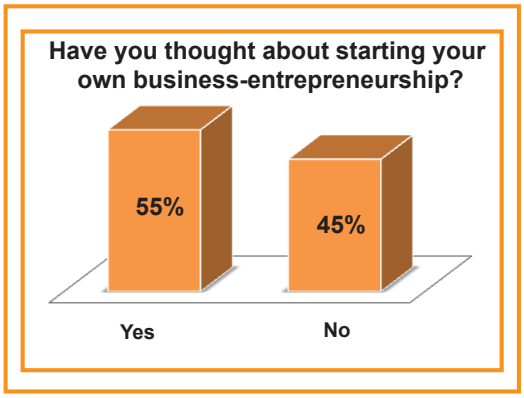


We see that 42% of respondents believe that qualifiactions are the key factor in employment. Based on this information, we ask the question for 58% of those who believe that qualifications are not a basic condition of employment: What is the second prerequisite then? Another question should be asked: What could have demotivated 58% of our respondents to be disappointed in the ranking criteria when applying for a job.

10. Have you thought about starting your own business-entrepreneurship?

Starting your own business is another way of recruiting young staff. Those who can contribute to the company as employees, can probably lead their own business. We asked them about their own business.

Yes	55
No	45

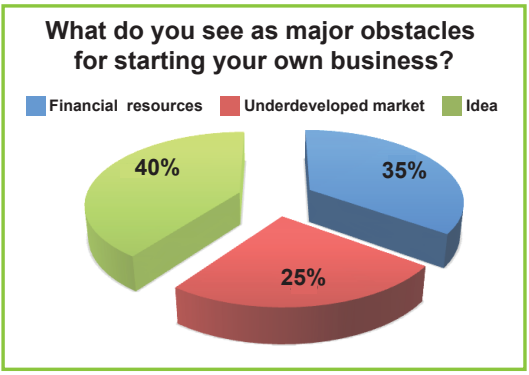


Based on the responses we see that over half of respondents, ie 55% of them, thought about starting a business. Given the success rate of their own business, moving to only 25-30% of the total number of outstanding companies, we can say that our respondents were confident in their knowledge and skills, and they beleive that they can independently organize the work they perform in other people's - other companies in which they are employed. However, 45% of respondents said they had never even thought about starting their own business. The reason for this is certainly the fact that the self-started business bears risk, investment and effort and more work than in somebody else's company.

11. What do you see as major obstacles for starting your own business?

The story of starting your own business would not be comprehensive if we missed asking respondents this question.

Financial resources	35
Underdeveloped market	25
Idea	40



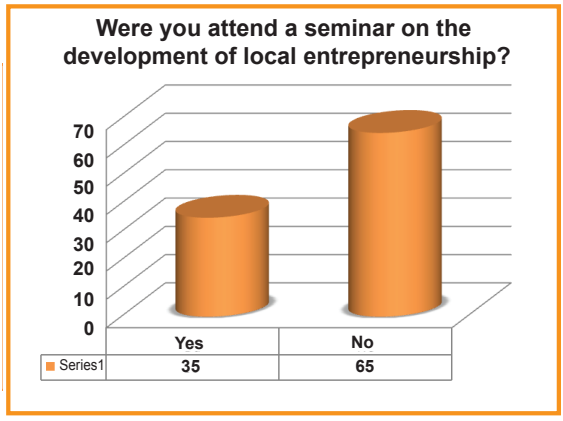
From the answers to this question, we see that the lack of ideas (40%) is the largest obstacle to development one's own business. This indirectly leads to other problems, which we will not invetigate in this study, and that is the question of competitiveness of the region and the issue of strategic development. If the lack of ideas is very strong, then we say that our competitive advantages are not easily noticeable, but on the contrary. Also, the lack of ideas and points to the absence of development strategy of the town, region and country as a whole. Beside the lack of ideas, which is an obstacle to starting one's own business to 40% of respondents, the financial resources are the second obstacle stated by 35% of respondents. This indicates a very inaccessible bank loans, and relatively poor state support of small business

development. Of course, this research was done before the Development Fund began with start up loans - I believe that now the respondents would give slightly different answers. Of total number of respondents, 25% indicated that the obstacle to development of one's own business is underdeveloped market. Under-developed market primarily refers to the volume of transactions, but also the morphology of the market and the presence of monopolies and oligopolies in almost all the sectors of the economy.

Knowing the local market conditions is of great importance for the employment of the young staff, just for that reason we asked the following question:

12. Were you attend a seminar on the development of local entrepreneurship?

Yes	35
No	65

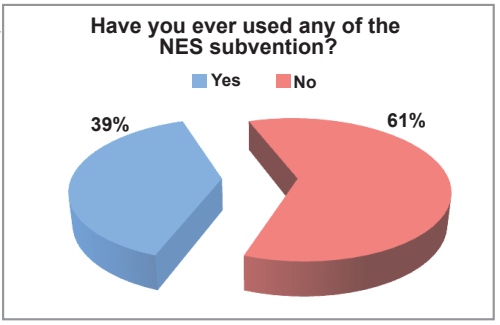


From the obtained answers, we see that only 35% of the respondents had ever attended a conference or a debate on Local Economy. This data shows a very small interest of the respondents for local problems , that is, the problems of the local economy. However, what is the problem of the local economy is indirectly the problem each business entity in the town and we feel that young professionals, even before all the others, urgently need to be involved in solving these problems. That's why, 65% of them who have not been interested in economic issues directly related to them so far should get involved and if they are able to contribute, at least get familiar with the situation in the local and regional market.

Young professionals have strong support from the National Employment Service. To obtain information about how much thay use this support we asked the following question:

13. Have you ever used any of the NES subvention?

Yes	39
No	61

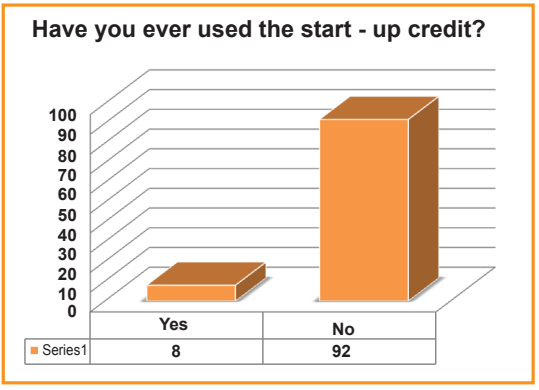


We see that only 39% of respondents used the programs NES. It is a big problem since the remaining 61% of respondents have never taken advantage of the NES programs, trainings, learning, skills acquisition and financing the business ideas. A missed opportunity or a resource that is not used is the biggest disaster for the economy of a country and if we have 61% of people who have had the opportunity and had not used it, the question is whether they deserve the support to find a job in their field.

Another measure of encouraging youth employment and the start - up credits. Therefore we asked the following question:

14. Have you ever used the start - up credit?

Yes	8
No	92



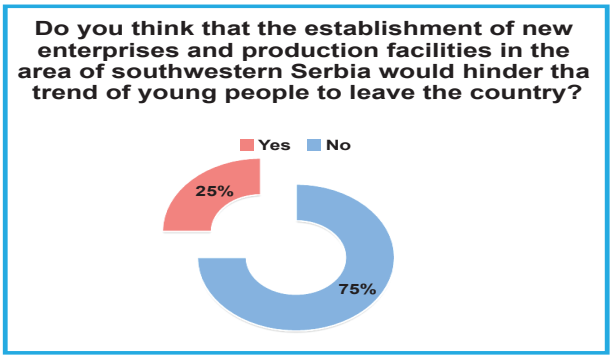
We see that only 8% of respondents have used the start - up loans. Most of the respondents did not use this benefit, because of the requirements set by NES, 92% of the respondents say. First of all, they have to start a business at a certain time, and maintain it for the next 24 month, and they are required to to return the start - up loans. Beside the start - up loans provided by the NEA there are start - up loans provided by the Development Fund of the Republic of Serbia which also can be pursued. However, the use of these credits requires complicated procedures and terms which are very difficult to comply with.

When talking about the start - up credits I want to point out that in the towns covered in this research, there are business incubators that can help beginners in the business.

This section focuses on issues of mitigation, that is, ways of improving the current situation. One of the measures that is currently very popular in the developing countries is the Greenfield FDI (foreign direct investment). The FDI refer to building new factories, plants and processing facilities where it is possible to employ a certain number of workers. With regard to FDI, we asked the following question:

15. Do you think that the establishment of new enterprises and production facilities in the area of southwestern Serbia would hinder tha trend of young people to leave the country?

Yes	75
No	25



We see that 75% believe that direct foreign investments would slow the outflow of young staff. They believe that these companies have place for young educated people. I guess that these investments would significantly reduce unemployment and provide employment for the young in the profession.

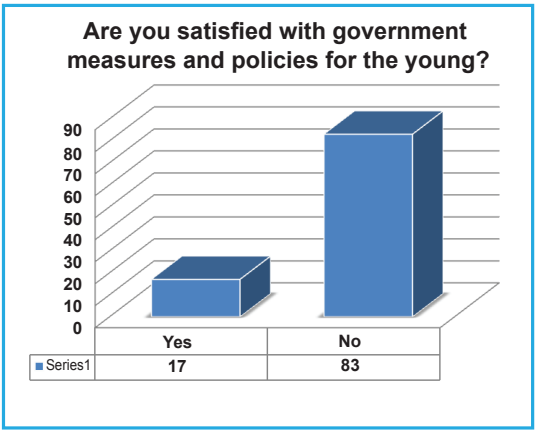
Unfortunately, it should be noted that there is ¼ of the respondents, or 25% who believe that neither the opening of new factories would not change the situation much.

16. Are you satisfied with government measures and policies for the young?

Young people in Serbia are generally not satisfied with the measures and policies for the young and believe that the state has to make much more effort to solve the problems of the young. In particular, in the area of southwestern Serbia, young people are dissatisfied with government policy for the establishment of new jobs.

Based on the research we found out that 83% of respondents are not satisfied with the measures and policies of the state for the young returnees.

Yes	17
No	83

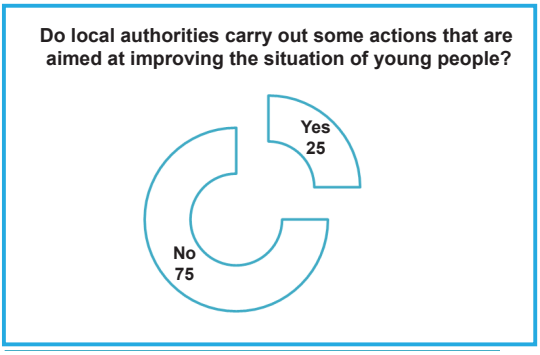


17. Do local authorities carry out some actions that are aimed at improving the situation of young people?

Local authorities do not carry out actions that would be aimed at improving the situation of the young staff, actions that would keep them in their municipalities.

Local self-governments as the main reason for not conducting the local actions to improve the situation of young people, claim the lack of funds and shortage of professional staff which could lead the actions and projects professionally.

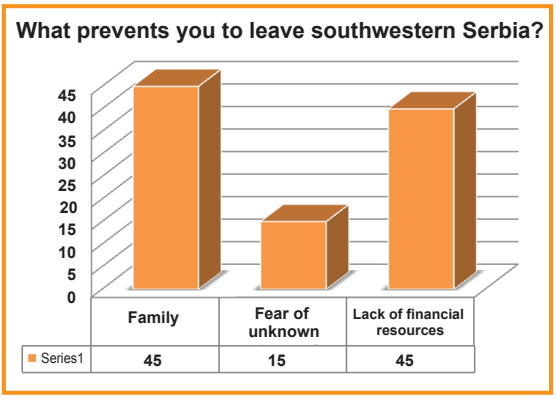
Yes	25
No	75



18. What prevents you to leave southwestern Serbia?

The departure of staff from Novi Pazar is prevented by family ties to the fullest extent, 45% of respondents answered that it was family and their attachment to the family is the main reason to remain, 40% of respondents state that the reason is the lack of financial resources that are they for their leave, and only 15% of the respondents stated that the reason are fears of a new environment.

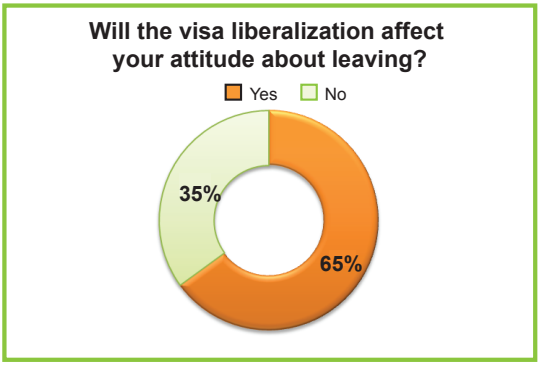
Family	45
Fear from unknown	15
Lack of financial resources	40



19. Will the visa liberalization affect your attitude about leaving?

Liberalization of the visa affected more than half of respondents, 65% to change the opinion about leaving, 35% of the respondents were not affetced by the visa liberalization to change their attitudes and decision on departure.

Yes	65
No	35



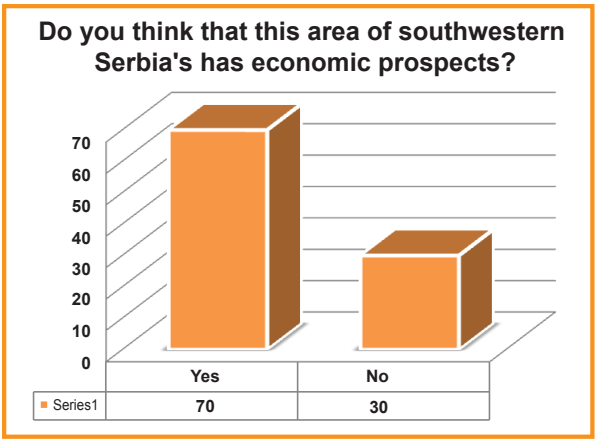
20. Do you think that this area of southwestern Serbia's has economic prospects?

The area south-west Serbia is one of the economically least developed regions of Serbia, with the highest unemployment rate in Serbia and the lowest average income.

Apropos all, the conclusion follows that the area of southwest Serbia is one of the economically most passive areas.

Hope for the betterment is what we all have, the fact that 65% of respondents believe that this area has a perspective creates a positive image.

Yes	65
No	35



CONCLUSIONS

On the basis of everything which we received as outcomes of this study, we can derive the following conclusions:

1. A large number of young employees (45%) continue to educate and improve themselves in order to be ready for new business challenges.
2. The young staff are very active in finding a job in their profession, even the 75% applied for a job in his profession, and among them there are those who currently work on other jobs that are not their expertize. Unfortunately, only 66% of respondents performed apprenticeship, and 20% of these think that they did not perform jobs that were listed in the application.
3. When responding on fairness in employment and ranking on the basis of qualifications and skills, 58% of respondents believe that employment qualifications are not the decisive factor. This points out to a high awareness of young staff on the problem of corruption, nepotism, employment by party affiliation. Therefore, managers of companies and to all who are in charge of recruitment of new staff should be addressed to value the knowledge and skills before of all other characteristics of the candidates.
4. Starting one's own business is an option which had been considered by 55%, and when asked why they had not chosen to do this, they highlight the following obstacles: financial assets 35%, underdeveloped market 25% , while the majority of respondents (40%) said that it is a lack of ideas.
5. According to the answers about the education and training outside the regular flow of higher education system, we realized that only 35% of respondents participated in seminars on the local entrepreneurship, while 39% used some of the NES loans, and only 8% of them used the start - up credit.
6. Speaking about the measures taken by local, regional and central government, 75% of respondents believes that founding new enterprises and manufactoring plants in the area of southwestern Serbia might hinder the departure of the young and maybe even stop. However, it should be noted that even 83% of respondents are dissatisfied with government's measures and policies for young people, while 75% of respondents believe that local authorities do not carry out actions aimed at improving the situation of young people.

7. Family (45%), and lack of financial resources (40%) and fear of the unknown (15%) were the main reasons that prevent young professionals to leave the south-western Serbia. Of the total number of the respondents 65% think that visa liberarization will not affect their attitude about leaving. As for the perspective of this area, we believe that it should be noted that 65% of young staff think that this area has an economic perspective.

RECOMMENDATIONS

The recommendations of this study are determined on the basis of research results, but most of all, based on the conclusions. The recommendations are as follows:

1. Young staff who have a need and desire for further education should be provided with incentives such as scholarships, paid tuition, days off during exams and so on. This would increase their willingness to perform various tasks and would make them more willing to respond to employers' demands and challenges of doing business in a turbulent environment.
2. Young staff should be provided an easy and simple access to the traineeship. Apprenticeship is the best way to include young people who have just completed studies in business enterprises. However, the state has to create ways.
3. Create a program that will encourage empowerment of young people which will not be misused by the employer or an employee in such a way that through corruption, nepotism and employment by party affiliation, people get employed.
4. To start any business it is necessary to have an idea, to educate young people, encourage their thinking, and this can be realized through a variety of programs.
5. If local authorities would develop a program of employment, "youth brain drain" would be significantly slowed if not stopped.
6. Start a small business requires financial resources that could be the starting basis of the realization of preliminary design.
7. Taking into account my familiarity with the people from the region I come from, I can freely say that the educational, financial and ideological support would surely persuade young professionals from southwestern Serbia to start a business in their town.

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