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Brain Drain: Causes and Consequences

Outline:

1- Introduction

2- Causes of brain drain employs to vulnerable results

2.1- Absence of job opportunities has shored the skilled workers

2.2- Dearth of human capital: political instability will reduce economic growth

3- Brain Drain: Hazards of terrorism decreasing foreign investment

3.1- Brain Drain: limited^{ly} research facilities reducing innovation and research

3.2- People become dependent on remittances

4- Case study of South Africa

4.1- Pakistan can adopt south African strategies

4.2- Way Forwards

a- Invest in research and innovation

b- Create job opportunities

c- Improve political stability

5- conclusion

Better a brain drain than a brain in a drain (Rajiv Gandhi). Brain drain is basically understood as the country's loss of highly-skilled human capital together with "simultaneous lack of brain circulation", that is, the flow of talent from one country to another country. It often occurs between countries and cities where there's sharp discrepancy in available opportunities. Individuals might move to look for better standard of living. Brain Drain can also refer to the movement of professionals between corporations or industries for better pay or opportunities. Brain drain's effects are felt not only in the area where brain drain occurs but also where brain drain occurs; the place to which individuals move. It can often have a chain reaction. Areas affected by brain drain end up with a dearth of human capital. These areas also experience loss of revenue, reductions in foreign investment, reduction in innovation and research etc. All these are the consequences of brain drain in a region which occur due to less job opportunities, political instability, terrorism, limited research facilities etc., persecution based on religion,

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gender or sexuality etc. Increasingly the example of first International migration that emerged as a major public health concern in the 1940s when many European professionals emigrated to the UK and USA (WHO).

Critically, recent efforts have been made by Iran to address the brain drain. For Example, Iranian government has made improvements in educational reforms, in technological field offered attractive job opportunities etc. According to report by a Ministry of Science and technology and Research in 2022 around 1500 Iranian Scientists and academics returned to the country between 2013 and 2019. In Pakistan rate of emigration is increasing day by day due to lack of certain facilities and other factors. So, Pakistan can't follow Iranian techniques to make improvements. The dearth of human capital is exerting ~~big~~ many impacts due to certain causes like reduction in economic growth and investment etc. So, pragmatic measures are needed.