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Brain Drain: Causes & Consequences

1. Introduction

- a) Hook/attention grabber
- b) General statement
- c) Thesis statement –Causes of brain drain in Pakistan are prevailing Political instability, economic uncertainty, unemployment, decaying institutional and governance structure, improper use of human capital and terrorism leading to poor industrial growth and development , less foreign investment and economic crisis.

2. Causes of Brain Drain

- a) Unemployment
- b) Low salaries & opportunities
- c) Lack of Advance Research facilities
- d) Lack of merit system & slow promotion process
- e) Job dissatisfaction
- f) Lack of encouragement
- g) Professional Isolation
- h) Family consideration and good living standards
- i) Economic Instability
- j) Political instability
- k) Terrorism

3. Consequences of Brain Drain

- a) Lack of professionals

- b) Poor Industrial growth
- c) Less foreign Investment
- d) Narrow Tax Rate
- e) Depletion of knowledge bases Economy
- f) Impact Public Service (Health & Education)

4. Solutions to control Brain Drain

- a) Increase Employment opportunities
- b) Better Economic Return
- c) Educational Reforms
- d) Provide Advance Research facilities
- e) Respect of Merit and fair promotions
- f) Good & secured working environment
- g) Encouragement & respect
- h) Foreign Faculty hiring programs
- i) Brain Drain Tax
- j) Political & Economic stability

5. Conclusion

- a) Thesis restated , summery
- b) Concluding thoughts

Introduction

“The empires of the future are the empires of the mind”(Winston Churchill).The recent trend of globalization has been characterized as the flow and exchange of goods, services, capital, informative services and at high level qualified skilled manpower. This brutal reality has not emerged suddenly; this has been in practice for decades owing to a consistent trend of bad governance as well as shrinking employment opportunities. The migration of intellectual manpower from underdeveloped countries to developed countries is a global phenomenon and unfortunately Pakistan is one of them. Causes of brain drain in Pakistan are prevailing Political instability, economic uncertainty, unemployment, decaying institutional and governance structure, improper use of human capital and terrorism leading to poor industrial growth and development , less foreign investment and economic crisis.