

Brain drain in Pakistan: a temporary advantage of Limitless Loss.

Outline

1. Introduction

Pakistan has been facing brain drain for decades. Although it has temporary advantages such as, remittances flow, cultural exchange and integrated diaspora. However, it has limitless loss in Pakistan's development and progress but some effective steps can stop brain drain in Pakistan.

2- unboxing the term "Brain drain"

3- Temporary advantages of brain drain

- a- increase in flow of foreign remittances
- b- transfer and exchange of skills and knowledge
- c- reduction of unemployment in the country
- d- increase in skilled labour force
- e- A law abiding and well integrated diaspora

4- Limitless loss of brain drain for Pakistan

- a- Reduction in vote turnover in politics
- b- Loss of technical labour force in economic sector
- c- Creates demographic imbalance in society
- d- Loss of skilled engineers and IT experts hamper technological progress
- e- Loss of highly qualified intellectuals in education sector

f- poor cultural growth in society

5- How brain drain can be stopped in Pakistan

- a- Ensure political stability in Pakistan
- b- Create job opportunities in different sectors
- c- offer high salaries to qualified professionals
- d- provide safe and favourable environment for people
- e- ensure basic facilities of life

6- Conclusion

Essay

"it is in your hands, to make better world for all who live in it" (Nelson Mandela). These words of Nelson Mandela demonstrate the state is responsible to provide safe and favourable environment for his citizens. People start migration from one country to another when any state does not provide basic needs for his citizens. Brain drain is ^{used} umbrella term for this phenomenon. Pakistan has been facing brain drain for past decades. It has temporary advantages as well as limitless losses. There are some temporary advantages of brain drain such as, increase inflow of foreign remittances, cultural exchange and reduction of unemployment in the country. Similarly, brain drain creates integrated diaspora for the Pakistan. In contrary, it has limitless losses for Pakistan such as, decrease in vote turnover in politics, loss of technical labour force in economic sector and demographic imbalance for the country. Moreover, it hampers technological progress, creates scarcity of qualified intellectuals in education sectors. However, some effective steps can stop brain drain in Pakistan. For instance, government should address those issues which become reason for brain drain like, ensure political stability, creation of job opportunities and offer high salaries for skilled professionals. Moreover, ensure safe and favourable environment for people, provide basic facilities to citizens, can stop the exodus of masses. Thus, "Brain drain" has temporary advantages and it has limitless losses for country.

Brain drain refers to the migration of highly skilled, intellectual and technical forces to foreign lands. In easier words, it is when highly equipped and intelligent individuals who can offer a lot to their nation and help it progress, choose to move to a land other than their own and put their abilities to work in that land. Brain drain is becoming very serious issue for Pakistan. Many highly qualified skilled labours, and intellectuals are leaving the country day by day. Pakistan has been facing brain drain crisis for past decades. The nation is grappling with multiple challenges that contribute to this brain drain, including crumbling economy, political instability, rising unemployment, soaring inflation, and prevalence of extremist ideologies. These factors have created an environment that pushes individuals to seek better prospects abroad. However, it has some temporary advantages.

Increase in flow of foreign remittances is one of the benefits of brain drain. Foreign remittances are backbone of economy. These remittances increase the foreign reserves of Pakistan. Overseas Pakistanis send remittances to the country. Owing to these foreign remittances Pakistan's economy is strengthening day by day. According to World Bank report 2022, Pakistan received \$29.9 billion remittances from other countries. Pakistan is receiving these remittances from all over the countries of the world. Overseas Pakistanis

support their families from outside the country. These remittances become cause of progress and development in Pakistan. Therefore, brain drain has its advantages. Hence, brain drain has become cause of foreign remittances for Pakistan.

Similarly, brain drain leads to transfer knowledge and skills between different countries. People share different cultural knowledge and skills. For instance, when Pakistanis go outside the other countries of the world, they learn new skills and knowledge. They share Pakistani culture with foreign people. Later, these overseas Pakistanis come to Pakistan and spread the new skills and knowledge to the people of Pakistan. Similarly, many students go abroad for higher studies and later they come to Pakistan and share their knowledge and experiences in different educational institutions of Pakistan. Thus, knowledge and skills are exchanged due to migration of people from one country to another country.

Moreover, brain drain reduces the unemployment rate in Pakistan. Unemployment is one of the main issues of Pakistan. Literate and skilled people go outside the country and they get good jobs in different countries of the world. Owing to this, unemployment pressure reduces in Pakistan. Pakistan has been facing unemployment issue for decades. According to World of Statistics data, unemployment rate in Pakistan is 6.5% and 24th ranking in the world. If graduates and skilled people go outside the country it will reduce unemployment rate in Pakistan. Hence, unemployment can be reduced through migration of people.

Moreover, brain drain increases the skilled and technical labour force in the country. Many people go abroad to learn new skills and things. They get knowledge in different fields like, in Information Technology (IT), agriculture, and in educational sector. For instance, many Pakistani students go abroad on scholarships to learn different skills in IT sector. According to Higher Education Commission of Pakistan (HEC) report, every year more than 500-1000 students go abroad on different scholarships to learn new skills in IT sector. Resultantly, when these students come back to Pakistan, they will enhance the IT sector of Pakistan. Similarly, in many other sectors they learn new skill and increase the skilled labour force of Pakistan. Thus, brain drain can increase skilled labour force of Pakistan.

Furthermore, brain drain increases the law abiding and well integrated diaspora of Pakistan. Sometime, people go abroad due to lawlessness and chaos in society. When they go outside the Pakistan, they become good and integrated diaspora for Pakistan. Because in foreign countries rule and laws are followed strictly. They become law abiding and well integrated diaspora. According to Ministry of Emigration and Overseas Employment data, 8.8 million Pakistanis live abroad. This diaspora represents Pakistan in the entire world. These diasporic people become good citizens. When they come to the Pakistan, they abide the rule and law of Pakistan. Hence, brain drain leads to integrated diaspora for the Pakistan.

Brain drain has temporary advantages but on the other side it has limitless losses for Pakistan. These limitless losses have lasting impacts on Pakistan's development and progress. Some of the limitless losses such as,

Firstly, Brain drain reduces the voters' turnout in Pakistan's Political system. Pakistan has been facing less turnout of votes in election for past decades. Votes are important to select political leaders for country. So, in this time when people go abroad, the vote turnout will decrease. The enormous exodus of masses from Pakistan to another countries of the world will affects political system of Pakistan badly. According to Bureau of Emigration and Overseas Employment report, in 2022, 800,000 people left Pakistan. All these people were the eligible for the vote. Resultantly, in the next election of Pakistan, eight lakh vote will decrease. This decrease of vote will affect political system of Pakistan. Thus, people will not choose competent political leaders for country.

Secondly, Pakistan will face loss of technical labour force in the economic sector. Economy is the backbone of any country. Economic institutions are run by technical and skilled force. This labour force is the main key of these economic institutions. If these skilled workers go abroad Pakistan will face scarcity of workers in the economic sector. Resultantly, Pakistan's economy will decline day by day. Now a days, skilled labours are going

abroad continuously. According to Pakistan Bureau of statistics report, in 2022, 26,000 agricultural experts, 5,334 engineers, 18,000 associate electrical engineers left the Pakistan. So, when all these experts leave Pakistan, Pakistan will face scarcity of expert workers in different sectors. Therefore, brain drain indirectly hits Pakistan's economy. Thus, exodus of huge number of experts from Pakistan will decline Pakistan's economic growth.

Thirdly, brain drain creates demographic imbalance in the country. Demography is the basic asset of the country. When people migrate other countries abruptly, it creates demographic imbalance. For instance, when qualified intellectual minds go abroad from one particular region, in result that region will affect badly due to lack of qualified people. Resultantly, growth of that region will slow and stop. Similarly, this will affect its cultural growth, educational growth and economic growth. In contrast, the other regions of the country will get progress day by day where educated and skilled persons are present. Slowly and gradually, that region will become victim of lots of crisis like, poverty, illiteracy and extremism. Thus, owing to brain drain Pakistan will face many demographical issues in the region.

Moreover, brain drain hampers technological growth in Pakistan. Many engineers

and IT experts leave Pakistan for better jobs in foreign countries. These engineers and IT experts are backbone of IT sector. IT sector plays significant role in growth and progress of Pakistan. Unfortunately, now a days, engineers and IT experts are going abroad. According to Bureau of Emigration and Overseas Employment data, 2000 computer experts and 18000 associate electrical engineers left Pakistan in first half of 2023. These emigrants were highly qualified and skilled in their respective fields. They exuded to other countries for suitable jobs. This will hamper Pakistan's technological progress. Emigration of high number of IT experts from country is very alarming for Pakistan. Thus, Pakistan's IT sector will decline day by day.

Furthermore, Pakistan will face scarcity of qualified intellectuals in education sector. Educational institutions are the basic platforms that create future generation. These qualified intellectuals are the backbone of educational sector. Unfortunately, owing to brain drain these intellectuals are going abroad continuously now a days. They perform their services to other countries. According to World Statistics data, more than 92,000 graduates and 250 Phds left Pakistan in 2022 to 2023. Resultantly, this situation will create scarcity of teachers and scholars in educational sector of Pakistan. Similarly, Pakistan's invest on these scholars are all in vain. Because they perform their services

other countries of the world rather than Pakistan. In result, Pakistan's education sector will decline day by day. Hence, brain drain affects education sector of Pakistan severely.

Besides, when civilised and talented people go abroad, cultural growth will stop in Pakistan. Culture is basic identity of any nation. Pakistan has rich culture in Indus region. For instance, when literary and qualified scholars, eminent philosophers, and poets go outside the country, Pakistan's cultural growth will stop. These people enrich and enhance the culture of Pakistan. They perform different cultural functions and activities at different places. Owing to this the culture of Pakistan become enrich day by day. However, due to brain drain crisis in Pakistan, many poets and philosopher are leaving Pakistan continuously. Hence, brain drain not only affect the economic, educational and other sectors but also affects the culture of Pakistan.

Brain drain has become severe issue for Pakistan. However, some effective steps can stop this issue. Following are the some suggestions to address this issue.

Frist of all, Political instability is basic need of Pakistan. Frequent Political unstability has affected people.

Political institution and government of Pakistan must ensure political stability in the country. Government must conduct free and transparent election in country. Similarly, government of Pakistan must ensure rule and law in the country that will help transparent election. Resultantly, people will focus in their respective fields with calm and peace mind. It will also help political leaders to make long term economic policies in the country. Political stability brings peace and prosperity in the country. Political leaders will make people centric and economic centric policies for the country. These policies will change fate of Pakistan. Hence, political stability is mandatory for Pakistan.

Similarly, government should create job opportunities for people in different sectors. Many graduates in Pakistan are unemployed and they are searching job. Government has capacity to jobs in different sectors. For instance, Pakistan should accelerate work on China Pakistan Economic Corridor (CPEC). CPEC will create thousands of jobs in its different projects. According Pakistan Bureau of statistics, 90,000 job opportunities will create CPEC projects in Pakistan by 2030. Therefore, government should focus on CPEC and accelerate its work on different projects. Resultantly, people will not go abroad for jobs. Hence, job opportunities can stop brain drain in Pakistan.

Moreover, government should offer attractive salaries to qualified professionals. Sometime these qualified individuals go abroad due to low salaries in Pakistan. Government must offer high salaries and favourable jobs for these skilled professionals. Similarly, government must provide other incentives, perks and privileges for people. Government should give subsidies and bonuses for government employees and technical labors. In result people will not move outside for high salaries. Because money is the basic need of life. Therefore, government should offer competitive salaries for employees. Hence, high salaries attract people and can stop migration.

Besides, safe and favourable environment is basic need of every citizen. Peaceful society become source of happiness and prosperity. Many people leave Pakistan due to extremism and terrorism. Therefore, government must ensure safety of citizen. Introduce National Security Policy (NSP) for peace in Pakistan. It will control extremism in Pakistan. Similarly, government must activate security safety cameras in different places for people's safety and protection. In addition to this, law enforcement institutions like, Police, Pakistan Army and other security forces must ensure rule and law in the country. It will reduce crime rate in Pakistan. Thus peaceful society will attract people to live in Pakistan.

Last but not the least, basic facilities of life, like education, health, food and freedom of speech are every citizen's basic rights. Many people go abroad, in search of better environment. Therefore government should ensure education and other basic rights of people in the country. The government of Pakistan invest valuable amount on education, health and food. Similarly, freedom of speech is everyone's right. Government must ensure freedom of speech for every citizen of Pakistan. They can easily express their feelings and grievances in front of government. In addition to this, government should use social media to create awareness among people. Thus basic facilities are other great step to stop brain drain.

In a nutshell, brain drain has become severe issue for Pakistan. It has temporary advantages but it has limitless losses. For instance, some temporary advantages like, flow of remittances, cultural exchange, reeducation in unemployment and integrated diaspora are considered its positive side. However brain drain has lasting implication for Pakistan like, loss of technical labour in economic sector, loss of highly intellectuals in educational institutions and poor cultural growth. These factors will affect Pakistan's growth severely. But some effective steps like, creation of job opportunities and favourable environment can stop people go outside. Thus, brain can be controlled and it has benefits and disadvantages for Pakistan as well.