



T.C.

ANKARA YILDIRIM BEYAZIT UNIVERSITY
THE GRADUATE SCHOOL OF SOCIAL SCIENCES

**MIGRATION BALANCE
IN THE NORTHERN PART OF MONTENEGRO**

MASTER'S THESIS

Zlata LUBODER

SOCIAL POLICY

Ankara, 2021

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Supervisor
Prof. Dr. Erdal TANAS KARAGÖL

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ONAY SAYFASI

Zlata Luboder tarafından hazırlanan ‘Migration balance in the northern part of Montenegro’, adlı tez çalışması aşağıdaki jüri tarafından oy birliği ile Ankara Yıldırım Beyazıt Üniversitesi Sosyal Bilimler Enstitüsü Sosyal Politika Anabilim Dalı’nda Yüksek Lisans tezi kabul olarak edilmiştir.

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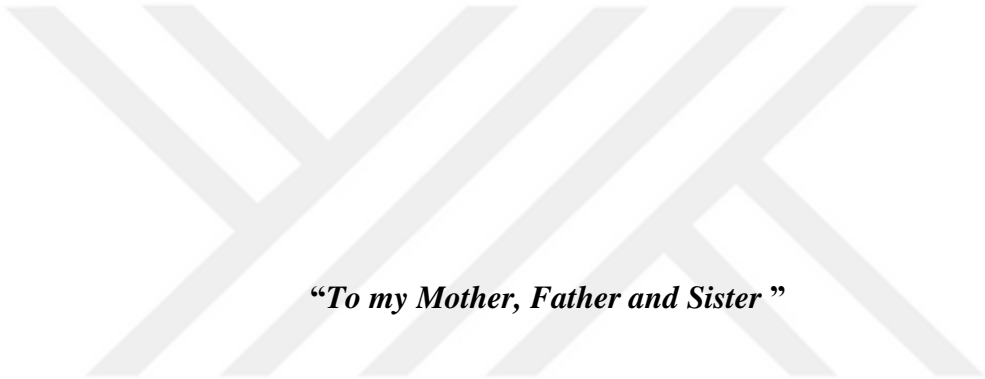
DECLARATION

I hereby declare that all information in this thesis has been obtained and presented in accordance with academic rules and ethical conduct.

I also declare that, as required by these rules and conduct, I have fully cited and referenced all material and results that are not original to this work; otherwise I accept all legal responsibility.

Zlata Luboder





“To my Mother, Father and Sister ”

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ÖZET

Tarih boyunca bir  lke i erisinde ya da sınır  tesinde g   edilen yerin g   dengesini etkileyen k   k veya b   k gruplar halinde, zorunlu veya g  n  ll   bir  ok g    meydana gelmi tir. G   ; sınıfsal, ulusal, ekonomik gibi pek  ok farklı etkenden dolayı ger  ekle mektedir.

Karada , daha az geli mi  kuzey b  lgesi ve daha geli mi  orta ve g  ney b  lgeleri nedeniyle kalkınma d  zeyinde  nemli b  lgesel farklılıklar ile karakterize olmu  bir  lkedir. Tarih boyunca, Karada  geleneksel olarak bir g     lkesi olmu tur. Bu g   n ba lıca nedenleri sosyo-ekonomik fakt  rler olarak g  r  lm  t  r.

Bu  alı mada, 2010-2019 yılları arası, Karada 'ın kuzeyinden gelen g   n olu turan ana nedenlere odaklanılmı tır.

Karada 'ın kuzeyinden g   n ortaya  ıkı ını etkileyen temel nedenler, i sizlik, ardından e itim olarak saptanmı tır.

Bu  alı mada nicel ara tırma y  ntemi se ilmi  ve ara  olarak anket kullanılmı tır. Ancak, beklenmedik Covid-19 sonucu, pandemiye yayma endi esi nedeniyle y  z y  ze anket yapmak m  mk n olmamı tır. Mevcut durum i erisinde dikkatli bir ara tırmacı olarak, insanları Covid 19'u yayma riskine sokmayan g  venli bir veri toplama y  ntemi olan Google Forms gibi internet platformunu kullandım.  rnekler incelendikten sonra, g   n ortaya  ıkmasına neden olan en b   k fakt  r  n i sizlik ve d    k  cretler gibi ekonomik ko ullar oldu u sonucuna varıldı. Bu bulgular ile  ng  r  len, olumsuz bir g    dengesinin ortaya  ıkmasına neden olu  ve bu sebepten dolayı kuzey b  lgesinde olası n  fus azalmasına yol a ılmasıdır.

Anahtar Kelimeler: G    dengesi, Karada , i  g   , i sizlik, n  fus azalması.

ABSTRACT

Throughout history, migrations have been common and have occurred, either voluntarily or forcibly, within a country or across borders, in small or large groups, which have certainly affected the migration balance of the place. Various causes have been identified for the emergence of migration, such as reasons related to religion, class, nationality or economy.

Montenegro is characterized by significant regional differences in the level of development, mainly due to the less developed northern region and the more developed central and southern regions. Throughout history, Montenegro has traditionally been a country of emigration and the main reasons that led to that are socio-economic factors.

In this study, the focus is on the main reasons that influenced the occurrence of emigration of residents from the north of Montenegro focusing on the period 2010-2019. The main motives that influenced the emergence of emigration from the north of Montenegro are the reasons that were identified as unemployment, then for personal development. In this study, a quantitative research method was used, and a survey was used as an instrument. However, due to an unforeseen outbreak of Covid 19 surveys were done through online platforms. As a researcher, who is very careful in the current environment, I have used internet platform, such as Google Forms, as a secure method of collecting data that did not put people at risk of spreading Covid 19. After analyzing the samples, the conclusion is that that the biggest reason that leads to the emergence of emigration are economic conditions, such as unemployment and low wages. Such a fact leads to the appearance of a negative migration balance, which leads to the possible occurrence of depopulation in the northern region.

Keywords: Migration balance, Montenegro, internal migration, unemployment, depopulation.

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LIST OF ABBREVIATION

EAOM	: Employment Agency of Montenegro
IDP	: Internally displaced persons
IOM	: International Organization for Migrants
SFRY	: Socialist Federal Republic of Yugoslavia
SSR	: Soviet Union of Socialist Republics
UN	: United Nations
UNHCR	: United Nations High Commissioner for Refugees



1. INTRODUCTION

The population of migration has its origins deep in history. The main drivers of migration are to escape from deprived living conditions and to search for better opportunities and they are largely linked to economic, political, and social factors. Any migration as a spatial movement of the population, it covers the area of origin and the area of settlement. Today, there is a large number of migrants in the world, and every decade the participation of migrants in the world population increases, with estimates that this trend will continue. The above process is the result of various global trends, primarily political and economic instability in certain regions, but also to strengthen the process of interdependence and climate change, which is increasingly becoming a cause of migration.

Migrations represent temporary or permanent, voluntary or forced relocation of the population, both within the borders of one country, from one socio-cultural local or regional environment to another (internal migration), as well as from one country to another (external migration). Migrants are leaving (emigrants) the environment in which they lived (emigration area) and come (immigrants) to new environment (immigration area). On the way from the place of his previous life (origin, country of origin) to a new place of residence (destination, country of destination), migrants pass through certain places (transit areas), and they are considered migrants in transit.

What attracts the most attention is modern external migration, as well as internal migration with the main factors are going from developing countries to developed countries. The country of Montenegro, even throughout history, is a traditional migratory state, which was also an emigrant country during historical events which are the best explained in the following chapter. However, during historical events, migration modalities have changed, and the changes have been most influenced by different socio-economic developments.

Montenegro, a country located in the Southeastern part of Europe, is known for the richness of biodiversity that can be seen in the Mediterranean area. Precisely the natural beauty that is represented in Montenegro, such potential actually has a great impact on the economic development of that country.

In addition to the increase in the number of tourists, there has also been a positive migration balance in the central and coastal regions of Montenegro. In contrast, despite the natural beauty that surrounds this country, in the northern region, a negative migration balance has been recorded, which is increasing year by year, as well as unemployment.

North region recognizable by. "area of high mountains and surfaces" covers 2/3 of the territory of Montenegro. Despite the negative migration balance, it is important to mention its natural potentials. The northern region consists of 35 attractive mountain lakes and mountain peaks that are over 2,200 meters above sea level. In addition to the fact that Montenegro is adorned with natural beauty, which is more recognizable in the southern region, it is important to emphasize the importance of the northern region of Montenegro as well (Dasic & Jovicic, 2011).

Compared to the central and coastal region, the Northern region, although it makes up more than half of Montenegro, still as one of the problems which facing the northern region, shows a level of underdevelopment, even with the huge potential it has. Despite its insufficient development, there is a problem that throughout history can be seen that a larger number of those who emigrate than those who immigrate in that part of Montenegro, which can lead to the problem of creating depopulation.

In this research, the author focused on discovering the main reasons for the emergence of emigration in the northern part of Montenegro. In this study, a quantitative research method was used, and a survey was used as an instrument.

The main problem that appears in this study is the fact that more and more young people are leaving the north of Montenegro, despite all the possible potentials that could influence them to stay in their hometown. Dissatisfaction of the population with living conditions can be seen that they are still present in that part of Montenegro, which are caused by various reasons, such as unemployment, poverty, or due to the continuation of personal development etc. Such data indicate the possibility of growth of the elderly population, and while the young are leaving more and more, which also creates a higher mortality rate.

The aim of this study is to determine the main reasons that affect the emigration of the population who are originating from the north of Montenegro in the period from 2010- 2019. Also, during the analysis, it is important to examine the extent to which economic factors influenced the emigration of the population from the north of Montenegro to leave their

home. The importance of this research provides a better insight into the real situation in the north of Montenegro over a period of 10 years.

In this thesis, the main questions that the researcher will focus on are:

1. What are the main causes of emigration in the northern part of Montenegro from 2010-2019?
2. What are the economic conditions in the central and southern parts of Montenegro?
3. What is the economic impact of migration in the northern part of Montenegro?

While research objectives are:

1. To investigate the main causes of emigration in the northern part of Montenegro 2010-2019.
2. To describe the economic conditions in the central and southern parts of Montenegro.
3. To assess the economic impact of migration in the northern part of Montenegro.

2. LITERATURE REVIEW

2.1. The Term Migration and Background

Over the years, there were different definitions of migration, most of which take into explanation the change of residence. Certainly, the idea of migration is one of the basic human needs to move, and from the very beginning, the human being has been changing habitats in the hope of a better place to live and in search of safety. The urge to move from one place to another for a human being is a quest for a better source of goods (John Salt, James Clarke, 2004).

The term migration is regarded as a global phenomenon. This can be noticed during historical events as well as in the present day. Generally, according to the term "migrants", it refers to persons who are moving or have already left their home country or have changed their place of residence within their home country. In the twenty-first century, forced and irregular migration can be seen most, which makes migration as a transnational problem with significant political, economic, social, and security implications that must be coordinated at global, regional and sub-regional levels. The territory of Europe is one of the main destinations for displaced persons. The influx of migrants significantly leaves a mark in demographic, political, and security terms, both in the Member states of the EU and in non-EU countries. The reason why a huge number of refugees choose Europe as their destination is because of a collectively accepted policy of recognition of rights and non-expulsion as well as the right to asylum (Stojšić- Dabetić & Mirković, 2018).

For example, In Europe, in 1970, Germany had the highest number of immigrants. In West Germany in 1990, 340,000 Germans emigrated from East Germany, after that the former Soviet Union of the Socialist Republics 148,000 inhabitants, then from Poland 134,000 and Romania, 11,150 inhabitants (Sabic & Vujadinovic, 2014).

During history, one of the largest mass migrations happened precisely because of religious and political reasons. As an example, we can see through mass migration occurred in 1947 with the continuation of two new states, India and Pakistan. Based on the data, an estimated 14.5 million people have left their homes for these reasons. Muslims went to Pakistan, while members of the Sikh and Hindu communities went to India. (Đusteberek, 2015).

It can be seen examples of intercontinental migration, such as the Greek colonization of the Mediterranean, the slavery of the Roman Empire, the migration of Jews and Roma, and the migration of peoples from Central Asia. The great process of colonization of Africa and Asia and then of America and Asia began with a great geographical discovery. Europeans' largest trans-oceanic intercontinental migration was to North and South America, Australia, and New Zealand. It took place in 3 big waves.

- The first wave of migration occurred after the Napoleonic wars.
- The second wave took place from the end of the 19th century until the 30s of the 20th century.
- The third wave began after the Second World War.

In overseas intercontinental migration from 1820 until 1930, it is estimated that there were about 60 million migrants. The Second Wave of World War II was followed by the last wave of emigration from Europe, which continues to this day. The reason for the emergence of emigration that has affected some of the European countries, it is considered as economically less developed countries. In the late forties and early fifties, about 3 million people emigrated from Europe to America and Australia, while the majority of the population from the former colonies moved to Europe. Thus, most people in Europe came from India, Pakistan, Bangladesh, Algeria, Angola, Mozambique, and other countries. After the post-war period, Europe began to recover demographically, and the main reason for receiving migrants was the lack of labor. Some of the countries have accepted migrants from the former colonies and have also accepted migrants from less developed European countries for instance, Spain, Italy, Portugal, and Greece. Later, migrants from the Socialist Federal Republic of Yugoslavia, Morocco, Algeria Tunisia, and Turkey also began to be accepted (Sabic & Vujadinovic, 2014).

Based on different definitions of migration, it should be emphasized that there are many examples of migrants' lifestyles which leaves an impact on their way of life, whether in a positive or negative aspect. As a positive example, it can be seen through the next case: young people who go for a limited period abroad, after a return in their country of origin, they bring with them new experiences that can have a positive impact on their lives. They mostly by migrating make money and then investing in innovations that bring a positive

impact on the economy. However, returning to the home country is not an easy procedure for the individual (Hofreiter & Košťalová, 2018).

When it comes to returning migration, an individual can face with 3 dimensions.

The first is a negative dimension that an individual is facing after returning from the country in which he/she previously immigrated. Feeling alienated in the country where the person was born can have negative consequences, which is why the individual later decides to leave the country again and return to the country in which the individual has previously immigrated, and as one of the main reasons for such a decision can be feelings as being unaccepted in a country which actually represents hometown.

The second dimension refers to the positive impact on the increase of social change.

The third dimension is related to the previous one, when an individual realizes upon his / her return that he/she can use and influence the positive changes of his / her home society (Hofreiter & Košťalova 2019).

Although in addition to many definitions of the term migration, one thing that is definitely in common is the movement of an individual or group of people. On this basis, attention can be paid to population movements and human participation in the world population, which will be presented in the following table.

Table 2.1. Population and participation in world population.

	1950.	1950.	1980.	1980.	2011.	2011.
Continent	Million	%	Million	%	Million	%
Africa	230	9,1	483	10,8	1 046	15,0
Asia	1 403	55,4	2 638	59,2	4 207	60,3
Europe	547	21,6	693	15,6	739	10,6
Latin America	167	6,6	362	8,1	597	8,6
Anglo-America	172	6,8	254	5,7	348	5,0
Australia and Oceania	13	0,5	23	0,5	37	0,5
World	2 532	100	4 453	100	6 974	100

Source: (Sabic & Vujadinovic, 2014).

Based on the table, the impact of migration trends on population growth can be observed. Between 1950, 1980 and 2011, the table shows that, after Asia, Europe is the most densely populated continent on Earth. Countries such as the Netherlands and Belgium, then small countries - Monaco, Malta, and the Vatican have the highest population density in Europe. Iceland, Norway, Finland, and Sweden represent the rarest populated countries in Europe. The most densely populated regions are traditionally those located on the coast. Traditionally, coastal regions represent densely populated parts of Western Europe. In Southern England, the population is 419 per km² and in northern France, it is 350 inhabitants per km². Around Belfast in Northern Ireland, the population density is 200 to 300 inhabitants per km². High population density is observed in England, due to its dynamic industrial development which has influenced the migration of people from other parts of the United Kingdom but also from abroad (Sabir & Vujadinovic, 2014).

2.2. Types and The Main Reasons for Migration

The term migration, or so-called mechanical movement, refers primarily to mobility or spatial mobility. When we say 'population mobility', it is a broader term than migration. The term migration, in this case, means spatial mobility represents one of the forms of total population mobility (A. Wertheimer-Baletić, 1999).

Before listing some of the types of migration, it is important to clarify the terms that will occur during the work.

The term migration represents any kind of movement of people, so in that case, we can talk about terms such as:

- Emigration
- Immigration
- Refugee
- Internally displaced person
- Push and pull effects.

Emigration - An emigrant is a person or group of people who leave their country of birth.

Therefore, it has a declining population from the country from which he or she emigrates (National Geographic Society, 2005).

Emigration carries both positive and negative factors. The positive factor is that by leaving, it contributes to reducing unemployment in that country and indirectly helps by sending money to his family in the country where he was born and thus affects the development of the economy. The emigrants are returning with better education, skills, money, and international contacts, which can have a positive effect too on social issues such as positive impact on the environment or improving the rights of vulnerable categories of society. The negative side of emigration is that the country of origin loses a young and educated workforce. This loss alone harms the economic situation in these countries (Đusteberek, 2015).

The negative side can also be reflected in the creation of the so-called Brain drain moment. Young people who have been awarded the title of higher education, they leave the country of birth for better financial conditions because their country of birth does not provide them with adequate facilities and therefore go to more developed countries, and this phenomenon is called brain drain (Zindović-Vukadinović, 2004).

Higher educated people are more likely to migrate than individuals with low or without education. Highly educated people such as doctors, engineers, and the like tend to leave less developed countries where the term brain drain is being created. The brain drain is due to the lack of support from highly educated staff, who are forced to leave the developing world and enter the industrial country in search of better living conditions (Carrington & Detragiache, 1998).

Immigration- An immigrant is a person entering a new country and influencing population growth (National Geographic Society, 2005).

When it comes to immigration, nowadays, the most serious problem that states face is the increase in the number of illegal migration. Illegal immigrants are persons who do not qualify for residency to become citizens of a particular state. For this reason, illegal immigrants are considered so-called third-country nationals. For example, there is still no

precise number of illegal immigrants who have arrived in countries of the European Union. EU has for years been faced with the emergence of illegal immigration, countries that are located in the southern part of Europe. Every dawn, the border police find at least a dozen bodies trying to reach European shores with the help of traders. Smuggling people now is a problematic 'job' that the border police are having a hard time fighting against them (Cudoska, 2012).

According to the World Migration Report 2020 (IOM, 2020) in search of a better life, some individuals were forced to travel using the hidden routes. One of the hidden routes to cross the border is using the sea. In October 2013, 368 migrants lost their lives crossing the border near an Italian island called Lampedusa.

Between 2014 and 2018, 30,900 people lost their lives trying to cross the border. In this period, the Mediterranean Sea recorded 17,919 bodies that have been found in the sea. In 2018, the Mediterranean Sea is the place with the maximum number of deaths found for the period of the border crossing. In North Africa, there were 570 deaths in 2018. The most common causes of death in that country are abuse, precarious transportation, poverty, starvation, and illness. In search of security, in 2017 they used the coasts of North Africa to cross into Spain, at which point 272 people who were recorded lost their lives. In 2018, the same route was used and the number of deaths increased to 570 (IOM, 2020).

Refugee- represents a person who has left the country of birth, and the main reasons for leaving are fear of discrimination because of race, nationality, belonging to a specific social group or consistent with the attitude of some political groups for which a person can be compelled to leave the country. The refugee does not enjoy the protection of his country and may be threatened with persecution by the government of the country where they were born (National Geographic Society, 2005).

The term refugee occurs in 1600. It was then first used for a group of Protestants - the Huguenots, who fled France due to religious persecution. Today, different reasons can be seen that lead to the emergence of refugees from different countries. Like the refugees of the time, the refugees of today are also facing the problem of persecution, because the country of their birth does not provide them with adequate protection, where they are forced to seek protection in another country (Harris & Herschbach, 2020).

Back in time, the total number of migrants in the world in 2014 was 19.5 million. When it comes to refugees, it for example, Turkey has received a great number of refugees which is also represents on of the biggest hosting country that has received the most refugees, which represents at the same time the country with the most refugees. During that period, there were 1.6 million refugees from Pakistan, then 1.5 million from Lebanon, and also from Iran's Islamic audience with about 1.1 million. More than half of the world's migration makes up Syria, Afghanistan, and Somalia, 53% to be exact. Syria is 3.9 million, Afghanistan 2.6 million, and Somalia 1.1 million migrants (Senturk, Kose, & Kahraman, 2017).

The difference between the term migrant and refugee can be explained by the fact that the migrant usually moves to another country or another city, for example, because of the financial reasons, and while the refugee is forced to leave his or her homeland because of persecution or violence. It is usually the migrants who make the decision themselves whether to emigrate and while the refugees are forced to. However, sometimes through practice, the difference cannot be seen. For example, West African residents immigrated to Libya for better economic conditions. However, after the outbreak of the war in 2011, survival for migrants became dangerous. Many were forced into slave labor, abused, killed. To return to their homes, they chose the countries of Europe, because crossing the desert to reach their home is expensive and also very dangerous. In Europe, they are recognized more as an economic migrant rather than a refugee (Harris & Herschbach, 2020).

What we can see nowadays is that the world is currently facing a refugee crisis. According to the UN convention, if an individual either meets the requirements of the status of "refugee", that is proven, then that means he/she has complete protection as a refugee. The term "refugees" can be classified as forced migration, as an individual leaves his or her country to escape war or persecution (Venettone, 2016).

During the two World Wars Europe has faced the emergence of refugees within its borders that took place. The biggest reason for the emergence of refugees was due to ethnic conflicts, the fall of the government, religious or political persecution, and the like. In the 1990s, one of the largest refugee movements just happened in Yugoslavia. The population exposed to these conflicts sought rescue as refugees, most notably in other European countries (Venettone, 2016).

Internally displaced person- represents a person who is forced to leave his or her home, the region where he/she resides for political, social, or other reasons (National Geographic Society, 2005).

Although the definition is quite similar to the term 'refugee', nonetheless IDPs (Internally displaced persons), also refer to a person forced to leave their place of residence, one of the reasons being human rights violations, but unlike refugees, they leave their place of residence and they do not go beyond the borders of their country. IDPs can be seen through the example of Bosnia and Herzegovina, 1992. During the war in Bosnia, Bosnian Serbs expelled Muslims from eastern Bosnia, where it is considered that 100,000 men were placed in the camps. Serb soldiers destroyed their homes, either killed them or handed them over to other displaced Serbs to ensure that Muslims would not return to the area. This was also known as ethnic cleansing. Due to a lack of opportunities, IDPs sought refuge in urban areas where they were controlled by their ethnic group. IDPs were able to be housed in schools or other state institutions or placed with other families (Phuong, 2005).

Push factor- the push factors of migration are, as the name implies, the reasons why one chooses to leave their home, place of residence, country, and even the continent. One of the factors why an individual leaves the place where he or she was born is because of the difficult situation, as difficult living conditions. Some other reasons are unemployment, economic instability, the unstable political situation in the country, unfavorable conditions for personal development, and others. Therefore, the individual is forced to leave the place in which he or she was born in the hope of better living conditions (National Geographic Society, 2005).

For example, push factor can be seen during the war in Bosnia, that was mentioned in the previous example, which began in 1992 and lasted until December 14, 1995, over 4 million people became refugees, while over 100,000 were killed. The inhabitants of Bosnia and Herzegovina are forced to leave their homeland because of the war, and in addition to the numerous countries that have given them refuge, one of the countries who helped them was Turkey. Annually, more than 20,000 Bosnians immigrated to Turkey (Hatipler, 2018).

Pull factor- reasons for immigration may be a better economic situation in the other country, better job opportunities, better living standards, and better opportunities for

improvement of knowledge (National Geographic Society, 2005). The factor that is primary and attractive in the place of residence is a positive impact on the stability of life..

However, it is important to mention that migration influences the mortality rate and the birth rate of the population. Therefore, it can be said to affect the total population and its structure. Therefore, the migration process itself can have a short- term which represents the total number of the population which is currently changing due to migration as well as its structure in the place of departure and destination, and the second one is long- term effect- it results from its immediate effect and is reflected in the fact that most young people go abroad, marry there, have children, divorce and die in the destination, which could also be experienced in the place where they were born if they did not move (A. Wertheimer-Baletić, 1999). Due to the emigration of the population, it affects the whole process of mortality and birth rates.

Migrations are divided according to different criteria. One of these criteria is the time duration, distance, cause, number of people, and others. According to the duration, we have:

- ✦ Daily migration
- ✦ Monthly migration
- ✦ Annual migration
- ✦ Seasonal migration
- ✦ Temporary migration
- ✦ Final migration

The circumstances in which migration takes place are one of the most relevant factors. Sometimes migrants face difficult decisions in emergency situations such as deciding whether to stay temporarily or permanently in a country where an individual or group of people has immigrated (Heršak, 1985).

In addition to many reasons, wars can be seen as one of the most common reasons for the emergence of emigration. The wars in the former SFRY at the end of the 20th century are the biggest causes of forced migration. By 1998, more than one million people from Southeast Europe had gone to Western Europe. About 600,000 people migrated from Bosnia

and Herzegovina and about 400,000 from Croatia. Most of them migrated to countries such as Germany, Sweden, Austria, Italy, and Turkey. The population in Bosnia before the war was 4.4 million (Sabic & Vujadinovic, 2014).

So, the pre-war population in Bosnia was 4.4 million, and only a few months later, in 1992, that number was down to 2.6 million. About 1.3 million represents individuals who were internally displaced, while 500,000 resided in neighboring countries (Phuong, 2005).

With the disintegration of the SFRY, especially the wars waged in Croatia and Bosnia and Herzegovina, there remained major population relocations between 1992 and 1995. In these affected countries, a large number of inhabitants fled to Montenegro (Montenegrins, Muslims, Serbs, Bosniaks, etc.). In 1994, there were 40 364 refugees, of whom 11 110 in went to Podgorica, 7310 in Herceg Novi. , Niksic 7210, Bar 2327 (Radojčić, 2008a).

As another example, the political situation in a country can lead to the emergence of migration. Due to political instability in Kosovo and Metohija, in 1998, about 40,000 refugees came to Montenegro. During the Kosovo war from March 24 to June 10, 1999, a new wave of refugees came from Kosovo, reaching 60,000, mostly Albanians. Immigrants from the former Yugoslav republics from Kosovo and Metohija, many of whom will remain living in Montenegro, have significantly influenced the structure of the national population of Montenegro (Radojčić, 2008a).

One of the most common types of migration with which they also represent forms of migration are:

- internal migration
- external migration
- economic migration.

2.2.1. Internal Migration

The term migration, as mentioned above, represents the movement of individuals from one place to another, due to better socio-economic conditions. The transfer may take place outside the country of birth or may be internal, which may at the same time be temporary or permanent. The term internal migration refers to the movement of individuals within the

country in which they are located, mainly for better job opportunities. The transition from rural to urban areas is the most widespread form of internal migration, which has an impact and a significant role in reducing poverty in rural areas. For example, in Pakistan, there is a high prevalence of poverty in rural areas. In 2014, in urban areas, it was reported that below the poverty line was 18%, while in the rural area a significant difference of 46% could be seen (Kousar et al., 2016).

Throughout history, in the 1950s, internal migration began to be intensifying. The most attractive factor during this period was increasing industrialization and urbanization, in the transition from rural to urban areas occurs, and the main reason for transition was precisely economic growth. The proletarianization of the workforce is represented. During this period, there was a high unemployment rate, which led individuals to move from rural to urban areas to increase their incomes and security. Pull effect becomes visible during this period and is reflected in the departure due to the attraction to improve the material situation (Senturk et al., 2017).

As noted above, it is mainly migrants who are choosing EU countries because of a policy that offers favorable living conditions. In 2017, there was more immigration than emigration in EU countries. However, if we consider EU member states such as Bulgaria, Lithuania, Croatia, Latvia, Romania, and Poland, according to the reports of all EU Member States, more emigrants than immigrants were recorded. Germany, as a member of the European Union, received the most migrants in 2017, unlike the other EU countries. This number was 917.1 thousand, and after Germany, the back then United Kingdom received 644.2 thousand migrants. Member States of the European Union have received a total of 4.4 million migrants. However, in addition to policies aimed at asylum seekers, there is also emigration in these EU Member States, which amounted to 3.1 million in that year. Based on gender distribution, there were more immigrations of men, 54% than women 46%. The highest number of men was recorded in Lithuania, 70%, while in Ireland the highest number was recorded in women at 53% (Eurostat, 2014).

Internal migrations have changes in every direction. These changes relate to the magnitude of population movements and economic development. These changes occur in the transition from rural to urban, then the transition from rural to rural, from urban to rural, or the transition from urban to urban. As previously emphasized, the largest internal

migration has occurred in the transition from rural to urban in the last two centuries (Özgüç & Timor, 2006).

Between rural areas and migration, there is a close connection. Viewed from the perspective of poverty reduction, internal migration has a positive impact on the increase of income in an individual. Workers in the agricultural sector, also the workers in the rural area, tend to move to the urban area and the industrial sector. An important goal of the transition itself is that it has the effect of increasing the incomes of rural households and, consequently, of increasing consumption (Kousar et al., 2016).

More than 20 million of the poorest residents move to urban areas annually. The proportion of the developing population living in urban areas has increased significantly and in 1960 it was 33%, while in 1994 it was 37%. It is estimated that by 2025 this percentage will increase by up to 57% of the population living in cities, representing more than half of the world's population. The first phase that influences changes in a social, psychological, and social sense is to abandon of the traditional way of life and move to grow cities, which is also a prerequisite for further migration (Mesić, 2002).

2.2.2. External Migration

External migrations are migrations that are based on departures from the home country. Different reasons may lead an individual to external migration. The reasons may be voluntary and forced. Going to another country because of a desire for a better economic situation is an example of voluntary external migration. Reasons such as wars, political instability, terrorism, poverty, natural disasters are examples of forced external migration (Senturk et al., 2017).

Examples of external migration are already visible throughout history. Such as examples in Turkey. After the founding of a new state of Turkey, it can be seen throughout history the great influx of migrants. In the example in the two countries, Greece and Bulgaria, which are related to Turkey, there is a clear example of external migration. After the formation of the state of Turkey in 1923, a large number of immigrants and emigrants appeared. By signing the Lausanne Agreement on the Peacekeeping of Population, Muslims - Turks living in Greece, about 500,000 thousand immigrated to Turkey, and while the Orthodox Greeks, about 1.2 million emigrated from Turkey to Greece. The "Greek Muslims"

mostly went to cities such as Izmir, Bursa, Kocaeli, Edirne, Balıkesir and other cities (Hatıplı, 2018).

Anyway, external migration creates ethnic and national groups, which become larger and it is spreading in other countries over time. No matter how far they go, keeping in touch with the country of origin is of great importance (Williams & Efendić, 2019).

One of the most important migration trends took place in 1925 in Bulgaria. From Bulgaria, more specifically, Muslims who lived there they immigrated in Turkey, until 1989. There were 4 waves of migration:

The first wave of migration, which occurred in 1925 by an agreement between Turkey and Bulgaria, which was signed until 1949. During this period, 218,998 people immigrated from Bulgaria to Turkey.

The second wave emerged in 1950 when the communist regime emerged in Bulgaria in 1950/51, Muslims as a minority immigrated from Bulgaria to Turkey.

Then from 1969 to 1978, 116,521 "Turkish Bulgarians" immigrated to Turkey.

The last migration occurred in 1989, which is also one of the largest mass migration movements. At that time over 310,000 people settled to Turkey (Hatıplı, 2018).

Through this example, the push factor can be seen and conclude that one of the reasons an individual can leave their home is precisely because of political instability where external migration is visible.

One way in which external migration occurs is through the appearance of illegal migration. As has been said, nowadays, illegal migration is a common occurrence. Residents of certain countries are beginning to leave their birthplace in a way that is not legally required, and when it is not provided by law constitutes that represent an illegal way of migration. Spain and Italy are most likely to face the emergence of illegal migrants. In Spain, between 50,000 and 70,000 estimates the occurrence of illegal immigrants. Due to the growth in the number of illegal migrants in Europe, this has led to the emergence of the black market. As long as there is a demand for illegal workers by illegal employers who are looking for cheap labor, migration control in Europe cannot be greatly effective in addition to illegal migration, there are those who immigrate to other countries due to poor living conditions,

such as poor earnings and a desire for better living conditions. Over the last few years, some European countries have been facing labor migration. Countries such as Poland and Hungary are facing workforces from other countries in Eastern Europe and the former Soviet Union of Socialist Republics (SSR) and also from asylum seekers from Africa and Asia. Hungary, as a potential source of emigrants, became a transit country for migrants from underdeveloped countries (Sabic & Vujadinovic, 2014).

2.2.3. Economic Migration

Economic theories focus on analyzing the root causes of international labor movements. The importance of economic growth is reflected in the positive effect on human productivity, the creation of wealth, and the development of national income which is increasing economic growth. These are all reasons that affect the stability of a country. Economic development and modernization are closely connected, dependent. One of the main reasons why residents of one country leave their place of birth is precisely the lack of economic development. Lack of economic development carries with it risks such as low wages and the appearance of poverty. Citizens in search of a better life decide to go to economically developed countries, where certainly has a positive impact on the standard of living and lifestyle of the citizen (Massey, 1999).

The goal of leaving the country may be to strive for better economic conditions that affect stability and social growth. No matter how poor the country is, residents who strive for economic stability still leave the country due to lack of economic security, using various ways that can be legal as well as illegal. By escaping from hunger, epidemic, and poverty, immigrants use every possible means that can help them reach their desired goal. The more obstacles in the way, the more illegal paths occur that help them reach their destination (Cudoska, 2012).

In addition to the economic reasons that cause an individual to emigrate, in addition to voluntary migration, economic reasons most often lead to forced migration. Even voluntary migration does not mean that such a decision does not have the kind of pressure on the decision-maker. In any case, the process of movement brings with it risks. Sometimes these risks can be higher or lower. However, the refugee is certainly an example of forced migration (Gieling, Thijs, & Verkuyten, 2011).

No matter what the reason for the migration, the economy plays an important role in deciding between migration. One of the theories that have left a striking mark on economics is the neoclassical theory. Neoclassical migrations highlight the difference in wage levels as well as employment opportunities in the immigration country as the most important factors in migration trends.

Countries with surplus labor have low wages, while otherwise there are countries that suffer from labor shortages but workers are paid high. Because of this inequality, low-paid workers go to rich countries, in countries that offer them better economic stability, higher wages (Senturk et al., 2017).

In that post-war period, there was a shortage of labor in Western European countries. As a workforce, they are first recruited by war-displaced persons. Migrants originally from Italy, Spain, and other Mediterranean countries are also in search of work. Afterward, due to labor shortages, they employed migrants from the former Yugoslavia, Turkey, Morocco, Tunisia, and Algeria (Heinz & Rainer, 1994). The connection can be seen throughout history that reigned between migration and unemployment. In this case, we have a labor shortage country, and on the other hand, we have migrants who, for economic reasons, have left their country in hope of having higher wages that will contribute to stability in life.

In 1970, Germany had the highest absolute number of foreigners, to be more specific, about three million immigrants. After Germany is France, then Switzerland and Belgium. In the 1970s, there were 12 million immigrants in Western Europe. The workers were welcome but under the condition that their stay would be temporary and without bringing their families (Castles & Davidson, 2000).

After the end of World War II, about 15 million people entered Western Europe. After some time, some returned to their homes of birth, while others continued to live in the country where they immigrated (Stalker, 2002). Through this example, we can see that some who temporarily immigrated to the country that opened the door for them. After a certain period still returned to their homes, while on the other hand, some stayed permanently in the country that received them. We can see that this is forced migration because people generally go to other countries and stay there mainly because of the better conditions that the country provides which leads to so-called economic migration.

2.3. Migration in the World Nowadays- International Migrants

Table 2.2. International migrants during the period from 1970 till 2015. (IOM, 2017).

Year	Number of migrants	Migrants in percent as world's population
1970	84,460,125	2.3%
1975	90,368,010	2.2%
1980	101,983,149	2.3%
1985	113,206,691	2.3%
1990	152,563,212	2.9%
1995	160,801,752	2.8%
2000	172,703,309	2.8%
2005	191,269,100	2.9%
2010	221,714,243	3.2%
2015	243,700,236	3.3%

Source: (IOM, 2017)

Based on the IOM report, a significant increase in international migrants can be estimated from 1970 to 2015 (table no.2). In 1970, that number was 84,460,125, while in 2015 that number increased to 243,700,236. The number of international migrants increased by almost 100 million in 2015 compared to 1990, which means that the migration movement increased significantly.

According to the World Economic Forum, the following Figure shows from which countries immigrated the most in 2015.

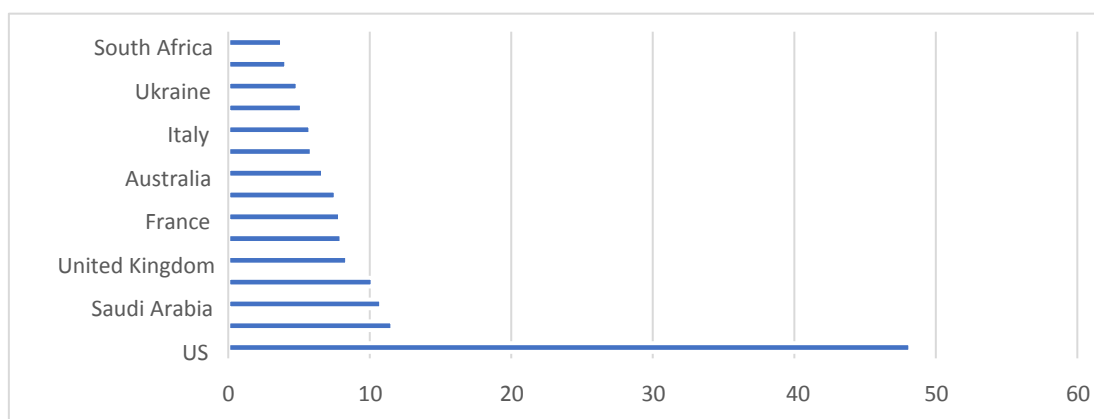


Figure 2.1. The most immigrated countries in 2015.

Source: (Pison, 2019).

According to the World Economic Forum, the country that received the most migrants in 2015 is the United States, accounting for about 48 million immigrants, which is 5 times the bigger than the number of immigrants in Saudi Arabia (10, 8 million). After the United States is Russia in the amount of 11.6 million immigrants. In Germany, the number of immigrants was 10.8 million. In the United Kingdom (8.5 million) and the United Arab Emirates (8 million), there is little difference in the influx of immigrants. The case in Canada at that time was 7.6 million immigrants and in Australia, it was 6.7 million. In Spain (5.9 million) and Italy (5.8 million) almost the same number of immigrants came in 2015, while in India this number was reduced compared to previous states and the number of immigrants was 5.2 million. Among the countries that provided refuge to immigrants were Ukraine, Turkey, and South Africa (Pison, 2019).

The first four countries that represent the largest number of immigrants are coming from:

- Mexico
- China
- Russia
- Syria

Mexico represents the largest number of migrants worldwide; it represents the largest "diaspora" with 12 million. China ranks second with a numbering of 11 million migrants. The number of migrants from the Russia is 10 million, while the number of migrants from the Syria is 8 million. In 2019, women make up less than half of international migrants. In 2000, it accounted for 49% of women's participation, while in 2019 it decreased by one percent to 48%. In terms of age, one in 7 international migrants is less than 20 years old. Three of the four international migrants from the age of 20 to 64 are of working age (UN, 2019).

According to the UN, in 2014, international migrants, those who are living outside the country of birth and originating from Asia and Europe, that number has increased to 21 million. In 2010, the number of people of Asian descent born abroad is about 37 million, while the number of Europeans born in foreign countries is about 20 million. As a group, in 2013, residents of Asian origin were the largest diaspora. In Europe, the number of births of

Asian origin was around 19 million. In North America, that number was 16 million and in the Oceania 3 million (UN, 2014).

Table 2.3. European countries with the highest number of emigrants and immigrants in the period 2008-2011.

Country	Immigrants	Country	Emigrants
Germany	550.000	Moldova	171.748
France	500.000	Romania	100.000
Sweden	265.649	Belarus	50.000
Check Republic	240.466	Bulgaria	50.000
Belgium	200.000	Albania	47.889
Switzerland	182.803	Ukraine	40.000
Norway	171.232	Lithuania	35.495
Greece	154.000	Bosnia & Herzegovina	10.000
Portugal	150.000	Latvia	10.000
Ireland	100.000	Estonia	10.000

Source: Sabic & Vujadinovic, 2014).

Based on this table, the countries Germany, France, Sweden, Check Republic, and Belgium are considered to be the countries receiving the most immigrants in Europe. In Germany, the number of immigrants in the period from 2008 to 2011 was 550,000 immigrants, while the country with the least immigrant population in Ireland and amounts to 100,000. In the same period, the largest number of emigrants has the state of Moldova, with 171,748 emigrants, followed by Romania with 100,000 emigrants, Belarus with 50,000 emigrants. During this period, there were 10,000 emigrants in Estonia and Latvia.

2.4. Migration trends of the Montenegrin population throughout history

When it comes to the migration trend which are fundamental in Montenegro, it is important to mention certain historical events that have left a mark on Montenegrin history. Throughout history, Montenegro was an integral part of the Socialist Federal Republic of Yugoslavia; in 1991, after its dissolution, it remained in the constituent part of Serbia. Then, in 1992, these two countries were named the Federal Republic of Yugoslavia, until 2003. After that, the breakup of the FRY comes. From 2003 until 2006, there was the State Union of Serbia and Montenegro. After that period, in 2006, where the referendum held on May 21 of the same year, voted to form an independent state of Montenegro. The country declares independence on June 3rd (Darmanović, 2006).

The Republic of Montenegro is located in the Balkan Peninsula, which is at the same time the smallest country by the area. The capital is Podgorica, which is a political, economic, cultural, and educational center in Montenegro. The name Podgorica was first mentioned in 1326, and by that time it was called Ribnica. In 1946, the capital back then the Socialist Republic of Montenegro, and in the Socialist Federal Republic of Yugoslavia, the city, it was called Titograd, which later changed its name to Podgorica. Since 2006, the capital of Montenegro is Podgorica. Montenegro is a multi-ethnic state, so the Montenegrin population is made up of Montenegrins, Bosniaks, Serbs, Albanians, and others. Montenegro, in addition to its favorable tourism development potential, is still considered to be an economically underdeveloped country (Sabic & Vujadinovic, 2014).

Around 700,000 inhabitants live in Montenegro today, while the capital Podgorica, has a population of less than 200,000 (Darmanović, 2006).

More precisely, according to the last census conducted in 2011, the population of Montenegro is 620,029. There are 23 municipalities in Montenegro, of which 13 municipalities belong to the northern region (Monstat, 2018). Also, according to mentioned fact, the population of Montenegro is divided on municipalities as listed below:

- Andrijevica 5 071
- Berane 33 970
- Bar 42 048
- Bijelo Polje 46 051
- Budva 19 218
- Cetinje 16 657
- Danilovgrad 18 472
- Herceg Novi 30 864
- Kolašin 8 380
- Kotor 22 601
- Mojkovac 8 622

- Nikšić 72 443
- Plav 13 108
- Pljevlja 30 786
- Podgorica 185 937
- Rožaje 22 964
- Šavnik 2 070
- Tivat 14 031
- Ulcinj 19 921
- Žabljak 3 569 ((Monstat, 2012).

Even, as a small country, still, Montenegro has experienced internal and external migration for centuries. The most common reasons that led to this occurrence are:

- The appearance of wars
- Existence of blood-revenge
- Due to poor traffic connections
- Striving for better living conditions (Radojčić, 2008a).

Throughout history, what characterizes the Montenegrin population is the becoming of a larger trend of emigration than immigration. In addition to the reasons mentioned above and which led to the occurrence of migration, they may also include political and economic motives and reasons caused by natural disasters.

2.4.1. Political Motives

After the Berlin Congress, after the recognition of the sovereignty of Montenegro, in 1878, the decision influenced the social changes that had an impact on the movement of migration. Montenegro then gained about 10,000 inhabitants who are Muslims and Catholics. One of the conditions for recognizing the sovereignty of Montenegro is certainly the provision of equal political, religious, and civil rights. However, some Muslims began to

leave Montenegro after the Berlin Congress because they did not want to be subjects of a Christian ruler, so they went to places that were controlled by the Turks, such as a place called Sandzak. Those who remained, they fought for their religious and civil rights (Đečević, 2011).

Some countries were forced to leave their country for political reasons. In such situations, Montenegro is one of the countries that has opened its doors to refugees. At the beginning of 1991, 2,860 refugees arrived in Montenegro. In the period from 1991 to 2003, the largest influx of refugees occurred in 1992, when the war took place in Bosnia. After 1996, the number of refugees began to decline (Penev, 2011).

In Figure 2, the largest number of migrants in the last 50 years was recorded in the 1990s. The table shows that in 1990-1999, almost 42,000 current residents of Montenegro immigrated to Montenegro. In 1999, 9,888 current Montenegrins immigrated to Montenegro, and in 1992, 7,595. Due to the events in the former Yugoslavia, the main reasons for the emergence of immigration were the wars, which led to a sudden violent migration of the population towards Montenegro (Monstat, 2012).

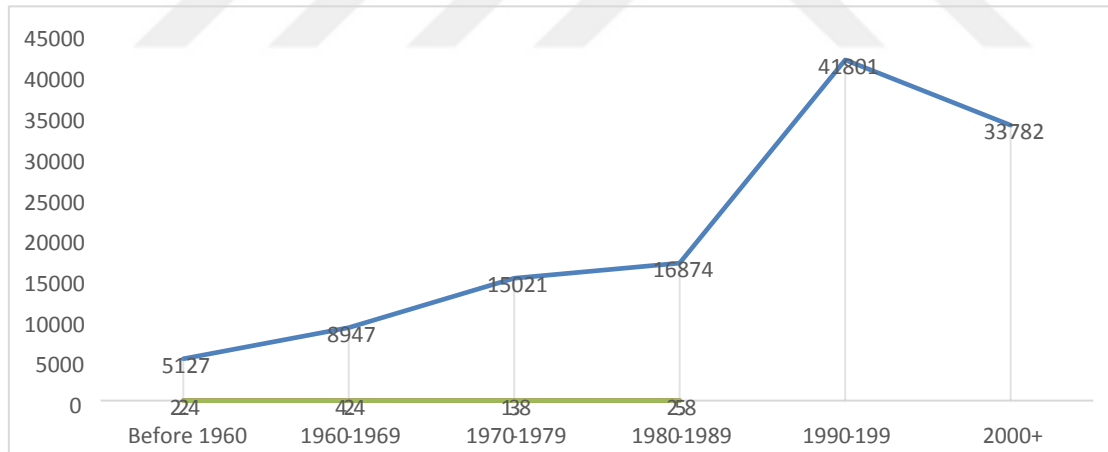


Figure 2.2. The number of person who migrated to Montenegro.

Source: (Monstat, 2012)

2.4.2. Economic Motives

Then, throughout history, among the then South Slavs, the inhabitants of Montenegro were among the first to emigrate to America. According to passport control, between 1853 and 1878, 8,141 people left Montenegro and went abroad primarily for economic reasons,

to earn money. At that time, 2388 people went to Serbia, and 486 people to Constantinople. Then, over the next few years, the number of the population between 2,000 and 4,000 emigrated and went abroad. In 1871, a large number of the Montenegrin population emigrated and went to San Francisco as well as to other places in California. Since most emigrants went to America, according to estimates from 1905, there were over 15,000 Montenegrins in America, and the documents also mention that in 1914, 40,000 Montenegrins migrated to America, as it is mentioned, mainly, because of the economic reasons (Radojčić, 2008a).

During historical events, in addition to various reasons for leaving the country, the documentation indicates the emigration of Montenegrins to the back then Constantinople, it was very frequent, and one of the main reasons was the desire for better economic conditions. Usually, the Montenegrin population there engaged in manual labor, and rarely engaged in activities such as crafts. Most often, they were gardeners, or they worked as security or domestic helpers in wealthier families. Some, in addition to cash income, also acquired real estate income. Those who were not able to find a job in Constantinople went to other places, such as Anatolia, Bursa, Smyrna. Also, Montenegrins went to Egypt, where they worked on the construction of the Suez Canal. Also, the Montenegrin people went to Greece to earn money. In 1882-1892 and 1897-1905, 3,736 workers were sent from Montenegro. At that time, they worked on digging the Corinth Canal as well as other various buildings. Back in then, the inhabitants from ex-SFRY migrated in the countries of Western Europe, wherein 1981 there were 10,694 registered persons with a university degree (Lutovac, 1980).

The population of Montenegro has been going abroad for decades for temporary work. It has been observed that workers who are originally from there, they spend the money earned on new construction of houses in the countryside or buy new land where they have invested in the construction of agriculture. Therefore, back in time, the price of land in the villages has increased (Lutovac, 1980).

Based on the following table, it can be noticed that external migration until 1968 was in the so-called initial phase. Until 1964, there were illegal departures, were in the countries, and with the earned income, many of them returned to their place of birth. From 1968 until the end of 1971, a significant increase in external migration can be observed. In 1972, there was a significant decline in the number of people wishing to migrate compared to the previous year, but the process of hiring workers abroad is still the main reason for migration.

By the end of May 1973, 10,188 residents of Montenegrin origin were temporarily working abroad. As a percentage, it amounts to 2% of the total population. It should be taken into account that a large number of workers left on their initiative because they have their relatives abroad who helped them get a job. Also, some went as tourists just to find a job in the country of work. By the end of May 1973, from the then Titograd and now Podgorica, about 8,500 workers went to another country on their initiative, for better employment. It is important to note that this applies exclusively to the workforce (Lutovac, 1980).

In the 1960s, most Montenegrin farmers decided to go for temporary work abroad, more precisely over 60%. It was also decided by people who have certain qualifications and who are educated. The main reasons for leaving are dissatisfaction with working conditions and the level of earnings. Then they spent two to four years abroad, depending on the earnings. For example, if he thinks that he can solve the problems for which he went to work temporarily with the earned income, then he decides to return to his homeland, and if he decides not to return, their migrations turn into emigrations (Lutovac, 1980) .

Table 2.4. The number of workers from the Socialist Republic of Montenegro on temporary work abroad (before 1960- 1973).

Year of going to work abroad	Number of workers
1960 and before	122
1961	19
1962	51
1963	53
1964	54
1965	139
1966	179
1967	260
1968	861
1969	1.729
1970	3.029
1971	2.350
1972	757
1973 (January to May)	429
Unknown	156
In total	10.188

Source: (Lutovac, 1980).

Based on the number of temporary workers who went to work abroad, in the following table, we can see how the population moved in 1948, 1961, 1971, 1981, 1991, 2003.

Table 2.5. Number of inhabitants (and those who are temporarily working abroad).

Municipality	1948.	1961.	1971.	1981.	1991.	2003.
Bar	21 487	24 587	27 580	32 535	37 510	45 246
Budva	3 825	4 834	6 106	8 632	11 717	16 156
Kotor	14 124	16 642	18 917	20 455	22 410	23 541
Tivat	5 030	5 974	6 925	9 315	11 429	14 006
Ulcinj	12 861	16 213	18 955	21 576	24 217	26 451
Herceg Novi	12 482	15 157	18 368	23 258	27 593	34 102
Montenegrin coast	69 809	83 407	96 851	115 771	134 876	159 492
Danilovgrad	16 800	17 378	15 073	14 769	14 718	16 636
Nikšić	38 359	57 399	66 815	72 299	74 706	76 677
Podgorica	48 599	72 319	98 796	132 290	152 025	179 401
Cetinje	25 114	23 503	22 024	20 213	20 307	18 754
Central part	128 872	170 599	202 708	249 571	261 756	291

Source: (Lutovac, 1980)

From table no. 5 we can see that between 1991 and 2003 the number of inhabitants on the Montenegrin coast increased, mostly in the municipalities of Budva by 37.8%, then Bar 20.6%, Tivat 19.7%, and Herceg Novi by 23.6%. Population growth was also recorded in Podgorica by 18%. In Podgorica, the largest increase was recorded, amounting to 4.9% annually. and in Niksic by 1.8% annually. The reason for the decline in the number of inhabitants in Cetinje and Danilovgrad is the existence of internal migration. Since 1953, the reason for the decline in the number of inhabitants in these municipalities is precisely because many of them go to Podgorica and Niksic, where it can be seen as the growth of the population.

In addition to the importance of demography, as one of the ways to follow the migration, economic reasons are one of the main factors in the emergence of temporary work abroad which causes the so-called phenomenon of migration.

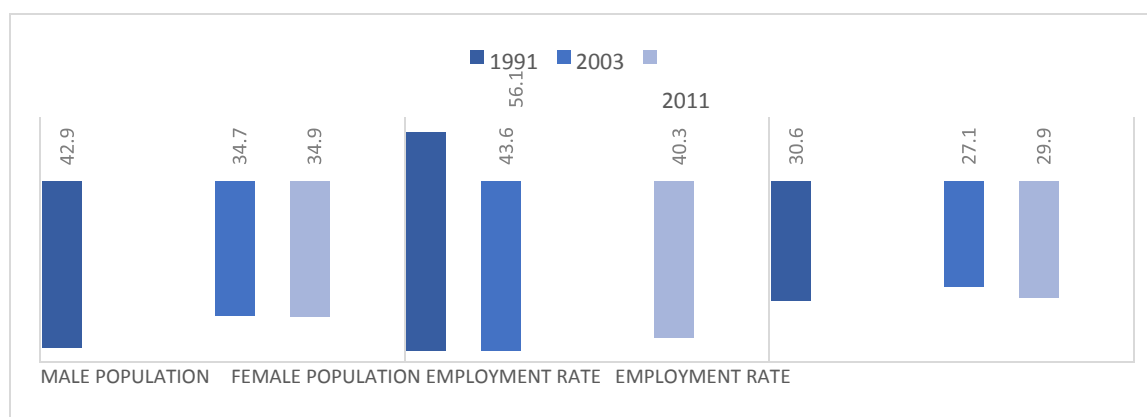


Figure 2.3. Employment rate in Montenegro (1991,2003 and 2011).

Source: (Monstat, 2014).

Based on the presented Figure, when it comes to the unemployment rate at the level of the state of Montenegro, a difference can be noticed in the period between 1991 and 2003. In 1991, the total employment rate was 42.98%, and while in 2003 decreased and amounted to 34.77%. Until 2011, there was a minor change between 2003 and 2011, where the increase in employment compared to 2003 was 34.94%. But compared to 1991 and 2011, the employment rate is lower. Looking at the male population, the employment rate was highest in 1991, which was 56.1%, while in 2003 it was 43.6% and in 2011, slightly lower, is 40.3%. In the female population, a small difference can be seen compared to 1991 and 2011. In 1991, the number of employees in the female population was 30.6%, and while in 2011 there was a slight decline, in the amount of 29.9 %. It should be noted that since 2003, whose employment rate of the female population was 27.1%, however, in 2011 it experienced an increase. Based on this table, it can be concluded that there have been changes in the employment rate, but in percentage terms and not so much difference.

As it has been seen so far, throughout history, one of the main factors in the emergence of migration were economic factors. Unemployment is a sub-factor of it. The table of the number of unemployed persons in 1991, 2003 and 2011 is presented below.

Table 2.6. Unemployed population by age and gender during 1991, 2003, and 2011).

AGE GROUP	TOTAL			MALE			FEMALE		
	1991	2003	2011	1991	2003	2011	1991	2003	2011
TOTAL	48947	92951	56839	26243	48682	32356	22704	44269	24483
15-19	8566	7591	2319	5156	4329	1427	3410	3262	892
20-24	17643	19389	8173	9906	11025	5166	7737	8364	3651
30-34	5413	13985	7683	2556	6615	4244	2857	7370	3439
35-39	2747	11361	6639	1358	5418	3416	1389	5943	3223
40-44	1587	8913	6378	733	4368	3287	854	4545	3091
45-49	763	6777	6246	439	3567	3297	324	3210	2949
50-54	634	4721	5327	433	2637	3133	201	2084	2194
55-59	239	1740	3460	180	1369	2452	59	371	1008
60-64	73	419	929	35	313	801	38	106	128
60+	145	251	133	53	138	99	92	113	34
UNKNOWN	211	604	12	128	276	7	83	328	5

Source: (Monstat, 2014).

1991 people were considered unemployed, most of them were between 20 and 24 years. In 2011, this number is significantly reduced, even more than 100%. The biggest changes were recorded at that age. This can best be explained by the fact that young people are becoming more interested and following new trends regarding technology. At all ages, between 2003 and 2011 the number of unemployed decreased, except at the age of 60-64, which in 2003 amounted to 419 and in 2011 to 929.

2.4.3. Reasons Caused by Natural Disasters

Throughout history, one of the important reasons for the emergence of migration of the Montenegrin population is the lack of arable land. For centuries, the staple food of the Montenegrin population was potatoes, corn, meat, and dairy products. One of the main reasons for the emergence of migration through history can be seen through the following examples too:

- The 1608-year occurrence of drought caused the bad kind of products which caused the appearance of hunger. The onset of famine led to people to emigrate. Then the greatest year of drought and famine was recorded, where there is an example that, even though the inhabitants were leaving their country, they were doing suicide because of poverty. Such was the case in Cetinje.

- In 1779, the literature states that even then, due to lack of rain, a large number of people left Montenegro.

- On May 14, 1781, huge snow fell in Montenegro, causing a large population migration.

The years 1786 and 1787 represented years of famine, where two-thirds of the population wanted to emigrate from Montenegro. The directions of emigration from Montenegro were to Constantinople, Dalmatia, Austria. Nowadays, we can see that there are families who are originally from Montenegro, who left their country of birth, and who have moved to some of the countries of the former Yugoslavia or some other countries in the world (Radojčić, 2008a).

Montenegro, however, throughout history, in addition to a large number of departures of the population, was still considered a country that received those who needed help. Thus, due to forced migrations, Montenegro accepted persons from the countries that belonged to the former Yugoslavia and accepted refugees. The following table shows Montenegrin municipalities with the number of refugees (Penev, 2011).

Table 2.7. Distribution of Refugees by Municipalities, 2003.

Municipality	In total	Male	%	Female	%
Montenegro	21138	9784	46,3	1134	53,7%
Andrijevica	83	35	42,2	48	57,8
Bar	2212	1073	48,5	1139	51,5
Berane	469	203	43,3	266	56,7
Bijelo Polje	432	187	43,3	245	56,7
Budva	1148	523	45,6	625	54,4
Cetinje	163	73	44,8	90	55,2
Danilovgrad	502	234	46,6	268	53,4
Herceg Novi	4398	2075	47,2	2323	52,8
Kolašin	226	108	47,8	118	52,2
Kotor	790	363	45,9	427	54,1
Mojkovac	107	53	49,5	54	50,5
Nikšić	1604	642	40,0	962	60,0
Plav	108	48	44,4	60	55,6
Pljevlja	841	367	43,6	477	56,4
Plužine	112	54	48,2	58	51,8
Podgorica	5495	2532	46,1	2963	53,9
Rožaje	91	37	40,7	54	59,3
Šavnik	33	17	51,5	16	48,5

Resource: (Penev,2011).

Based on the attached data in the following table, the largest part of refugees is in the southern cities, Kotor, Herceg Novi, Bar, Ulcinj, and Budva, more precisely 51.1%. In the Central region (Podgorica, Nikšić, Cetinje, and Danilovgrad) it is 36.7%, while in the Northern part there are only 12.2% of refugees. The northern part then included a total of 11 municipalities, namely Bijelo Polje, Andrijevica, Plav, Berane, Mojkovac Rožaje, Kolašin Pljevlja, Žabljak, Plužine, Šavnik.

However, despite the appearance of refugees, then a negative migration balance was recorded in 2003 in the municipalities located in the north, and the reason for this is that the younger population from the north mostly goes to the municipalities located in the central part, and first opt for Podgorica (Penev, 2011).

2.5. Migration Trends in the Northern part of Montenegro

The pursuit of better living conditions is one of the main causes of emigration from Montenegro. In 2015, in the period from 1st January 2015, till 5th of October, 2015, the number of Montenegrin citizens seeking asylum was 3,142 people. According to the number of submitted applications, Montenegrin citizens were back then in second place according to the number of submitted asylum applications, while asylum seekers from Syria were in the first place. The largest occurrence of emigration can be seen in the northern region of Montenegro, and one of the biggest reasons for such a problem is the disproportion in the economic, infrastructural and cultural development of the southern, central and northern part of Montenegro (Radulović & Brnović, 2016).

To talk about the migration trends that were in the northern part of Montenegro, it is important to point out the municipalities located in that part of Montenegro. Therefore, the Northern region consists of the municipalities: Andrijevica, Berane, Bijelo Polje, Kolašin, Mojkovac, Plav, Pljevlja, Plužine, Rožaje, Šavnik, Žabljak. The northern region received another new municipality, the municipality of Petnjica, which adopted amendments to the Law on Territorial Organization, which restores the status of the municipality of Petnjica, which is part of the northern region, where almost exclusively Muslims-Bosniaks live (Božović, 2018).

The municipalities of Bar, Budva, Herceg Novi, Kotor, Tivat, and Ulcinj are located in the coastal region, while the central region consists of the capital Podgorica, then the city and old royal capital Cetinje, then two municipalities, namely Danilovgrad and Nikšić .

Throughout history, in 1998, the municipalities that were considered underdeveloped are some of the municipalities that make up the northern region, namely: Bijelo Polje, Andrijevica Savnik, Berane, Rozaje, Mojkovac, and Plav. Budva, which belongs to the coastal region, is a developed municipality. Podgorica, Bar, Nikšić, Plužine, Tivat, Herceg Novi, Kotor, and Cetinje are medium-developed municipalities, while less developed municipalities are: Ulcinj, Pljevlja, Žabljak, Danilovgrad and Kolašin (Radojčić, 2008b).

Even then, in comparison with other regions that belong to Montenegro, it can be noticed that the northern part is exactly the one that was considered an underdeveloped part that belongs to that country.

The northern region of Montenegro has two-thirds of natural potentials, which represents more than half of the territory of Montenegro. But, unfortunately, in addition to the natural wealth, it possesses, in the last few years, one can notice a decades-long trend of emigration from that part of the region. Internal migrations have become particularly intense, with the emigration trend moving mostly from north to south. The study back then showed that the biggest reason for the emergence of internal migration is unemployment. Despite the significant potential for sustainable tourism that can last throughout the year, owning 100% of the hydro potential, 71% of the forest, despite all that, according to data from 2015, and despite the natural wealth, more than 60% of the population is not in a good financial situation (Šćepanović, 2014).

Large migratory movements of the inhabitants of Montenegro have been visible throughout history, which leads to an uneven distribution of the population, where the transition from villages to cities most often occurs. The aging of the population is increasing, and the population growth is decreasing. To slow down the depopulation of Montenegrin villages and municipalities, the best way is to provide better living conditions as the inhabitants of the city have (Šćepanović, 2014).

To better understand migration trends, it is important to pay attention to the structure of the population and population density. The following table presents the regional population structure of Montenegro in 1961 and 2003 (Todic, 2019).

The following table shows the regional structure of the population in Montenegro, comparing the years 1996 and 2003. In 1996, the largest population was in the northern region, followed by the central region. Compared to 2003, there is a decrease in the number of inhabitants in the northern part, while in the southern and central part the number of inhabitants is increasing.

Table 2.8. Regional Structure of the Population of Montenegro in 1996 and 2003.

Region	1996 %	2003 %
Northern part	46,2	33
Central part	36,1	43,3
The southern part	17,7	23,7
In total	100	100

Source: (Ministarstvo finansija, 2006).

The migration balance by regions in 2011 will be presented below:

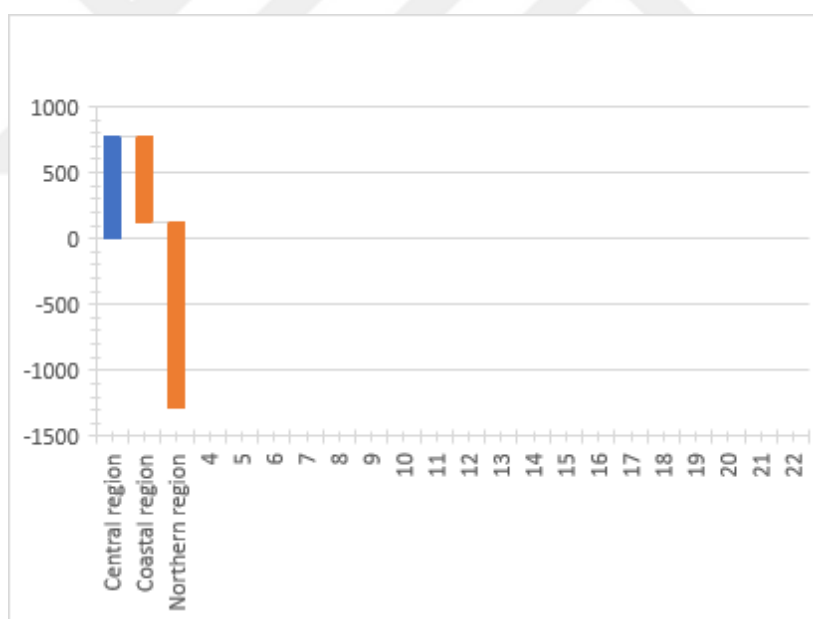


Figure 2.4. Migration balance by region in 2011.

Source: (Monstat, 2012).

Even after the rapid recovery of the economy after 2000, it still can see regional differences in levels of development. Based on the graphs, it can be noticed that in 2011 a positive migration balance was observed in the central and coastal region. In the central region, a higher migration balance was recorded and amounted to 768 people, while in the

coastal region, the positive migration balance amounted to 639 persons. Nevertheless, the Northern region encounters a rather pronounced depopulation where it is recorded in each municipality located in that region and negative migration balance amounts to -1 407 persons. The majority of the total population that moved within Montenegro in 2011 were women, with 53.2% and men 46.8% (Monstat, 2012).

The northern region is characterized by depopulation, where the population between 1991 and 2003 decreased by 9 index points. Nevertheless, the Northern region is rich in natural beauty, which can represent the potential for tourism development. It has agriculture, arable land, 67% and 70% of livestock and forestry, that is 71% of the wood mass (Ministarstvo za ekonomski razvoj, 2008).

Despite the natural wealth of the northern part of Montenegro, compared to other regions, it still represents the poorest part of the country. In the period from 2010-2015. the government has invested close to 350m euros in the north, mostly in infrastructure. Since then, the number of companies, agricultural households, and the average salary has increased. Yet despite many positive results after investing in the region, the number of employees remains the same. Such a situation has led to the population leaving and unemployment rising (Marinović, 2015).

In general, in 2010, the unemployment rate observed as the ratio of the number of registered unemployed residents was 12.12%, while in 2009, that percentage was 11.42%. The highest unemployment rate was recorded in the municipalities located in the northern part, in Mojkovac in the amount of 18.39%, while in Bijelo Polje that percentage was 18.22%. Also in the Montenegrin old royal capital Cetinje, a high unemployment rate was recorded, at 17.82% (EAOF, 2011).

A couple of years ago, the unemployment rate on 31.12.2006 was 14.72%. Compared to the beginning of the year (January 1, 2006), when the unemployment rate was 18.53%, there was a decrease of 3.81%. (EAOM, 2007).

Compared to 2008 and 2009, unemployment in 2009 was 10.74% and in 2008 it was 11.92%. The lowest unemployment rates were recorded in the two coastal municipalities of Budva in the amount of 5.93% and Herceg Novi 7.18%, and the highest unemployment rate was recorded in the old Montenegrin royal capital (19.32%), and in two municipalities Bijelo Polje (17, 7%) and Žabljak (16.33%) belonging to the northern region (EAOM, 2009).

In 2008, the number of unemployed in the municipality of Berane was 1732 people, and while in 2009 while in 2009 was 1729. The number of unemployed decreased, but still does not represent a significant difference (EAOM, 2010).

In 2011, the migration balance by Montenegrin regions was presented, and the following table will present the table of migration balance of those who immigrated and those who left the municipality located in the north of Montenegro.

Table 2.9. Migration balance in the Northern part of Montenegro, 2008.

	Immigrated	Moved away	Migration balance
Andrijevica	34	61	-27
Berane	192	362	-170
Bijelo Polje	161	524	-363
Žabljak	30	57	-27
Kolašin	38	100	-70
Mojkovac	40	95	-55
Plav	38	100	-62
Plužine	11	86	-75
Pljevlja	39	203	-164
Rožaje	40	171	-131
Šavnik	3	86	-83

Source: (Monstat, 2009)

In 2008, a negative migration balance was recorded in the northern region. This leads to the conclusion that in the northern part of Montenegro there is a higher incidence of those who leave the region than those who come there to live. The largest number of those who moved out of their homes is in the municipality of Bijelo Polje. In the capital Podgorica, a positive migration balance was recorded, amounting to 584 (Monstat, 2009).

Table 2.10. Migration balance in the Northern part of Montenegro, 2008.

	Immigrated	Moved away	Migration balance
Andrijevisa	44	72	-28
Berane	184	382	-198
Bijelo Polje	158	515	-357
Žabljak	30	54	-24
Kolašin	21	106	-85
Mojkovac	48	114	-66
Plav	29	106	-77
Plužine	10	91	-81
Pljevlja	57	201	-151
Rožaje	50	201	-181
Šavnik	11	83	-72

Source: (Monstat, 2010)

As in the previous year, the migration balance in 2009 recorded a negative migration balance. Although a smaller number of emigrants were recorded in 4 municipalities, this does not change the fact that the migration balance is still in the red. In Rožaje, the number of emigrants in 2008 was 171, and while in 2009 the number increased to 201. Based on the table, we can conclude that people emigrate from municipalities that represent their homeland for them. Persons who immigrate to the municipalities in the north of Montenegro, compared to the previous year, is slightly higher in 4 municipalities. Regardless of such information, the migration balance has not turned positive, so there are still more who are leaving (Monstat, 2010).

2.6. Migration Balance by Regions from 2015-2019

If it is in one state or city the number of immigrants is higher than the number of emigrants, it actually represents a positive migration balance. If there are more emigrants than immigrants, it represents a negative migration balance, where a decrease in the number of inhabitants occurs in a certain area of a country (Monstat, 2016).

According to the data obtained from the Montenegrin Administration for Statistics, MONSTAT, it can be concluded that the northern region has a visible negative migration balance compared to the other two regions. The negative migration balance in the north in

2015 was -1189. A positive migration balance was recorded in the central and southern region, while in the central migration balance is 671, and in the coastal region the number is 518 (Monstat, 2016).

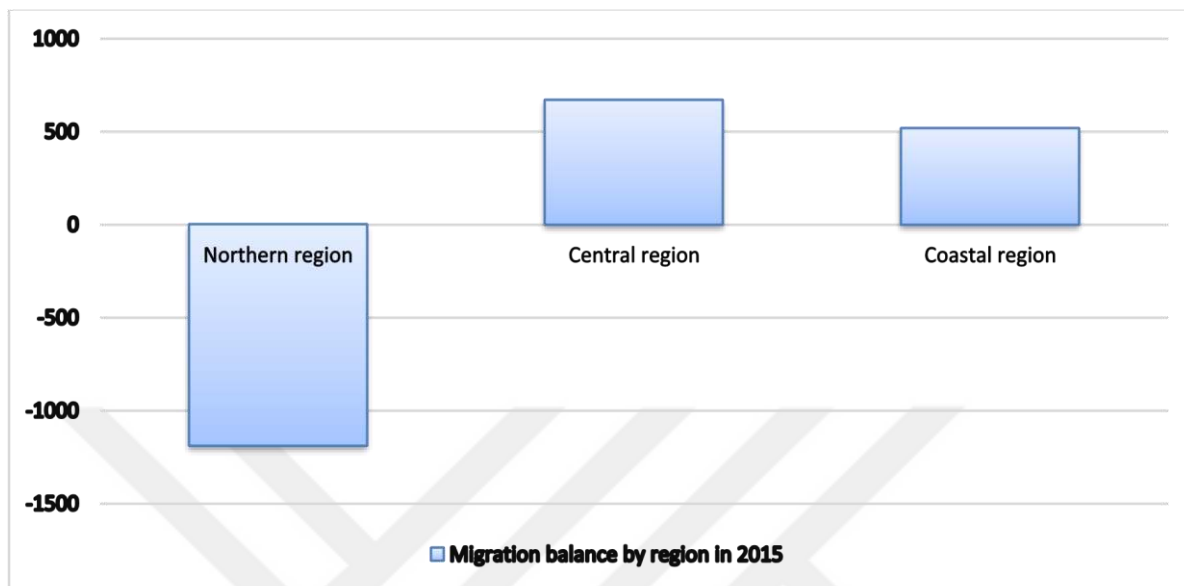


Figure 2.5. Migration balance by region in 2015.

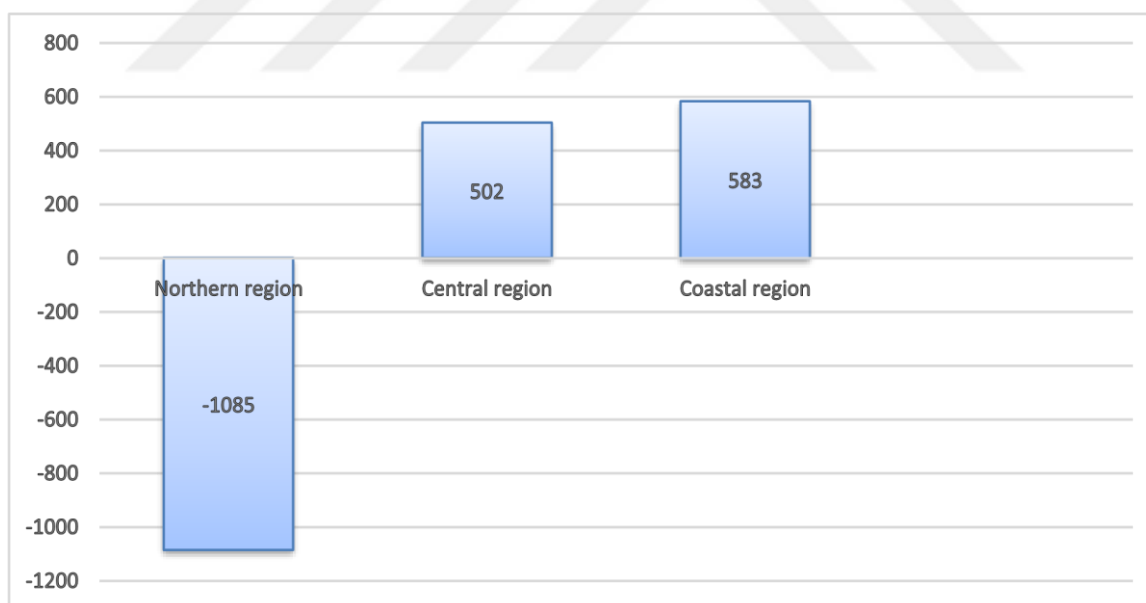


Figure 2.6. Migration balance by region in 2016.

In 2016, 5.162 inhabitants moved within Montenegro. Analyzing this figure, in compare to 2015, can be seen a decline in the number of those leaving the north of Montenegro. Despite such an analysis, this does not change the fact that the northern region still has a negative migration balance. The negative migration balance in that region is -1085.

Although in previous years the most positive migration balance was recorded in the central region, but in 2016, leads the southern region, amounts to 583. In the central region, migration balance was slightly lower than last year and is it was 502 (Monstat, 2017).

In the next figure the total number of people who moved within Montenegro in 2017 was 5237. In the northern region, unlike the previous two years, the negative migration balance has increased. The negative migration balance is -1268. Unlike last year, the central region recorded a much more positive migration balance, which is higher than the coastal region this year, and amounts to 643. The coastal region records a positive migration balance from year to year, and in 2017 it amounted to 625. At the level of Montenegro, the percentage of those who migrate is still higher among women than men. In 2017, 52% were women, while men were 48% (Monstat, 2018).

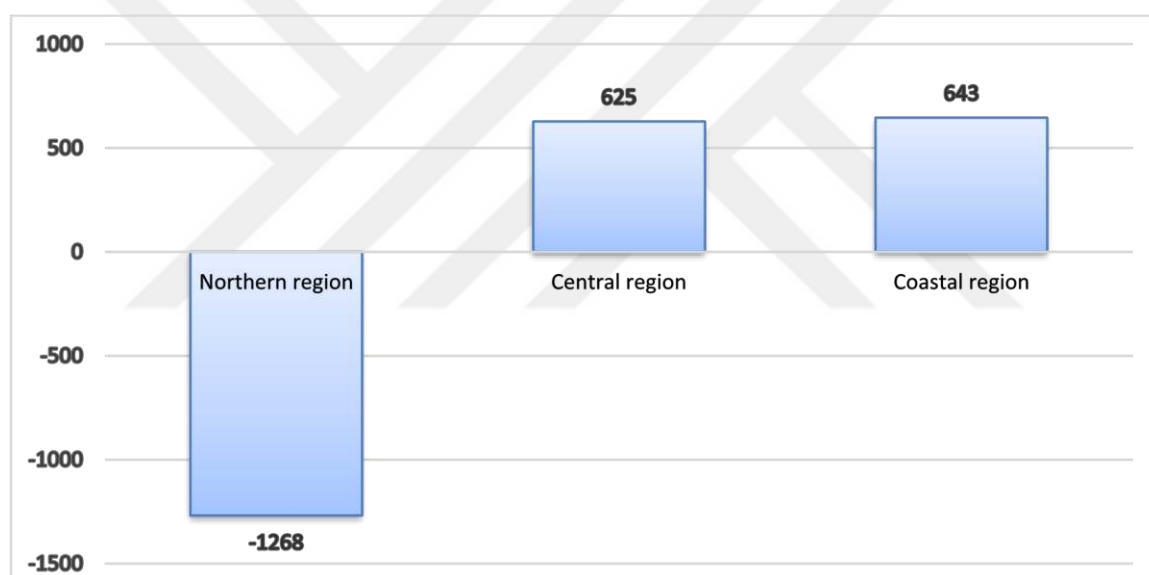


Figure 2.7. Migration balance by region in 2017.

The movement of the population continues to increase, and in 2018, so that the number of internal migration within Montenegro was 6631. And again, without a decrease in the number of those leaving, again in the Northern region, a negative migration balance was recorded and amounts to -1882. In the coastal region, the number of immigrants has increased by 267. In that region, the positive migration balance is 892. In the Central region, the migration balance is 990, which is 347 higher than the previous year. the difference from last year increased by 1%, i.e. women make up 53% while men make up 47%, 1% less than last year (Monstat, 2019b).

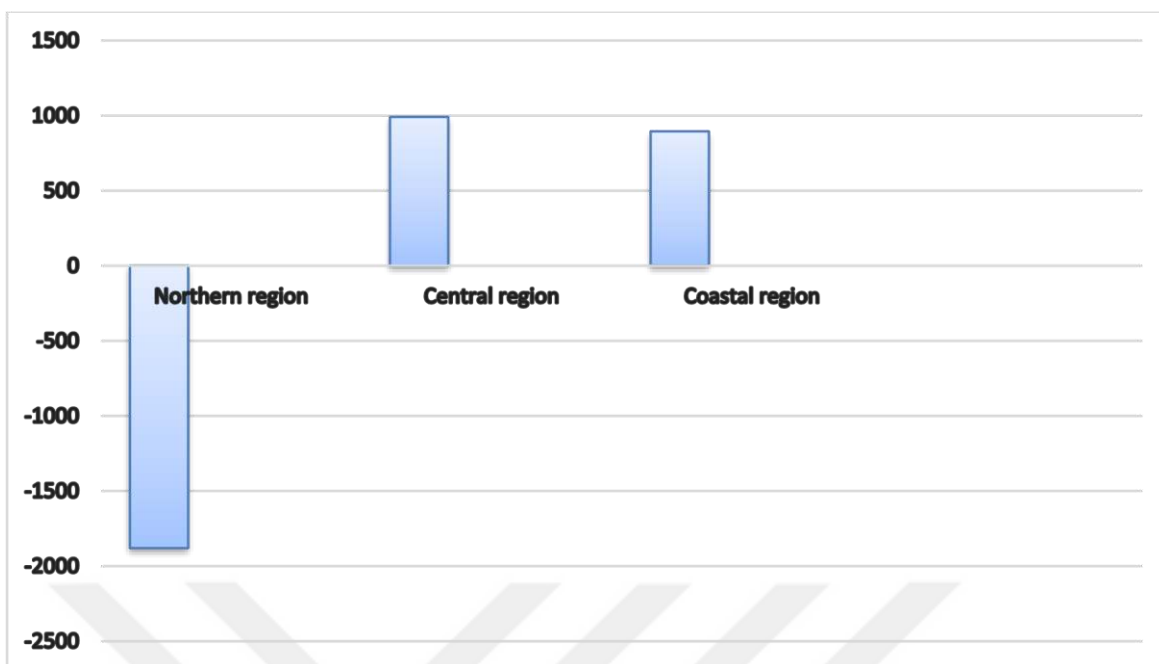


Figure 2.8. Migration balance by region in 2018.

Compared to 2018, in 2019 a decrease in the migration balance was recorded in all regions. The number of inhabitants who moved in 2019 is 6,504. The central region recorded the most positive migration balance compared to the other two regions and amounts to 898, which is less by 92 inhabitants compared to last year. In the coastal region, the positive migration balance is 772, compared to the previous year, the number of inhabitants is lower by 120. The northern region as can be clearly seen, is the only region that during these years that has a negative migration balance, which in 2019 was -1670. Although the migration balance is lower compared to the previous year, this not change the fact that it is still negative.

In general, in Montenegro, women are the ones who move the most, more precisely for 53%, while men make up 47% (Monstat, 2020).

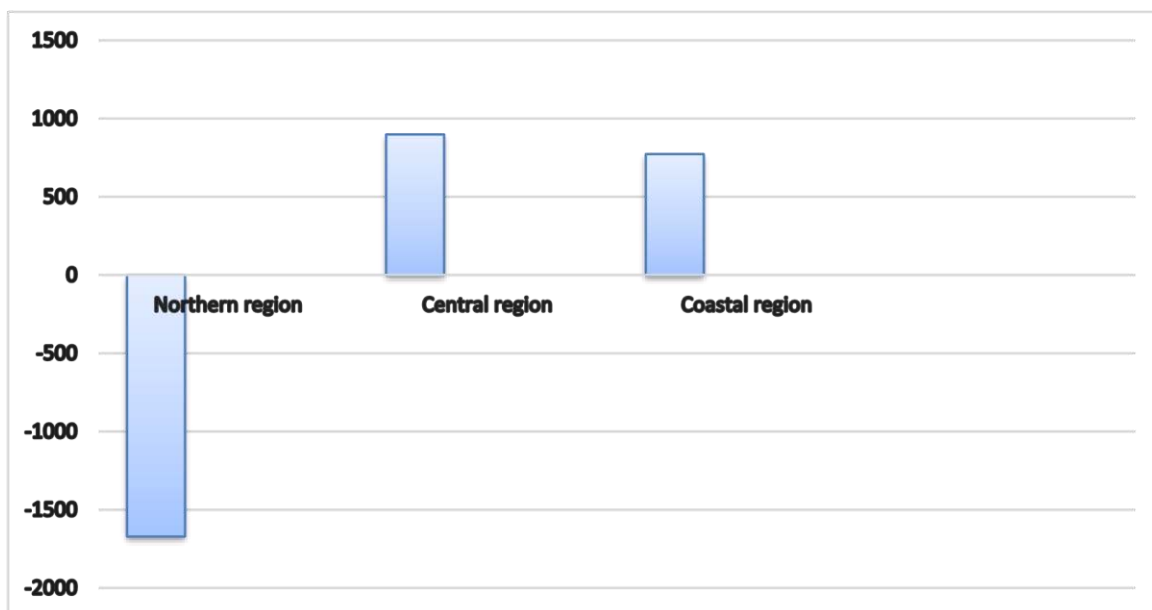


Figure 2.9. Migration balance by region in 2019.

2.6.1. Migration Balance by Municipalities From 2015- 2019

In the following topic, the study will focus on the migration balance by municipalities in the period 2015-2019. Data were collected from the statistical agency MONSTAT from Montenegro. This data is combined them into one table, for better visibility and a more valid understanding of the difference that occurs in a given period.

Table 2.11. Migration balance by municipalities 2015-2019.

Municipalities	2015	2016	2017	2018	2019
Andrijevisa	-45	41	-111	-49	-86
Berane	-203	-225	-191	-262	-190
Bijelo Polje	-381	-429	-487	-580	-521
Gusinje	0	41	30	22	37
Kolašin	-66	-63	-89	-98	-106
Mojkovac	-67	-66	-76	-140	-124
Petnjica	-45	93	56	32	34
Plav	-34	-101	-83	-122	-136
Pljevlja	-142	-180	-187	-285	-247
Plužine	-50	-44	16	-60	-41
Rožaje	-119	-130	-152	-210	-163
Šavnik	-29	27	20	-87	-93
Žabljak	-8	-29	-14	-43	-34

Source: (Monstat, 2015-2019)

By analyzing the number of immigrants and the number of emigrants in a given area in a certain period of time, a conclusion is reached that confirms the fact that in researched part of Montenegro is shows us a negative migration balance.

In 2015, a negative migration balance was recorded in every municipality belonging to the north of Montenegro, except for the municipality of Gusinje. In that municipality, the migration balance is zero, which certainly represents the same number of immigrants and emigrants, which means that there has been no change in the number of inhabitants in that municipality. Only in that municipality was the number of immigrants recorded in each subsequent year (Monstat, 2016).

In 2016, out of 13 municipalities, a positive migration balance was recorded in the municipality of Andrijevica, and it amounts to 41, then in the municipality of Gusinje also the migration balance is 41, the municipality of Petnjica 93 and the municipality of Savnik where the positive migration balance is 27. In the municipality of Andrijevica, in 2017, there was a negative migration balance, which is also the largest for that municipality, and amounted to 111. Then, in 2018, the migration balance decreased and amounted to -49, and while in 2019, that negative migration balance increased and amounted to -86. In Berane, the smallest migration wave, which is negative, was recorded in 2019, and amounts to -190, while the largest was -262 in 2018.

The largest negative balance was recorded in Bijelo Polje and amounts to -381. From year to year, the negative migration balance is increasing, and the largest was -580 in 2018, while in 2019 it decreased and amounted to -521.

The municipality of Rožaje had the largest negative balance in 2018 and amounted to -210, and while in the following year that number decreased and amounted to -163. Yet this does not change the fact that despite so much potential it possesses, there are still more those who leave than those who come.

Despite the not so numerous examples of a positive migration balance in the region, the Northern part is characterized by the appearance of those who leave more than they come, that is, there is a greater occurrence of what is defined as a negative migration balance (Monstat, 2019b).

The movement of migrations within Montenegro is most noticeable in the central and Coastal regions of Montenegro. For example, from the municipality of Bijelo Polje, 275 people applied in Podgorica in 2015, and in 2016 the number increased to 278. The largest number of applications coming from Bijelo Polje . In 2018 was recorded and it amounts to 342, while in 2019 that number is reduced to 291, which is certainly a higher number of applicants compared to 2015 and 2016. In the municipality of Savnik, in the period from 2015-2019, most applicants originally from Savnik were in the municipality of Niksic, rather than in the capital. In 2018, the number of applicants was 69, and in Podgorica 26. In 2019, the number of applications decreased, so that in Nikšić the number of applicants from Žabljak was 65, and in Podgorica 18.

From the municipality of Rožaje, in 2019 the number of applications was most confirmed in the coastal region, more precisely in the municipality of Bar, where the number of applications was 85, and while in the central region, more exact, in the capital was 83. In previous years, most applications were recorded in Podgorica, and then in Bar.

However, there are municipalities whose migration movements were within the northern region of Montenegro, represents movements to other municipalities belonging to the northern region. Despite this fact, but this does not change the fact that most of them go to the central and coastal regions. For example, in the municipality of Andrijevica, in 2015, the highest number of applicants, and 26 from that municipality, were in the municipality of Berane, and 21 in Podgorica. Only in 2017 was a higher number of applications reported in Podgorica than in Berane. There were 48 applicants in Podgorica and 39 in Berane. Also in 2019, the number of applicants in Podgorica was 42, and in Berane 40.

2.7. Employment Rate in Montenegro

In the following table is a regional structure of unemployment, the documents were analyzed and illustrated in the following table in such a way that the municipalities were analyzed on the basis of the regional unit or labor office to which it belongs. Therefore, the regional unit, the Labor Office in Podgorica, recorded the highest number of unemployed in 2015 for the municipalities of Podgorica, Niksic, Kolašin (which belongs to the north) followed by Danilovgrad and Cetinje. After that, the highest number of unemployed was recorded in the Regional Unit of Berane, for the municipalities of Berane, Plav, Andrijevica and Rozaje (Zavod za zapošljavanje, 2016).

As of December 31, 2016, the Podgorica Regional Unit had the most unemployed, for the municipalities of Podgorica, Kolašin, Danilovgrad and Cetinje, 15,626 or 31.58% of the total number of unemployed (December 31, 2015, 12,404 or 36.49%). and Regional Unit of

Berane, for the municipalities of Berane, Plav, Andrijevica and Rožaje, 10,409 persons or 21.03% (December 31, 2015, 6,093 persons or 17.93%) (Zavod za zapošljavanje, 2018).

As of December 31, 2017, the Podgorica Regional Unit had the most unemployed, for the municipalities of Podgorica, Kolašin, Danilovgrad and Cetinje, 15,355 or 29.95% of the total number of unemployed (December 31, 2016, 15,626 or 31.58%). and Berane Regional Unit, for the municipalities of Berane, Plav, Andrijevica and Rožaje, 13,409 persons or 26.16% (31 December 2016, 10,409 persons or 21.03%) (Zavod za zapošljavanje, 2018).

At the end of 2018, the Berane Regional Unit had the most unemployed, for the municipalities of Berane, Plav, Andrijevica, Rožaje, Gusinje and Petnjica - 11,863 persons or 28.67% (December 31, 2017, 13,409 persons or 26.16%) and Podgorica Regional Unit, for Podgorica,

Kolašin, Danilovgrad, Cetinje, Tuzi and Golubovce - 11,751 persons or 28.4% (December 31, 2017, 15,355 persons or 29.95%) (Zavod za zapošljavanje, 2019).

At the end of 2019, the Podgorica Regional Unit, for Podgorica, Danilovgrad, Cetinje, Tuzi and Golubovce - had 9,781 persons or 26% (December 31, 2018, 10,950 persons or 26.46%) and the Berane Regional Unit, for the municipalities of Berane and Andrijevica where 5,086 persons or 13.52% are unemployed (31 December 2018: 5,396 persons or 13.04%). Also in the municipality of Rožaje, there was a large increase in unemployment, where in 2019 the number was 3396, and while the highest unemployment in this municipality was in 2017 and it was about 3720.

Table 2.12. Number of unemployed inhabitants by municipalities from 2015-2019.

	2015	2016	2017	2018	2019
Andrijevisa	503	740	1044	877	774
Berane	2865	5891	6444	4519	4312
Budva	790	1231	1021	801	683
Bijelo Polje	4176	4514	5026	3992	3549
Bar	2479	2828	2863	2270	1779
Cetinje	1467	1440	1347	1074	984
Danilovgrad	1128	1443	1457	982	841
Herceg Novi	1521	1793	1323	842	684
Kotor	816	764	650	532	479
Kolasin	854	809	819	801	756
Mojkovac	768	821	878	618	637
Niksic	5161	5438	5254	4202	3500
Podgorica	8955	11934	11742	7304	6709
Plav	789	1171	2201	1727	1709
Pluzine	235	216	214	177	162
Rozaje	1936	2607	3720	3153	3396
Savnik	134	155	116	86	75
Tivat	740	746	784	576	432
Ulcinj	1466	1789	1514	1281	1219
Žabljak	306	235	206	113	108
Pljevlja	2902	2922	2649	2274	1987
Golubovci	-	.	.	676	521
Gusinje				600	597
Petnjica				987	997
Tuzi				914	726

Source: (Zavod za zapošljavanje, 2015- 2019)

Based on the next table, we have a clear picture of the fact that between 2015- 2019, actually in 2015, the highest unemployment occurs in the central region. The highest number of unemployed in the central region was recorded in 2016, where the number of unemployed was 20,255. In 2016, the highest unemployment was also recorded in the central region, where this number also increased in other municipalities. In the coming years in the central and southern part of Montenegro, the number of unemployed decreases, while in the northern region of Montenegro this number increases. So that in the northern region, for 2017, the

number of unemployed amounted to 23,317, while between 2018 and 2019 years the number of unemployed people has decreased by 4.34%.

Table 2.13. Number of unemployed people by regions in Montenegro from 2015-2019.

Year	Northern region	Central region	Coastal region
2015	15.464	16.711	7.812
2016	20.081	20.255	9.151
2017	23.317	19.800	8.155
2018	19.924	15.152	6.302
2019	19.059	13.281	5.276

Source: (Zavod za zapošljavanje, 2015- 2019)

For better visibility, below is a figure that shows a realistic picture of rising and falling unemployment by region.

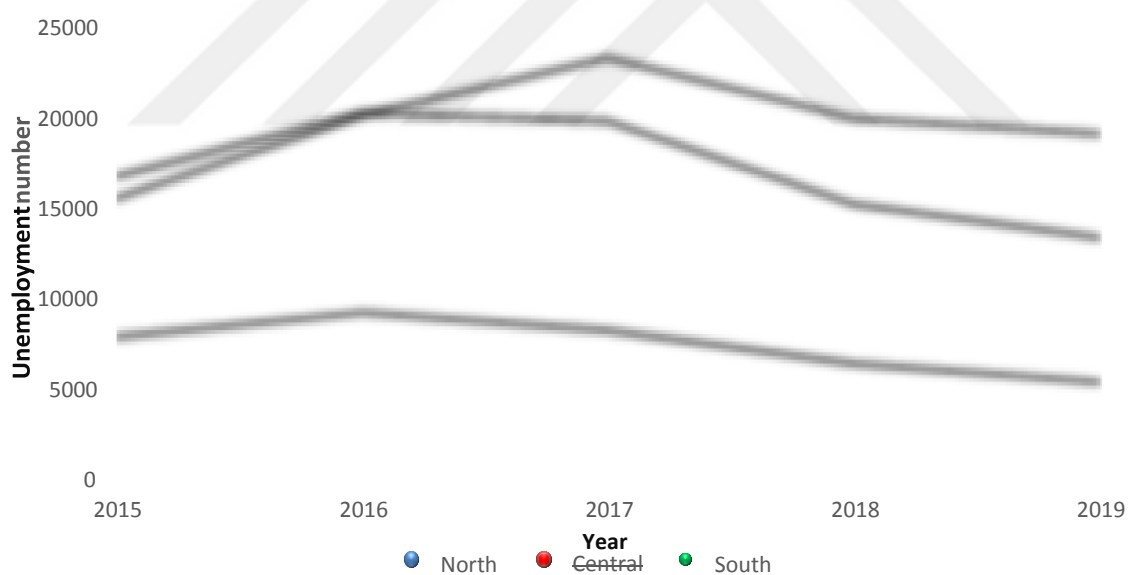


Figure 2.10. Unemployment by region between 2015-2019.

3. METHODOLOGY

General research strategy

The goal of the study was to investigate emigration and its impact on the economic situation in specific parts of Montenegro for the period from 2010 - 2019. In order to efficiently achieve the goal of the study, the quantitative research approach was adopted. This approach was deemed appropriate because it afforded the researcher the opportunity to establish the relationship between emigration and the economic condition in the country (Creswell, 2014). Through this research, data was collected by conducting a survey.

Study area

The study was conducted in Montenegro, specifically, the southern and central parts of the country.

Target and study population

The study targeted at people who had migrated from the northern part to Montenegro to the southern and central part. This group was targeted because the study strictly focused on how their emigration from the north has impacted their economic situation. Specific people who were engaged were those who were at least 18-year-old at the time of data collection. This people were opted for because they are old enough to speak for themselves and as such could answer the questions they were asked based on their experiences. Furthermore, many people are old enough to engage in economic activities and also be self-sufficient, making them experienced in the issues focused on in the study.

Sources of data

Primary data was used for the study. Data was obtained through a survey which was conducted on the situation being investigated. The obtained primary data enabled the researcher to portray the actual situation in Montenegro, add to the exist literature on the subject and allow for its comparison with the data captured in existing literature (Choy, 2014).

Sampling technique

Convenient sampling was used in the study. This strategy enabled the researcher to easily recruit participants from a wide pool of emigrants. This strategy was useful because it helped the researcher to recruit people under the tough circumstances created by the Corona Virus pandemic, which limited physical contact globally. However, in order to work with the appropriate respondents, an inclusion criterion was included in the sampling process. The criteria were that respondents could only engage in the study if they had migrated from northern to southern or central part of Montenegro between 2010 and 2019, and also that they were 18 years old or above.

Sample size

Overall, 121 people engaged in the study. All these people were engaged in the survey. These were people who had lived in the northern part and have migrated to the southern and central part of the country.

Data collection

A questionnaire was administered in the survey, and this instrument enabled respondents to choose options of responses provided to them (Corazzini, Esposito & Majorano, 2011). The questionnaire consisted of 14 questions which has been succinctly framed and hence avoided any form of ambiguity. It was a close-ended questionnaire which provided specific responses from which respondents were supposed to choose (Zhou, Wang, Zhang & Guo, 2017). It was administered on the Google Form online platform. An advantage of this approach is that it allowed for timely data collection, as money potential respondents could be reached in a short period at different locations at the same time.

Data analysis

Data obtained were analysed using two statistical instruments, namely, SPSS and JASP. The use of the aforementioned programmes enabled the researcher to obtain processed information on the objectives set for the study. Additionally, it enabled the researcher to establish and also present the relationship between emigration from northern Montenegro to southern and central part of Montenegro and the economic situation created. Furthermore, data analysis enabled the researcher to find the specific factors responsible for

the resultant economic situation in southern and central part in Montenegro which are relative to emigration.

Ethical consideration

Ethical issues which were observed in this study include informed consent, voluntary participation of respondents, self-determination of respondents, anonymity and confidentiality, and avoidance of plagiarism. With regard to the informed consent of respondents, the study in its entirety was explained to them. They were then given the opportunity to ask questions which they had prior to their involvement in the study. They were also informed about any likelihood benefit and risk they could be exposed to as a result of their involvement in the study. These exercises were performed before respondents gave their consent to participate in the study.

Regarding voluntary participation, respondents were not coerced to participate in the study. They were given the freewill to either participate or not. They were also informed from the onset that they were free to recuse themselves at any stage of the study if they felt the need to, even though they had given their prior consent. This helped the researcher to respect the autonomy of potential respondents and the eventual respondents. Respondents' self-determination was upheld by not interfering with the responses they gave during data collection. This ensured that the true ideas of respondents were obtained and respected. Also, the responses on the questionnaires obtained from the respondents were not tampered with.

Regarding the anonymity and confidentiality of respondents, all efforts were made to hide the identity of respondents. This was achieved by keeping the data gathered on a password-protected computer which prevented unauthorised people to have access to the information gained. Also, in the presentation of the findings of the study, no information that could reveal the identity and location of respondents was included. This ensures that no harm befalls the respondents due to any response given to any of the questions asked on the questionnaire. Finally, plagiarism was avoided in the study, and this was ensured by citing any author whose idea was used in any part of the study.

Limitations of the Study

As one of the obstacles during this study, it was possible to complete and analyze the data in a certain period of time. Thus, time management appears as one of the main obstacles.

However, due to an unforeseen outbreak of COVID-19, face-to-face surveys were not possible, due to fears of spreading the deadly disease. As a researcher who is very careful in the current environment, I used the Google Forms internet platform, as a secure method of collecting data that did not put people at risk of spreading COVID-19.

Another limitation is that the sample size used in the study is not big enough to represent the situation of every emigrant from north to south and central Montenegro. However, time constraint coupled with the tensed situation created by the COVID-19 pandemic made it difficult to expand the sample size. I therefore encourage future researchers to choose a sample size higher than that of this study so that more views can be captured. Other researchers are also encouraged to investigate the subject with qualitative strategy to capture in-depth information concerning the perceptions of the emigrants.

4. RESULTS AND DISCUSSION

The questionnaire was designed to find out the reasons behind the migration from the northern part of Montenegro, it was structured to include variety of participants in terms of gender, age, and educational level, and targeted only those who were born in the northern part to insure the integrity of the research. From the tables below we can see that the number of participants is 121 in which 100% were born in the northern part satisfying our condition for integrity, 60.33% of them were females and 39.67% are males.

Table 4.1. In which region in Montenegro were you born?

No	In which region in Montenegro were you born?	No of Participants	Percent
1	Northern part	121	100
2	Central part	0	0
3	Southern part	0	0
Total		121	100

Source: Survey data (2020)

Table 4.2. Gender of the participants.

No	Gender/sex?	No of Participants	Percent
1	Male	48	39.67
2	Female	73	60.33
Total		121	100

Source: Survey data (2020).

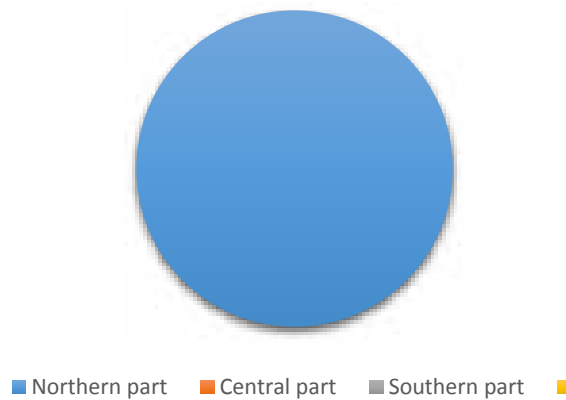


Figure 4.1. Region in which the participant was born.

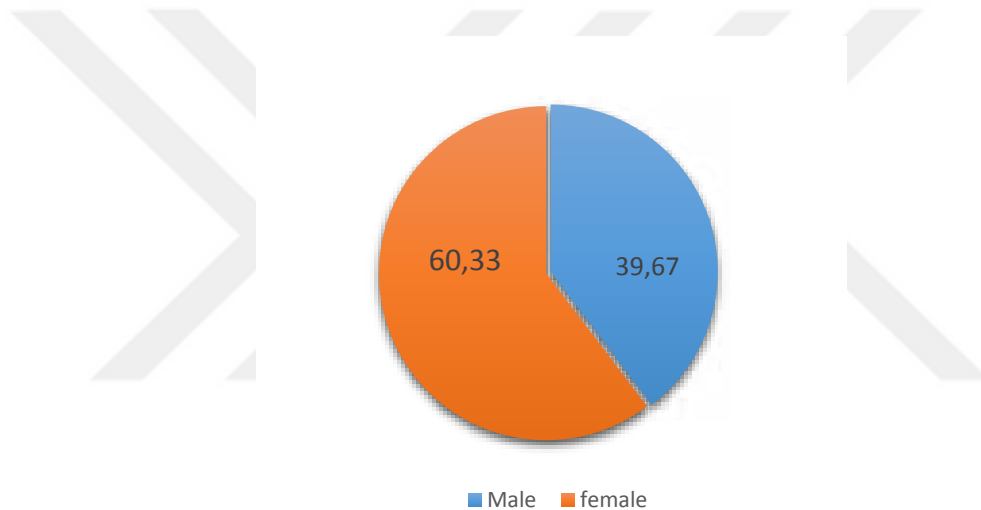


Figure 4.2. Gender of the participant.

The ages of the participants varied from 18 to what we preferred to identify as 36 and above in which 81% of the participants were between the age of 18 and 35 and 19% were above the age of 36 as Figure 13 shows.

Table 4.3. How old are you?

No	How old are you?	No of Participants	Percent
1	18 – 35 years	98	81
2	36 years and above	23	19
Total		121	100

Source: Survey data (2020)

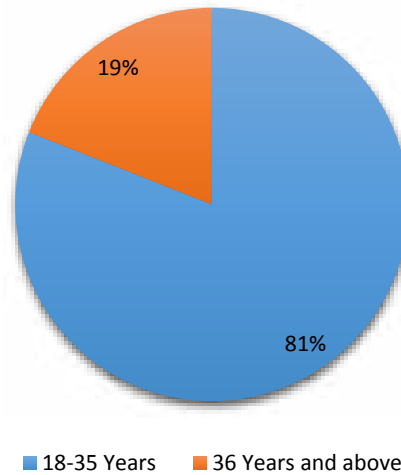


Figure 4.3. Ages of the participants.

From Table 16 we can see that the least education level achieved by the participants is the high school level with percentage of 6.61% and that indicates the majority of the participants are educated and qualified to work in different fields according to their specialties. 82.65% of the participants are holders of a bachelor's degree or higher educational level as it can be noticed from Figure 14. The distribution of the education level of the participants both in numbers and percentages is shown in details in the below table and figure.

Table 4.4. What is the highest education level you achieved?

No	What is the highest education level you achieved?	No of Participants	Percent
1	High school	8	6.61
2	Higher education	13	10.74
3	Bachelor's Degree	38	31.43
4	Bachelor with Honours	29	23.96
5	Masters's Degree	24	19.83
6	PhD	9	7.43
Total		121	100

Source: Survey data (2020)

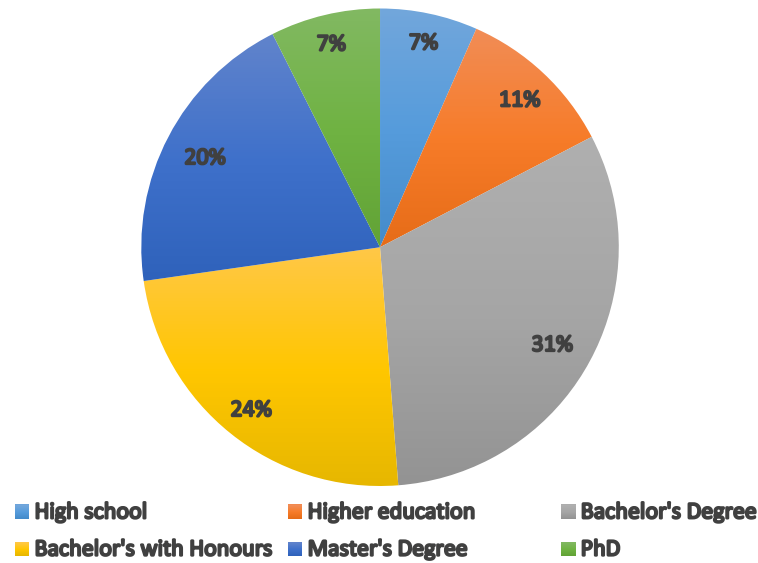


Figure 4.4. Highest education level achieved by the participant.

One of the purposes of the questionnaire was to determine the destination of emigrants. According to the data collected from the participants, 80.16% of the emigrants prefer the central region for reasons which will be clear in the next few pages. The rest of 19.84% chose to emigrate to the southern region. Table 17 shows that in details.

Table 4.5. In which region inside Montenegro you are currently living?

No	In which region inside Montenegro you are currently living?	No of Participants	Percent
1	Northern part	0	0
2	Central part	97	80.16
3	Southern part	24	19.84
Total		121	100

Source: Survey data (2020)

The study based on the migration between the year of 2010 and 2019, the highest number of emigrants was in 2010 with a percentage of 27.79%. From the below table we can observe that the percentages of emigrants between the years of 2016 and 2019 are not noticeably different and tend to take a pattern.

Table 4.6. In which year did you start living outside the northern part of Montenegro.

No	In which year did you start living outside the northern part of Montenegro?	No of Participants	Percent
1	2010	30	24.79
2	2011	7	5.78
3	2012	10	8.26
4	2013	16	13.22
5	2014	14	11.57
6	2015	19	15.74
7	2016	6	4.95
8	2017	5	4.13
9	2018	5	4.13
10	2019	9	7.43
Total		121	100

Source: Survey data (2020)

In order to determine the prime reason for the migration of the residents of the northern region, economic, social, and political reasons were stated in the questionnaire. Poverty, low wages, joblessness, job relocation, inability to find a job in which the individual is qualified were the economic reasons used in the research. Educational purposes for the social reason and for the political reasons it was mentioned in general as it is. In case the participant was not able to find the reason for immigrating on the provided list, an option of writing other reason(s) was added. 69.44% of the participants chose economic reasons (poverty 2.74%, joblessness 38.01%, low wages 13.22%, job relocation 7.43%, inability of finding a job in which an individual is qualified 8.31%), education purposes came after with percentage of 25.61%. 4.13% of the participants immigrated due to political reasons. One participants chose other reason and stated that he/she left due to the education purposes and later decided to stay because of the job offers that participants had. The figure below shows the distribution of the reasons in details.

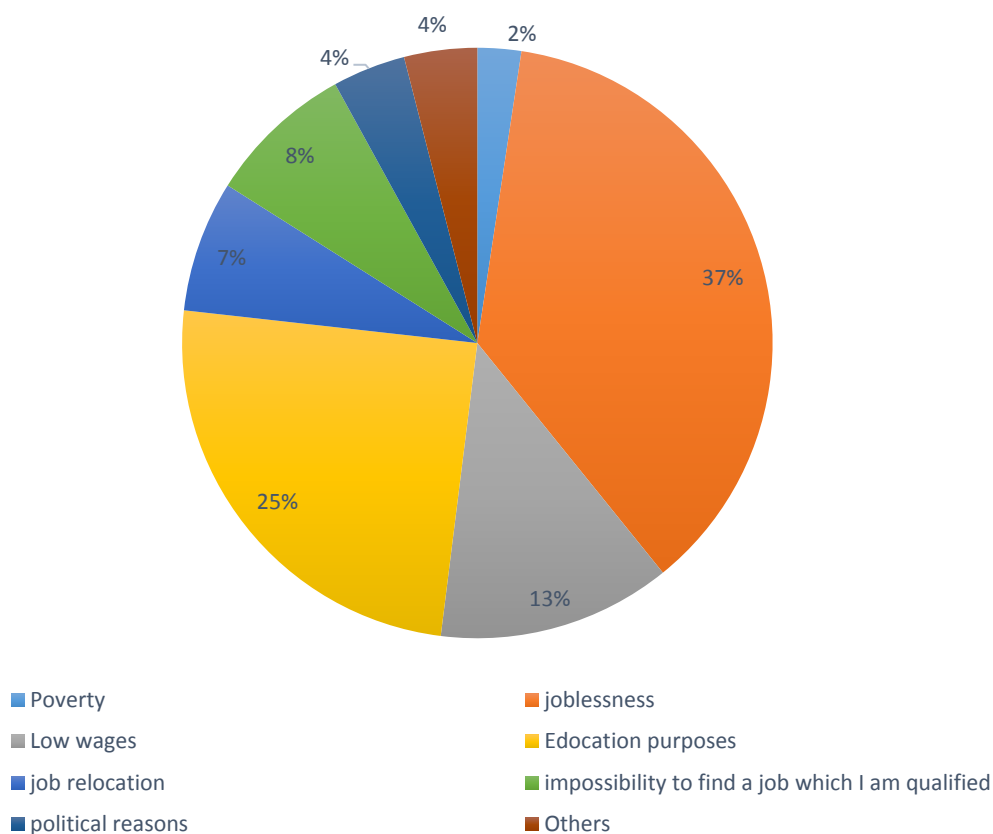


Figure 4.5. The reasons that pushed the participants to leave the northern part.

Table 4.7. What was the main reason for leaving the northern part ?

No	What was the main reason for leaving the northern part of Montenegro?	No of Participants	Percent
1	Poverty	3	2.47
2	Joblessness	46	38.01
3	Low wages	16	13.22
4	For education purposes	31	25.61
5	Job relocation (I was relocated from the northern region to the other region that I am currently residing)	9	7.43
6	Impossibility to find a job for which I am qualified	10	8.31
7	Impossibility of finding a job in general	5	4.13
8	Political reasons	5	4.13
9	Other	1	0.82
Total		121	100

Source: Survey data (2020)

80.99 % of the participants in this study stated that they were not employed when they were residents of the northern part and 19.01 % were actually employed. As the next table shows.

Table 4.8. What was your employment status during your stay in the northern part.

No	What was your employment status during your stay in the northern part of Montenegro?	No of Participants	Percent
1	I was not employed	98	80.99
2	I was employed	23	19.01
Total		121	100

Source: Survey data (2020)

According to the collected data from those participants who were not employed, 46.75% they could not find a job opportunity in any profession, 27.17% they could not find job in their profession and 13.04 % did not want to work in the northern part. The rest 13.04 % were not looking for job at all as the table below shows in details.

Table 4.9. If you were not employed, what was the main reason for unemployment?

No	If you were not employed, what was the main reason for unemployment?	No of Participants	Percent
1	No job opportunity for my profession	25	27.17
2	No job opportunities in general	43	46.75
3	I did not want to work in that region	12	13.04
4	I wasn't looking for a job	12	13.04
5	Other	0	0
Total		92	100%

Source: Survey data (2020)

Based on the collected data, 44 participants were included in which 50% were actually satisfied with their income stating that it covers the basic needs such as food, water, clothes, bails, rent etc. The other 50% claim that their income was not covering the basic needs. the following table shows the data in details.

Table 4.10. If you were employed, was your income enough for covering the basic needs?

No	If you were employed, was your income enough for covering the basic needs (such as needs for clothes, water, payment for the rent etc.)?	No of Participants	Percent
1	Yes	22	50
2	No	22	50
Total		44	100

Source: Survey data (2020)

From the below table we can see that 85.95 % of the participants of the study are having a job in the part to where they have immigrated, the rest of 14.05% are unemployed.

Table 4.11. What is your employment status in the region you are located in?

No	What is your employment status in the region you are located in?	No of Participants	Percent
1	I am employed	104	85.95
2	I am not employed	17	14.05
Total		121	100

Source: Survey data (2020)

According to the participants who are currently employed 85.57 % of them stating that their income is enough to cover the basic needs, and only 14.43 % are claiming that their income does not cover the basic needs. If we compare this results with the result we have for the participants who were employed back in the northern part, we can notice that the income in the new places where the participants immigrated to are higher as the percentage increased from 50% to 85.75%. the below table shows the detailed information.

Table 4.12. If you are currently employed, does your current income enough to cover your basic needs.

No	If you are currently employed, does your current income enough to cover your basic needs (such as food, rent, water, clothes)?	No of Participants	Percent
1	Yes	89	85.57
2	No	15	14.43
Total		104	100

Source: Survey data (2020)

According to the participants, 22.31% they do not plan to go back to the place where they were born ,45.47% they are not sure ,11.57 % they are planning to go back

Table 4.13. Do you plan to return (permanently) to the city that you were born (in the northern part of Montenegro)?

No	Do you plan to return (permanently) to the city that you were born (in the northern part of Montenegro)?	No of Participants	Percent
1	Most likely	6	4.95
2	I am not sure	55	45.47
3	Maybe	19	15.70
4	No	27	22.31
5	Yes	14	11.57
Total		121	100

Source: Survey data (2020)

At the end, several options were listed for the participants in which those recommends must be met in order for those participants to return to the northern part. 27.27% recommended a better job opportunities and 23.96% went with the option of improving the living conditions. 12.39% suggested a higher income and only 0.82% recommended the political stability in order to return, which shows that political reasons are not playing a crucial role in immigration from the northern part. 28.95 % were implying that all the mentioned options must be satisfied in order for them to return.

Table 4.14. What do you recommend so that you can return to the northern part of Montenegro?

No	What do you recommend so that you can return to the northern part of Montenegro?	No of Participants	Percent
1	Political stability	1	0.82
2	Improved living conditions	29	23.96
3	Higher income	15	12.39
4	Increased better opportunities for jobs	33	27.27
5	Better education system	0	0
6	Better enviroment in business	8	6.61
7	All that mentioned	35	28.95
8	Other	0	0
Total		121	100

Source: Survey data (2020)

5. CONCLUSION AND RECOMMENDATIONS

Emigration is the act of movement from one place to another whether in groups or as individuals for several different reasons, which can be classified as economic, social, political, or environmental. In order to determine the main reasons that pushed the residents of the northern region of Montenegro to immigrate to the central and southern part.

Quantitative method was applied on this study in which a questionnaire was designed and targeted the emigrants from the northern part. Due to the Covid-19, the survey was distributed online, specifically through Google Forms. The results were analyzed by using SPSS and JASP.

121 emigrants participated in the research in which 60.33% are females and 39.67 % are males and the results were obtained according to their answers.

Most of the reasons that were mentioned in the questionnaire can be classified under the economic category such as poverty, low wages, joblessness, job relocation, inability to find a job in which the individual is qualified. Educational purposes under the social reasons. Political reasons were also an option and in case the participant was not able to find the reason for immigrating on the provided list, an option of writing other reason(s) was added. 69.44% of the participants chose economic reasons (poverty 2.74%, joblessness 38.01%, low wages 13.22%, job relocation 7.43%, inability of finding a job in which an individual is qualified 8.31%), hence, a strong relation between emigration and economics has been proven. Education purposes came after with percentage of 25.61%, and 4.13% of the participants immigrated due to political reasons.

Based on the details that was mentioned above it can be concluded that the main causes of emigration in the northern part in order are:

- 1- Unemployment
- 2- Education purposes
- 3- Low wages

This order makes perfect sense if we look back to the age and education level of the participants. It can be noticed that the majority of the participants are young, in fact 81% of the participants are under 36 years. According to the questionnaire, 82.65% of the participants are holders of a bachelor's degree or higher educational level. In general, under ideal circumstances an individual is able to achieve a bachelor's degree by the age of 21-23, depending on the field of the study, and this is the stage in which someone begins looking for a job. Therefore, unemployment and education purposes being on the top list of emigration reasons can be attributed to the high percentage of young and educated participants.

Unemployment, educational purposes, and low wages are the key reasons behind the emigration from the northern part. The destinations of these emigrants must therefore offer better social or economic standards. According to the collected data 80.16% of the participants chose the central part and 19.84% went to the southern part. This indicates that the job opportunities in the central part are more, in fact 85.95 % of the participant are employed in their new locations.

The incomes in the central and southern regions are considerably higher, as 85.57 % of the participants who are actually employed reported that their income was sufficient to cover basic needs such as food, water, clothes, and rent, compared to the 19.01 % of the participants who were employed in the northern part, and 50 % of them stated that their income was not sufficient to meet basic needs.

The reason of education is another aspect that must be taken into consideration. Based on the data obtained, it is shown that, for this reason, 25.61% of the participants emigrated. This can be attributed to the fact that most of the universities are located in the central and southern part of Montenegro while only a few limited sort of courses is are available in the northern part.

While a lot of attention has been paid to the effects of immigration on the receiving regions, less has been paid to its effects on the sending region. As an assumption, in general emigration can have a positive impact on the sending region. For example, emigration helps reduce unemployment and increases the wages of the remaining workforce by decreasing the labor pool in the sending part. This assumption is only true if the reason of immigration is political, ethnic, or social. In our case, the main reason of emigration is unemployment.

According to the data that has been collected, only 19.01% of the participants were employed in the northern part, hence, the opening slots are not going to rise up to the level where it can be considered to have a positive impact.

Remittance is another factor which can have an effect on the economy. If we assume that immigrants will send some of their earnings to their families in the northern part on a regular basis, this will contribute to better living standards. Nevertheless, according to the gathered data, the majority of immigrants are young. In fact, 81% of the participants are under the age of 36, and 82.16% of them are considered to be skilled and qualified since they hold at least a bachelor's degree. When the qualified (skilled) labor emigrates it is usually referred to as brain drain phenomenon.

In order to evaluate the emigration consequences of the skilled and qualified people (brain drain), we must determine whether or not the capital investment which was publicly financed is significant. In Montenegro the education is free up to the university level. It can therefore be considered that the capital investment on the individuals is remarkably significant. It's also necessary to know whether or not the emigrants are returning. According to the questionnaire, 45.47% of the participants are not sure if they will ever return to the northern part, while 22.31% are certainly will not return, and only 11.57% are planning to return. Based on these numbers we can see that the loss of these educated and qualified people is impacting the economy of the northern part in a negative way.

During the literature review it has been noticed that the numbers of the residents leaving the northern part are higher than the arrivals causing the existence of the negative migration balance.

The negative migration balance must be taken seriously, as it will lead to depopulation in the northern part of the country. Hence, for creating solution to this negative migration balance the recommendations of the participants must be taken into consideration.

According to the participants in order for them to return, certain requirements must be met, such as improved living conditions, higher wages and better job opportunities. These requirements are somehow linked to each other. For example, satisfying the requirement of better job opportunities would automatically lead to a better living condition.

27.27% of the participants suggested better job opportunities. That can be satisfied by investing in the tourism, and based on the nature of the northern part it has a potential for major development in the touristic sector. Such investment would generate a number of job slots that will contribute to better living conditions.

Ministry of the education should take into account opening some faculties in the northern part, which can help the northern part both socially and economically.

In the end, the aim of reducing regional development inequality and improving living standards in less developed areas, mainly through significant support for the development of the northern region, should be the foundation of policy formation in the future.



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7. ATTACHMENT

Attachment-1. Research Survey Question

Dear Sir/Madam, in front of you is an anonymous survey that is part of the research for Master's Degree in Social Policy in Ankara Yildirim Beyazit University. All data collected will be used exclusively for academic purposes. The survey is intended for those who live in the central or southern part of Montenegro, and are originally from the north of Montenegro.

Thank you for your cooperation.

Zlata Luboder

Do you voluntarily participate in this research?

Answer 1: Yes

Answer 2: No

Question 1) Gender/sex?

Answer 1: Male

Answer 2: Female

Question 2) How old are you?

Answer 1: 18 - 35 years

Answer 2: 36 years and above

Question 3) What is the highest education level you have achieved?

Answer 1: High School

Answer 2: Higher education

Answer 3: Bachelor's Degree

Answer 5: Bachelor with Honours

Answer 6: Master's Degree

Answer 7: PhD (6)

Answer 6: Other...

Question 4) In which region in Montenegro were you born?

Answer 1: Northern part

Answer 2: Central part

Answer 3: Southern part

Question 5) In which region inside the Montenegro you are currently living?

Answer 1: Northern part

Answer 2: Central part

Answer 3: Southern part

Question 6) From what year did you start living outside of the northern part of Montenegro?

Answer 1: 2010

Answer 2: 2011

Answer 3: 2012

Answer 4: 2013

Answer 5: 2014

Answer 6: 2015

Answer 7: 2016

Answer 8:2017

Answer 9:2018

Answer 10:2019

Question 7) What was the main reason for leaving the northern part of Montenegro?

Answer 1: Poverty

Answer 2: Joblessness

Answer 3: Low wages

Answer 4: For education purposes

Answer 5: Job relocation (I was relocated from the northern region to the other region that I am currently residing)

Answer 6: Impossibility to find a job for which I am qualified

Answer 7: Political reasons

Answer 8: Other...

Question 8) What was your employment status during your stay in the northern part of Montenegro?

Answer 1: I was not employed (2) (Answer the following question)

Answer 2: I was employed (1) (Skip to question 9)

Question 9) If you were not employed, what was the main reason for unemployment?

Answer 1: No job opportunity for my profession

Answer 2: No job opportunities in general

Answer 3: I did not want to work in that region

Answer 4: I wasn't looking for a job

Answer 5: Other...

Question 10) If you were employed, was your income enough for covering the basic needs (such as needs for clothes, water, payment for the rent etc.). If you answered question 8, please skip this question.

Answer 1: Yes

Answer 2: No

Question 11) What is your employment status in the region you are located in?

Answer 1: I am employed (Please answer the next question)

Answer 2: I am not employed (Skip to question 12)

Question 12) If you are currently employed, does your current income enough to cover your basic needs (such as food, rent, water, clothes)? Skip this question if it is not appropriate to you.

Answer 1: Yes

Answer 2: No

Question 13) Do you plan to return (permanently) to the city that you were born (in the northern part of Montenegro)?

Answer 1: Most likely

Answer 2: I am not sure

Answer 3: Maybe

Answer 4: No

Answer 5: Yes

Question 14) What do you recommend so that you can return to the northern part of Montenegro?

Answer 1: Political stability

Answer 2: Improved living conditions

Answer 3: Higher income

Answer 4: Increased better opportunities for jobs

Answer 5: Better education systems

Answer 6: Better environment in business

Answer 7: All that is mentioned

Answer 8: Other...

Attachment-2. Project Approval Form (Ethics Approval Form)



ANKARA YILDIRIM BEYAZIT ÜNİVERSİTESİ (AYBÜ)
ETİK KURULU
PROJE ONAY BELGESİ



Ankara Yıldırım Beyazıt Üniversitesi ..SOSYAL BİLİMLER
Fakültesi/Enstitüsü...SOSYAL POLİTİKA bölümü akademisyenlerinden /
öğrencilerinden...ZLATA LİBODER'in, KARADAZIN
KUZEYİNDE GÖÇ DENEŞESİ...adlı
araştırması değerlendirilmiştir. (Bu kısım başvuru sahibi tarafından doldurulmalıdır)

Proje etik açısından uygun bulunmuştur.

Proje etik açısından geliştirilmesi gerekmektedir.

Proje etik açısından uygun bulunmamıştır.

AYBÜ ETİK KURULU KARARI (Etik Kurul tarafından doldurulacaktır)	
Araştırma kodu (Yıl – Araştırma sıra no)	2020-395
Başvuru formunun Etik Kurula ulaştığı tarih	22.11.2020
Etik Kurul Karar toplantı tarihi ve karar no	28.12.2020-44
Yer	Yıldırım Beyazıt Üniversitesi, Esenboğa Külliyesi
Katılımcılar	Formda imzası bulunan üyelerimiz toplantıya katılmıştır.

KURUL BAŞKANI, BAŞKAN YARDIMCISI VE ÜYELER:

İMZA

Prof. Dr. Cem Şafak ÇUKUR

Üye

Prof. Dr. Muharrem KILIÇ

Üye

Doç. Dr. Behlül TOKUR

Üye

Doç. Dr. Birgül ÖZKAN

Üye

Doç. Dr. Yüksel Akay UNVAN

Üye

Dr. Öğr. Üyesi Şule KAYA

Üye

Dr. Öğr. Üyesi Ertuğrul DEMİRDEL

Üye

Dr. Öğr. Üyesi Nimet YILDIRIM TİRGİL

Üye