

BOSNA I HERCEGOVINA



Ministarstvo za ljudska prava i izbjeglice
Ministry for human rights and refugees

Research Workshop on Migration from BiH

Report

Sarajevo, 10 and 11 September 2012

This report, prepared by the Ministry of Human Rights and Refugees, summarizes the key results of research works presented at the workshop, and sets out its key findings and recommendations.

Introduction

The Ministry of Human Rights and Refugees of BiH (Department for Emigration/diaspora), in cooperation with the European Commission's Technical Assistance and Information Exchange Instrument (TAIEX) and the Swiss Agency for Development and Cooperation in BiH, in partnership with the Institute for Social Sciences Research of the University of Sarajevo, organized an international workshop entitled "Research Workshop on Migration from BiH" on 10 and 11 September 2012 in the Parliamentary Assembly of Bosnia and Herzegovina venue in Sarajevo.

The aim of the workshop was to share results of the current research on migrants and diaspora from BiH, discuss needs for further research, establish cooperation among the researchers, support research on migration in BiH and enhance knowledge on migration and research on migration in order to change the current perception of diaspora and migration in BiH.

The workshop gathered over 70 participants, including: 21 researchers from the EU, the region and BiH, representatives of BiH institutions (i.e. Ministry of Human Rights and Refugees of BiH, Ministry of Foreign Affairs of BiH, Ministry of Civil Affairs of BiH, Ministry of Security of BiH, Agency for Statistics of BiH, the Parliamentary Assembly of BiH, Federal Ministry for Refugees and Displaced Persons, Ministry of Education and Culture of RS, Canton Ministry for Education, Science and Youth of Sarajevo); BiH academic sector (Faculty of Political Sciences of the University in Sarajevo, Centre for Human Rights of the University in Sarajevo, Faculty of Political Sciences of the University in Banja Luka, Faculty of Law Zenica, the International University of Sarajevo, Pedagogical Faculty in Bijeljina, Sarajevo School of Science and Technology, Faculty of Philosophy Banja Luka; representatives of international organizations (The Embassy of Switzerland, the Embassy of the Kingdom of Sweden, EC, SDC, UNHCR, IOM, ICMPD, GIZ, SFM, UNFPA, MARRI); of non-governmental sector (*Our Perspective, Academia, Nansen Prijedor, Context*); representatives of private sector (Proffs Consulting Ltd. IPSOS), and media representatives (FTV, Radio Free Europe, Hayat, 24sata.info).

The following researchers delivered presentations on their research on migration and diaspora from BiH: Marko Valenta, Žan Štrabac (Norway); Branka Likić Brborić, Li Bennich-Björkman, Roland Kostić (Sweden); Samuel Behloul, Bashkim Iseni (Switzerland); Tanja Pavlov, Jelena Predojević Despić (Serbia); Vedran Džihić, Damir Hamzić (Austria); Hariz Halilovich (Australia); Ana Marić (Germany); Mojca Pajnik (Slovenia); Marina Glamočak (France); Snježana Gregurović, Dragutin Babić, Filip Škiljan (Croatia); Mirza Emirhafizović, Saša Madacki, Aida Spahić (BiH).

All invited researches responded positively to the invitation, albeit Prof. Draško Marinković from the University in Banja Luka had to cancel his participation due to health problems.

The workshop was opened by Radmila Mitrović, Deputy Minister for Human Rights and Refugees of BiH, Severin Strohal, Head of Operations – Home and Justice Affairs at EU Delegation in BiH and Prof. Šaćir Filandra, Dean of the

Faculty of Political Sciences of the University in Sarajevo, whereas Joseph Guntern, Director of the Swiss Agency for Development and Cooperation in BiH addressed the participants in the pre-final stage of the workshop.

The workshop was moderated by Prof. Srebrenka Viđen, Prof. Lejla Turčilo, Assistant Professor Mirza Emirhafizović and Assistant Professor Amer Osmić from the Faculty of Political Sciences of the University in Sarajevo; Saša Madacki, Director of the Centre for Human Rights of the University in Sarajevo, and Prof. Roland Kostić from the University of Uppsala.

The workshop programme envisaged three panel discussions, including the first plenary one entitled *Socio-demographic Features of Migrants from BiH – Macro Case Studies*, followed by two parallel panels entitled *Integration of Migrants from BiH in Host Countries – Focus on Specific Societies*, and *Links of Migrants from BiH with their Home Land and Vice Versa – Current Situation and Perspectives*. However, due to the request of all participants to hear all presentations, it was agreed that the whole workshop would be organized in plenary format and that the presentations, that would last 20 instead of 30 minutes each, would be delivered respectively.

Presentations

1. The introductory address entitled "Why did We Organize this Workshop" was delivered by **Ruzmira Tihić-Kadrić**, Assistant Minister at Department for Diaspora. She elaborated on the reasons for which this workshop is organized, as well as on its objectives and expectations from it. She presented the data available to the Ministry on the number of diaspora representatives, its socio-economic characteristics, integration in host countries, as well as its links with the country of origin. She pointed out that these findings were partial only, and that one of the reasons for the workshop was a need to have more in-depth knowledge as a basis for adequate policies on diaspora which are to be created by BiH institutions.
2. A survey of research and of documentation available on migration from BiH was presented by **Saša Madacki**, Director of the Centre for Human Rights of the University of Sarajevo. He established, after searching through published pieces of research, literature and documentation on migration in online catalogues of BiH libraries, as well as in regional online resources and *WebCat* global catalogue of over 10,000 libraries, that almost all current records on this subject refer to refugees from BiH. There are only 7 records on economic migration in BiH, a few dozen in the region and 191 in *WorldCat* catalogue. In the conclusion of his presentation, Madacki stated that, in addition to the need to develop research on non-forced migration, there was also a need to map available official documentation of the UN, Council of Europe, European Union, local research in BiH and in the Balkans (in NGO sector), to look for hidden references, create a register of researchers and an archive of research plans, as well as to procure monographs and articles on migration from BiH published in periodicals.

3. **Marina Glamočak**, Senior Scientific Associate at Institute for Geopolitics of the University in Paris, stated in her presentation entitled "State and Diaspora in the Context of Globalization" that the 19th century political construct "one country-one nation" was not applicable in that sense in the current context of the globalized world. The process of ethnicization and nationalization of diaspora was intense in the 1960s. There is still a tendency to view policy on diaspora as an extended policy of a home country. It is very difficult in the current globalized world to define a role of any national diaspora in the sense encompassed by the 19th century concept "one nation – one diaspora – one state" because ethnic borders do not at all or do only slightly match any state's national borders. Thus, there has been a devolution of national idea or of national unity in comparison to the situation that existed before the process of globalization became more intense. It is obvious that there is a need to re-define the concept of diaspora itself. Today's diaspora, in addition to national and ethnic, inevitably has transnational, transterritorial, global and multicultural components of identity, too. Second and third generations of migrants are much more dedicated to their actual identity (i.e. the identity of host countries) than to some fictional identity of the countries of their parents' origin. It is necessary to have more research in order to define more precisely what is the role of BiH diaspora, including its national segments, in the political construction of the state of Bosnia and Herzegovina. It would be useful to carry out comparative analysis of diasporas originating from the Balkans, that could inform development plans in the countries of origin.
4. **Mirza Emirhafizović**, Senior Assistant at Faculty of Political Sciences of the University of Sarajevo, elaborated on demographic and socio-economic characteristics of BiH immigrants in Austria. He provided the following statistical data: there were 132.661 BiH immigrants in Austria as of 1 January 2012. Over two thirds of them live in Vienna, Upper Austria, Styria and Lower Austria; over 53,000 BiH nationals were naturalized between 1998 and 2011; their average age is 35,5; over half of the overall number of BiH households are composed of married couples with children, and the average number of children per family is 2; only 5% of BiH immigrants in Austria completed high school or university education; 2.523 BiH nationals studied at public universities in Austria in the course of the winter semester 2011/2012; a relatively high level of integration to Austrian labour market is noticeable, employment rate in Austria of women born in BiH (73,5%) is considerably higher than the average, and even higher than that of Austrian-born women. However, brain waste and employment at less prestigious posts are also noticeable among BiH immigrants in this country.
5. **Marko Valenta and Žan Štrbac**, associate professors at Trondheim University in Norway, elaborated on Bosnians in Norway. The number of BiH migrants in this country amounts to 16.000, of which almost 70% are Bosniaks; most of them arrived in 1993; there are 2.800 BiH immigrants from the second generation; 75% of BiH immigrants have

Norwegian citizenship (as of 2006); BiH immigrants have highest income in comparison with all immigrant groups in Norway; a high percentage of women participating in the labour market (75%), which is one of the reasons of successful integration; BiH immigrants came to Norway from urban centres in BiH mainly; the whole families arrived; they integrated into middle class in Norway; perceived as Europeans; 30% of BiH immigrants in Norway have tertiary education; 73% of Bosnian immigrants study at university level (an average for native Norwegians is 69%). This nice picture is distorted only by a low level of political engagement of BiH immigrants in Norway. The authors believe that it would be relevant to carry out similar research on BiH migrants in their other host countries in order to compare respective results.

6. **Roland Kostić**, Director of Hugo Valentin Centre's Balkans Research Group at Uppsala University in Sweden, delivered his presentation entitled "Trends and characteristics of the Links between Bosnians in Sweden and BiH". The presentation was based on the results of a two-year research project entitled "Conflict-generated Migrants and Their Impact on Peacebuilding in Their Homelands". Kostić is one of the co-authors of this research. The findings indicate that conflict-generated BiH diaspora is not radical/extreme nor it is too active in relation to their country of origin. The pressure of integration in the host country, as well as the political situation in BiH, discourage them from being more active. The following data were set out as indicative for BiH diaspora's links with BiH: 11% respondents were included in diaspora organizations; 57% follows the news from BiH once a week; 26% voted at least twice at elections in BiH, whereas 69% voted at the most recent national elections in Sweden; 3% are members of political parties in BiH; 42% send remittances to their relatives in BiH twice a year; 51% own houses and 20% invest in some business in BiH. It is stated that the lack of political and legislative framework is the main obstacle to investment in BiH.
7. **Li Bennich-Björkman** and **Branka Likić Brborić**, professors at Uppsala University in Sweden, delivered their presentation entitled "The Swedish Exception: Socio-Economic and Political Integration of Immigrants from Bosnia and Herzegovina in the course of the 1990s" and the findings of the project "Citizens at Heart? Political Integration in Comparative Perspective". The focus of the latter is research on the subjective perspective of integration regarding economically successful migrants from BiH in Sweden, Great Britain and Germany. The following general findings, based on the interviews with the respondents in Sweden, were presented: an early decision to integrate and learn the language was important for a successful integration of migrants; Swedish mentors were considered an advantage; music and sports were also perceived as good areas for integration and socialization with the Swedes; dual citizenship was an advantage; general trust in the system; transnational identity and a positive attitude to EU integration; the feeling of political integration, voting, membership in trade unions; utilization of ethnic relations and contacts for access to correct information; the importance of professional networking; they accept that they are immigrants but they refuse to

accept a discriminatory attitude to their children; they socialize with the persons of similar background; they are very active, informed, etc. Also, the following preliminary results were presented on politically active immigrants from BiH in Sweden: these successfully integrated immigrants do not consider themselves to be representatives of the immigration group nor the representatives of the Bosnian community; they have not been dealing with integration issues but with issues related to their professions, they were selected through business contacts, and they do have Swedish social networks.

8. **Ana Marić**, lecturer at Heidelberg Centre for American Studies in Germany, elaborated on the subject "Bosnian Migrants in Germany – Current Situation and Future Trends". She said that in 2001 around 900.000 migrants from former Yugoslavia were staying in Germany, of which 153.470 BiH citizens, including 120.375 with permanent visas. In the course of 2011 the total of 6.858 BiH citizens, including 5.314 men (mostly construction workers), settled in Germany. Their average age is 34,4. In the course of the same year, 4.533 BiH citizens moved out of Germany. Their average age was 43 at the time. The average migration period of BiH migrants in Germany is 22,2 years, whereas their average age is 41,5. She concluded that BiH migrants were well or more than well integrated in the German society in terms of their education, employment rates and social participation. However, they are still "remote from the status of an average person who does not have any migration background".
9. **Damir Hamzić**, PhD candidate at Johannes Kepler University in Linz, discussed "Integration of BiH migrants in Upper Austria". He confirmed that the highest number of migrants from BiH lived in this part of Austria (in total 18.176 of them, of which 4.123 in Linz itself). According to the knowledge of language as an indicator of the level of integration, the citizens of BiH are well integrated. They are similarly well integrated in terms of education and labour market. The number of employed BiH immigrants in Upper Austria is over 7.000. Most of them do not face problems at their workplaces. However, there have been some obstacles and features of discrimination observed in terms of professional advancement, so that BiH immigrants usually do jobs for which they are overqualified. In terms of political participation, BiH citizens are not well informed about Austrian political system. If one analyzes generally the indicators of integration, it may be concluded that the level of integration of BiH citizens in Upper Austria is excellent in terms of almost all its parameters (i.e. language, education, jobs, culture), whereas their political participation is only partial.
10. **Hariz Halilovich**, Associate Professor at Monash University in Melbourne, Australia, delivered his presentation entitled "Re-construction of Local Identities in BiH Diaspora – Translocal Communities in Australia, USA and Austria". He said that in the "post-Dayton" BiH refugees become emigrants. Temporary displacement turns into protracted/permanent emigration". However, the links with the homeland, particularly with places of origin, have been maintained in various forms. Daily interest of migrants for their places of origin mainly depends on their family

circumstances. Even when enhanced by national interest, transnational practices of migrants become localized and connected to specific places of origin. In terms of the places of origin, local communities have the significance of identity so that "new homes" are established in new places of residence and the whole local communities are re-constructed in new surroundings. It is translocality, rather than transnationalism, that describes better networking of migrants in host countries. Examples of translocalism are organizations of migrants from Brčko in Melburn, from Prijedor in St. Louis, from Zvornik in Vienna, etc.

11. **Vedran Džihić**, Associate Professor at Institute of Political Sciences of the University in Vienna, said, in his discussion entitled "Caught between National and Transnational Dynamics – the Current and Future Challenges for BiH Diaspora", that diaspora was a structurally neglected segment of BiH, and that BiH was in the process of losing her diaspora. The diaspora is currently not a substantial part of BiH tissue since the objective has been that BiH becomes a society without one third of her citizens. BiH has been reduced to a society of three divided ethnic communities, which has an impact on diaspora. It is depoliticization of the issue of diaspora that is needed. If BiH does not change, then she will lose her diaspora. Currently, there is a paralyzing relationship between BiH and her diaspora. The question is whether those representatives of BiH diaspora who effortlessly, as global citizens, cross borders and transcend worlds and values, are the group who will remain marginalized, or the group who will announce a different future of the local BiH community that will be(come) a "normal" community in the global system, as opposed to a perverted system that nurtures discrimination and ethno-national exclusiveness of the 19th century as a promise for the 21st century.

12. **Samuel Behloul**, Associate Professor and Researcher at Department for Religious Studies of the University in Lucern, delivered his presentation entitled "Between Transnationalism and Integration – Bosniaks in Switzerland". He said that around 400.000 Muslims live in Switzerland (2010), of which around 56% are European Muslims or Muslims from former Yugoslavia. Bosniaks have a very good image in this country as they are perceived as "non-problematic Muslims". The Bosniak diaspora in Switzerland mainly represents the so-called "refugee-based diaspora". Prior to taking refuge, Bosniaks had arrived to Switzerland individually as working migrants in the late 1960s, and in groups in the early 1980s. However, their labour migration at the time had close to no effect on creation of ethno-religious structures in diaspora. It was not sooner than when more war-related refugees arrived in the early 1990s that Bosniaks started to establish their specific ethno-religious structures or the so-called "jamaats" in diaspora. There are 19-20 such jamaats now located, mostly, in the German – industrially most developed parts of Switzerland. The jamaats are multi-functional: they serve as places where religious obligations and needs are met, as well as centres providing a diverse,

transgenerational offer of material, social, political and cultural services.

13. **Bashkim Iseni**, Research Associate at the Swiss Forum for Migration and Population Studies (SFM) at the University of Neuchâtel presented the research project entitled "Diaspora from Bosnia and Herzegovina in Switzerland – Profile and Possible Contributions to Development" that was started in June 2012. SFM has conducted and the Swiss Development and Cooperation Office (SDC) has funded the research together with the Swiss Federal Office for Migration (FOM). The Ministry of Human Rights and Refugees of BiH is a project partner. The objectives of the research are to have a clearer picture on the structure and potential of BiH diaspora in Switzerland and empower BiH diaspora to contribute to development of BiH. The research consists of several components: historical background, potential of BiH diaspora and establishment of a platform for dialogue on BiH diaspora's role in development; identification of recommendations for enhanced usage of BiH diaspora's potential for development. One part of this research will be carried out in BiH, too, with the assistance of the local researchers.

14. **Mojca Pajnik**, Associate Professor at Faculty of Social Sciences of the University in Ljubljana and Senior Research Associate at Peace Institute in Ljubljana, delivered her presentation entitled "Controversies of Integration: Migrants from BiH in Slovenia". She elaborated on migrants from BiH at labour market in Slovenia. She established that in 2011 there were 38.836 BiH citizens staying in Slovenia, of which 30.642 men. In the course of the same year, 17.625 working permits were issued to BiH citizens. Labour force from BiH in Slovenia is mainly employed in construction, industry, transport and warehouse sectors. These are unattractive jobs of temporary character, with low income, and hardship working conditions. Also, these workers are often not registered and thus work in the so-called "grey economy". It is mentioned that in the labour market in Slovenia there is a number of restrictive measures in terms of labour migrants' entry to this country, including working permits for deficitary professions only, and the quota system. The Law on Aliens of 2011 restricts entry to Slovenia for citizens of the so-called "third countries" and simplifies entry for EU nationals. This causes selective integration and division between wanted and unwanted migrants.

15. **Aida Spahić**, researcher from the non-governmental sector in BiH, delivered a presentation on her work entitled "Au Pair Migration from BiH to USA". The objective of this paper is to contribute to a better understanding of a specific concept of migration of girls who are leaving BiH in order to do *au pair* jobs in the United States of America. It is pointed out that a lack of research on migration which would include its gender component is noticeable, although migration process is a very gender-sensitive one. For example, migration focused on domestic work is one of most notable examples of gender-based migration. Au

pair programme has been operational in BiH since 2002. However, there has been no data on the total number of girls who participated in this programme. In 2007 there were 400 of them. Although it was envisaged as a cultural exchange programme, research carried out so far indicated that *au pair* was primarily a model of labour migration, whereas its cultural exchange aspect has been demonstrated to a lesser extent.

16. **Dragutin Babić**, Senior Scientific Associate and **Filip Škiljan**, Scientific Associate at Institute for Migration and Ethnic Studies in Zagreb, delivered their presentation entitled "Integration of Bosniaks and Croats from BiH into the Croatian Society". The results of the empirical research carried out with the Bosnian Croats in Western Slavonia were presented. These are war-related migrants from the areas of Banja Luka and Bosanska Posavina, who managed to integrate relatively well and connect themselves with the Croats from Croatia, regardless of the lower status and noticeable local features related to their places of origin (i.e. the "Banja Luka people" and the "Posavina" people). The second research was an empirical one carried out with the Bosniaks in the Kordun area. It indicates that there have been various forms of discrimination demonstrated against the respondents, including: inability to access their right to citizenship, work (often related to the former category), religion-based discrimination, destruction of property, insults and physical threats referring to their ethnicity. Although internal relations in this local community had not been ideal even before the war, animosities deepened further due to war-related choices individuals made in terms of participating in various armies (i.e. the Army of BiH, the Croatian Army, the Army of the Autonomous Region of Western Bosnia, and the Army of the Republic of *Srpska Krajina*), as well as due to the post-war division to Muslims and Bosniaks.
17. **Snježana Gregurović**, Senior Scientific Associate at Institute for Migration and Ethnic Studies in Zagreb, presented her work entitled "Research on Migration and Post-Migration Phenomena: Examples of Migrants from Bosnia and Herzegovina in Croatia". Simona Kuti was the co-author of this work. The statistical data of 2001 indicated that 20.755 representatives of the Bosniak national minority lived in Croatia at the time, whereas 19.677 persons declared themselves as "Muslims". Most Bosniaks live in Zagreb, as well as in the Primorje-Goranska Canton and the Istria Canton. Some of them arrived to economic centres mostly in the course of the economic migration in the 1960s and the 1970s, and some in the course of the war in the 1990s. It is concluded in this presentation that the Bosniaks in Croatia have transnational activities which, in addition to Croatia and BiH, also include third countries. Due to geographic proximity, transnational mobility of Bosniaks in Croatia is of high frequency, which in turn influences the quality of transnational connections. The second generation of migrants is also active in establishing and maintaining transnational contacts. Travelling to BiH also has a symbolic value – it is important for fostering migrants' identity.
18. **Tanja Pavlov**, Director of the Centre for Migration and researcher in the area of migration at *Group 484*, and **Jelena Predojević-Despić**,

researcher – associate at Institute for Social Sciences in Belgrade presented their work entitled "Institutional Framework as a Support to Migration: Labour Migration between BiH and Serbia". They said that, according to the official data, there were 6.231 permanently settled BiH nationals in Serbia in 2009, as well as 16.533 BiH nationals with temporary residence permit and 6.298 who were in Serbia in relation to their employment. The number of people who moved from BiH to Serbia in the course of 2010 amounted to 689, of which 313 from FBiH, 356 from RS and 20 from the District of Brčko. In the academic year 2010/2011 the number of students from BiH in Serbia was 4.797. The total number of temporary working permits issued to BiH nationals in the period between 2006 and 2011 was 210. The institutional framework for labour migration between Serbia and BiH was established. Namely, there is a number of bilateral agreements, including the one on temporary employment, on social insurance, on dual citizenship, and several special agreements between Serbia and *Republika Srpska* within the Agreement on Special and Parallel Relations. It was established that there was room for enhancing cooperation between the administrative bodies in charge of employment, and a need for harmonization of approach and enhanced cooperation in the area of education between Serbia and both BiH entities respectively in order to create a common knowledge and education market.

Final Session and Conclusions

The following topics were discussed at the final session of this workshop:

- Identification of possibilities for further (joint) research and suggestions on direction of such research important for policy creation processes;
- Establishing a network of researchers;
- Mapping of the role of government, other institutions, researchers, academic community as particularly important for researchers' networking;
- Establishing a solid basis or framework for interaction within which a further dialogue and research will be carried out;
- Defining a scientific research project that would focus on a problem that is identified at the workshop as the priority and least researched one;
- Recommendations for future activities and follow-up.

The following suggestions and recommendations were agreed after the discussion:

Suggested topics for further research:

Research on economic aspect of migrants' links with BiH, with a focus on remittances and their reduction.

Research on a permanent return of pensioners (who obtained such status abroad) and on policy creation on the BiH level (in regards to the number of returnees and to the economic impact of such return to BiH).

How does the process of EU integration of the countries of former Yugoslavia affect migration flows, with focus on labour, return and asylum-related migration.

Studies of the migration-related approach demonstrated by the countries in the region and its comparison with the strategies of the EU countries.

(In)compatibility of the development-related policies of the host countries and the countries of origin.

Research on intellectual potential of BiH migrants, and possibilities of engagement of deficitary cadre, aimed at development of a strategy on such group in order to achieve brain gain effect in BiH.

Chain migration: trends and implementation channels.

Research on human and labour-related rights of migrants from BiH in EU countries, and of the ways in which these rights can be protected.

Research on EU-funded projects, so that joint academic community can address the EU with a specific initiative on possible regional projects.

Other suggestions:

Updated databases of researchers, centres, projects, works on BiH migration, of conference invitations, and information on the current funding and scholarships for academic exchange of staff and students.

Establishing a virtual depository library.

Establishing, on a designated web page (e.g. at the Ministry), a supranetwork of researchers that would pool the existing researcher and networks.

Establishing an association of researchers from BiH.

Elaboration on projects and on application strategies for FP7.

Partnership in organization of summer schools, gatherings and shared graduate programmes.

Establishing an academic journal that would focus on migration-related topics, and that would be linked to the researchers' network.

Harmonization of methodologies that would be used in projects to allow for a comparative approach.

Affirmation of interdisciplinary approach that would include as many researchers as possible to enhance study of various aspects of this complex subject.

A new gathering in two years, the Ministry to decide on a thematic framework and send out thematic invitation to researchers.

The Ministry to coordinate and organize the gathering and administer common projects of interest for BiH.

Follow on good practice in regards to mapping and attracting highly qualified persons to their countries of origin (for example Australia, China, Albania).

Next steps

In accordance with the presented research, discussions, conclusions and recommendations, the Ministry for Human Rights and Refugees of Bosnia and Herzegovina (MHRR) will undertake the following steps:

1. The pieces of research presented at the workshop contribute to a more complete and accurate picture on BiH emigrants, which will help MHRR to create adjusted policies in the areas of migration and linking migration to development. MHRR will use the presented data on demographic and socio-economic characteristics of BiH, their integration in host countries, social networks and links with the homeland to update its data on the current situation of BiH emigration in host countries, prepare materials for the Council of Ministers, draft projects, activity plans and contribute to drafting of strategic documents where appropriate.
2. Within its database, MHRR will envisage room for (a network of) researchers on migration issues, enter data on them, update such data regularly, and publish it on its webpage subject to the authorization of the researchers concerned.
3. Within its web page MHRR will dedicate necessary space for subjects related to research on migration issues, that will include works on migration from BiH, the list of researchers, information on conferences, summer schools on migration issues, etc. Researchers are invited to provide MHRR with such data.
4. MHRR considers the subject of brain drain/gain that was recommended a priority and will support research related to it: the research on intellectual potential of BiH migrants, and a possibility of engagement of deficitary cadre aimed at developing a strategy on such group in order to achieve brain gain effect in BiH.

5. MHRR believes that the subject of brain drain/gain could be the focus of the next workshop planned in 2 years. For these activities MHRR will, with the support of its partners, try to identify funding within the implementation of the Strategy of Migration and Asylum of BiH 2012-2015, which envisages the following two measures supportive of this subject: *Support to development of academic research in the area of emigration* (ongoing in the period between 2012 and 2015), and *Organizing international gatherings of researchers on migration issues aimed at creating research networks for further research* (in 2012 and in 2014).

6. MHRR will support the implementation of other recommendations that envisage academic community or researchers as activity leaders, including organization of summer schools, gatherings and joint post-graduate programmes; launching of an academic journal that would focus on migration issues; creation of an association of researchers, etc.