

BRAIN DRAIN IS BETTER THAN 'BRAIN IN THE DRAIN'

OUTLINE

1- Introduction

Brain drain, the migration of skilled professionals, is preferable to brain in drain, where talented individuals remain underutilized in their own countries. It allows individuals to maximize their potentials and support their home economies. It has both short-term and long-term benefits that outweigh the consequences of brain in drain.

2- Decoding the terms 'Brain Drain' and 'Brain in the Drain'.

3- Why brain drain is better than brain in drain?

a- Brain drain reduces the adverse impacts of brain in drain.

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avoids the potential stagnation of large number of skilled people.

- c- Brain drain provides better job opportunities and higher wages.
- d- Brain drain contributes in the economy of home country through remittances.
- e- Diaspora of skilled individuals enhance country's global influence and reputation.
- f- It can create new international investment options for the home country.
- g- It can facilitate transfer of knowledge and technology.
- h- It can serve as a catalyst for domestic reforms.
- i- It can serve as a mechanism for cultural exchange enhancing country's soft power.

Ali, a 28 year old boy, belonging to a middle class family, always remained extraordinary in his studies. He got admission in one of Pakistan's most prestigious universities on scholarship in BS software engineering. During his years at university, he always dreamt of a successful career to live his dreams and fulfill his parent's expectations. But it's been three years now that his degree has been completed and he has applied in multiple firms and companies for job but all in vein. Recently, he applied in an international company and seeing his skills and expertise, the company hired him. Today, Ali left Pakistan to pursue his career and to fulfill his dreams. Brain drain is better than brain in the drain because brain drain reduces the adverse impacts of brain in the

drain as it avoids the potential stagnation of skilled labour. It helps in eradicating poverty and unemployment in the country. Brain drain provides better job opportunities, high wages and a potential to grow. Moreover, it also contributes in the economy through remittances. The skilled diaspora can enhance the global influence and reputation of the home country. It also helps in creating international investment opportunities along with transference of knowledge and technology, when return to their homeland. Furthermore, it acts as a cultural exchange to enhance soft power of the country. Brain drain can also serve as a catalyst for domestic reforms. Therefore, Brain drain, the migration of skilled professionals to other countries, is preferable to brain in drain, where talented individuals remain underutilized in

their home countries. It can lead to loss of human capital, but it allows individuals to maximize their potential and support their home economies. It has both short-term and long-term benefits that out-weigh the consequences of brain drain.

Brain drain, refers to the emigration of highly skilled and educated individuals from their home country, to another, typically in search of better opportunities, advanced resources, or improved living conditions. This migration can result in loss of human capital for the home country. On the other hand, brain in drain describes a situation where talented individuals remain in their home country, but are underutilized due to lack of opportunities, resources and systematic support. This leads to stagnation of potential, wasting the skills and knowledge, ultimately, hindering, both

personal and national development. Brain drain, therefore, is often seen as a lesser ail compared to brain in drain.

Brain drain reduces the adverse impacts of brain in drain both for the individuals and for the country, as a whole. Brain in drain leads towards increased unemployment, lower wages, increased social evils like poverty, corruption etc, economic stagnation and psychological and social frustrations which can be prevented by brain drain as those who migrate seek better prospects abroad due to economic, political and social stability. For instance, around 1.6 million Pakistanis reside in UAE and they contribute significantly to their families and home country as Pakistan get \$4.6 billion

annually from UAE. So, brain drain reduces and lessens the adverse impacts of brain in drain.

It avoids the potential stagnation of large numbers of skilled people by enabling them to seek opportunities in environments that recognizes and utilize their talent effectively. In under developed or developing countries, the skilled individuals get limited career growth and skill enhancement so instead of living in a country where your skills are not acknowledged, its better to move toward better resources.

For instance, a report published by PIDE in 2023 shows that almost 16 to 20% of university graduates are those who are unemployed in the country, because the available job opportunities mismatches with their

skill set which results in the potential stagnation. This situation highlights the point that brain drain is better than brain in drain which leads to stagnation of skills.

Moreover, Brain drain provides skilled individuals with better job opportunities and higher wages, which are often unattainable in their home countries due to economic challenges and limited career prospects. For example, Pakistani professionals who migrate to countries like US, Canada, or the Gulf states often find themselves in roles that utilize their expertise and offer them good salaries.

For instance, in UAE, many Pakistani expatriates work in sectors such as IT, healthcare, engineering, where they earn significantly more than they would in Pakistan. This offers them a path to professional growth.

and financial stability which they may not achieve in their homeland. So, brain drain is much better than brain in drain.

Furthermore, brain drain helps by contributing in the economy of their home country, through remittances. As skilled individuals move abroad for better life, they often send financial support back to their home countries. These remittances can contribute substantially to the recipient nation's economy, by increasing household income, which in turn boost local consumption and investment.

Moreover, the taxes they pay also alleviate poverty, support small businesses and fund in different services for the citizens of the country. In fiscal year 2022-2023, Pakistan received almost \$31.2 billion in remittances.

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These funds play a crucial role in supporting the economy, which ~~is~~ ^{can be} ~~never~~ impossible in the second scenario. So, brain drain in such instances is much better than brain in drain.

The diaspora of skilled migrants due to brain drain can significantly enhance a country's global influence and reputation.

When professionals migrate abroad, they often achieve notable success in their respective fields, thus elevating their home country's profile internationally.

These skilled migrants frequently engage in cross border collaborations, contribute with the people of other nations thus enhancing the international profile of their country. Moreover, the positive image of these diaspora can attract further talent and resources in their home country, creating a cycle of global engagement.

Brain drain can inadvertently create new international investment options for the home country. As skilled migrants establish themselves abroad, they often build valuable networks and gain insights into global markets and investment trends. These connections can facilitate investment in their own countries by bridging gap between local options and international capital. It attracts foreign investors, promote their country's economic potential and initiate cross border bussiness ventures. So, brain drain can influence the global market to invest in their home country, which makes it much better than brain in drain.

Brain drain can facilitate the transfer of knowledge and technology, to the home country. Skilled migrants often acquire enhanced

expertise and exposure to cutting-edge technologies while working abroad. When they return to their home countries or engage in collaborations, they bring back valuable skills and innovative practices and technology to their home country. For Instance, Dr Abdul Qadir Khan, got the knowledge and expertise of Nuclear bomb from abroad and used that techniques and knowledge in making Pakistan a nuclear country. Additionally, if such individuals return back, they may establish businesses which helps in boosting the local economy. Thus, brain drain is much better than brain in drain.

Brain drain can serve as a catalyst for domestic reforms by highlighting gaps and

inefficiencies within a country's system. The migration of skilled professionals often underscores the need for improved economic policies, better working conditions, and enhanced framework to retain talent in the home country. For instance in 2023, almost 8 million people left the country for a better future which is an alarming situation because these 8 millions were youth bulge and a country needs its youth for the development and growth. So, it shows an alarming situation of unemployed and lacked resources in Pakistan which can act as a catalyst for government to improve the working conditions in home country.

Brain drain can serve as a mechanism for cultural exchange, enhancing country's soft power.

These migrants become cultural ambassadors, sharing their home country's values, traditions and perspectives with their host communities. Their success and contributions abroad can positively influence perceptions of their home country. This cultural exchange can lead to greater global engagement and diplomatic relationships.

Hence brain drain can be much better than brain in drain for not only individuals but ^{for} country at large.

To cut the matter short, brain drain is much better than brain in drain because brain drain can have many positive impacts along with the challenges a country faces but brain in drain cannot ~~only~~ have a single benefit at all. Moreover they can result in causing many social evils. So brain drain is much

better than brain in drain because it reduces the adverse impacts of brain in drain. Therefore, brain drain, the migration of skilled professionals to other countries, is preferable to brain in drain, where talented individuals remain underutilized in their home countries. It can lead to loss of human capital, but allows individuals to maximize their potentials and support their home economies. It has both short-term and long-term benefits that out-weigh the consequences of brain in drain.