

Brain drain: Causes and Consequences

Outline:

1. Introduction

- a) Attention grabber
- b) General statements
- c) Thesis statement: Brain drain is caused by lack of career opportunities, poor living, political instability and working conditions which may lead to several consequences like Non-availability of potential people, loss of Tax revenue, Unaddressed needs of people and Hindered growth and development.

2. Causes of Brain Drain

- i, lack of Career opportunities
 - (a) Non-availability of quality education
 - (b) lack of practical learning
 - (c) Reference based hiring.
- ii, Poor living
 - (a) Inflation
 - (b) Non-concerned government
 - (c) lack of available resources
- iii, Political instability
 - (a) Corruption
 - (b) Weak economy
 - (c) Huge burden of loans.
- iv, Working conditions
 - (a) longer working hours

- (b) Benefit less jobs
- (c) lack of legal protection.

3. Consequences of Brain Drain

i. Non-availability of potential people

- (a) Non-qualified doctors
- (b) Importing of Engineers
- (c) Unconcerned workforce

ii. Loss of Tax-revenue

- (a) Undocumented businesses
- (b) lack of responsible people
- (c) Economic crises.

iii. Unaddressed needs of people

- (a) Suffering patients
- (b) Court issues
- (c) non-concerned government.

iv. Hindered growth and development

- (a) Unadvanced technology
- (b) low productivity
- (c) Backwardness of society

B4. Conclusion.

The Essay

"We would not have gone abroad if there were opportunities and employment in the country."

Brain drain is a growing issue of the under developed countries where people are in a need to leave their country in order for having opportunities. This brain drain is increasing day by day in Pakistan because of the economic, social and political condition of the country. The skilled people think of not wasting their time in the country where situation is really worse.

In order to earn their bread, they have to sacrifice by going abroad. A lot of people have settled in the West and applying their skills there. Unfortunately, Pakistan's educational level is not upto the mark.

The people studying in Pakistan becoming doctors, engineers, teachers but to become financially stable and in need of applying skills at a better place they fly to the developed countries.

Brain drain is caused by lack of career opportunities, poor living

political instability and working conditions which may lead to several consequences like non-availability of potential people, loss of tax revenue, unaddressed needs of people and hindered growth and development. Unless these causes are addressed properly, the issue of brain drain cannot be solved and we will continue to lose ~~our~~ potential and qualified people from the country. Therefore, the main aim of this essay is to focus on the causes as well as consequences of brain drain.

To begin with, first comes the causes of brain drain which is the lack of opportunities and career. Firstly, there is non-availability of quality education that is causing brain drain. The education system is flawed and out dated. The syllabus does not meet the advanced criteria. Europe and other developed regions have education which actually gives a person full skills, potential and make a person competent. On the other hand, the education in Pakistan

is making a person dependent. The cheating system gives one a degree but not actual education. Secondly, there is a huge lack of practical learning. All the learning system is based on theory if it is the field of computer or science. Unfortunately, there are no computer or science labs in our educational institutions. Even most of the universities do not even bother to give students an internship letter if they want to do practice on their own. NUML university Islamabad is one such example. The theory learning gives a person the title of doctor, engineer but they are unskillful because of no practice. Furthermore, having degrees is not enough. The hiring in different department is based on reference. The people who have gained knowledge and ~~skills~~ skills on their own then struggle to find a good career opportunity. Hiring on reference take ~~unskillful~~ unskillful people in the job market and people who are capable struggle to find jobs. On an average,

2 - 4 lac~~e~~ people get graduation degree every year in Pakistan but where did they should go when there is no job availability. They move to abroad in search of job opportunities. Therefore, lack of career opportunities is a major cause of brain drain.

Second comes poor living that is a major cause behind brain drain. Firstly the inflation is rising day by day and it is a huge battle for a person now a days to meet daily needs. The economic situation of the country is in downfall. The prices of electricity, fuel, food items and many others. As a result people are supposed to move abroad to become financially stable. The devaluation of our currency is also a cause, money coming from other countries is a source only. Otherwise, living with this inflation is not easy. People are committing suicide over this inflation. As a man from Dijkot suicides by going in front of train because of high electricity bill.

Secondly, the government is not concerned with the issues of people. There are no jobs available for people who are qualified from local universities. Most importantly jobs are not available, if they are then they hire on references within the departments. So where did the qualified people should go. Even those having jobs are resigning from jobs and going to other countries because of low wages, lesser benefits and no job security. People are struggling but the government is not concerned. Thirdly there is lack of available resources. There are no facilities of medical, no clean water facility, infrastructure is destroyed. The floods in Sindh and KP have significant impacts but authorities are not helping people. ~~There is~~ Poor living is causing brain drain on a large scale.

Third comes the political instability which is a cause of brain drain. If a country is not politically stable then it is impossible for it

to benefit its people. First of all corruption is the reason of politically instable country. Corruption whether on a big scale or small scale weakens a country. Every one is in need to get more and more and whenever they get a chance they got involve in corruption. A lot of cases are being reported on media about the corruption of political leaders and high ~~at~~ authority officials. As a result the economy gets weak and then causes political instability. Non qualified people are left in the country and the growth of country is not increasing. Currency devaluation, unskillful people are making the economy weak. In addition, Huge burden of loans is the reason of political instability. IMF is now not ready to give Pakistan ~~but~~^{new} packages and the reason is that the country has already under the burden of Saudi Arabia and China. It has to give back the amount and then IMF will enter Pakistan in its Package. Moreover, the political instability should

be encountered as this is the main cause of Brain drain.

Lastly, a huge cause behind brain drain is the working conditions of different sectors. There are tougher working conditions with no benefits.

Firstly there are longer working hours. Most of the private jobs have 10-12 working hours that are making people tired and exhausted. A research revealed that even 8 hours longer working hours are

acceptable with high benefits only otherwise it makes people exhausted. Secondly, there are no benefits in the jobs such as medical, education and house.

In Europe people get free medical and education facilities but in the underdeveloped countries there are no such facilities. Thirdly, there is a lack of legal protection. Jobs are just the jobs when you go there but there is no secure job available in Pakistan. No one knows when the company gets in worse

condition and they will ~~also~~ exempt the employees. In covid 19 a lot people have lost their jobs as their company's condition became worst. Hence the lack of job security make people to move to other developed countries in order to secure the future and to meet the needs. Therefore, working conditions are a reason why people move to developed countries.

Unfortunately, brain drain is due to lack of career opportunities, poor living, political instability and working conditions. These causes are leading towards several consequences which includes non-availability of potential people, loss of tax revenue, unaddressed needs of people and hindered growth and development.

The first consequence of brain drain is the non-availability of potential people. If all the qualified people will go to other developed countries then there will be no skilled people.

will left in our country. Some doctors of hospitals are such examples as they are not trained or qualified enough to treat the patients. Even there are such incidents in the country that during operation doctors forgot the scissor in the stomach of a patient. Such incidents will happen when potential people will not be available in the country. Then comes the imparting of engineers. People study and become engineers in our country but go to other countries because of no opportunities. Then we have to call engineers from other countries to update our system. There are certain technologies in Pakistan and to regulate them, engineers from other countries are invited. Lastly, there is unconcerned workforce. Educated and qualified people always know the value of being employed but those who get the job easily do not know that value. There are a lot of court cases pending, as the court system is not concerned with their

duty. What they concerned is with money. Also, there are police officials who are not interested in the matters of people. Teachers, not interested in giving quality education to their students. All these reasons are the result of non-availability of potential people in the country.

The second consequence of brain drain can be viewed in the loss of Tax-revenue. In this consequence, first comes the undocumented businesses which are a main issue. The non-qualified people do not know the value of tax for a country. They have a lot of businesses which are not registered. The FBR also have officials who are not trained. Thus the all system is abrupt. Then second comes the lack of responsible people. In different departments of state people are highly irresponsible. They are not inclined towards performing their duties rather they are more inclined towards enjoying the ~~XXXXXX~~ luxuries of job.

Third comes the economic crises which are a major issue. If there will be no earning, and development in the country then economic crises will rise. Therefore the loss of Tax-revenue is a great consequence of brain drain.

The third consequence is the unaddressed needs of people. When there are unskillful people available then the needs of people will not be addressed. There will be suffering patients. Most of the doctors do not check patients timely and carefully that is why the patients have to suffer. In PMS hospital there is no advanced technology available to treat patients. Then there are court issues. In Pakistan there are 2.9 million cases pending in our courts and no one is resolving the issues because they do not bother. There is non-concerned government. People are protesting against inflation but there are no productive measures by authority to solve their concerns. Moreover, corruption at small and big

levels do not allow a nation to grow.

Lastly, there is hindered growth and development. The technology is unadvanced. The skillful people are not valued in Pakistan so they go to other countries and become their asset. A lot of Muslim scientists have proved their skills in other areas of the world but Pakistan did not value the skilled people. There is also low productivity. Pakistan is weak economically, socially and technically. There are no productive works in the country. As ~~the~~ the country and its people are struggling for basic life provisions. Then there is backwardness of society. In technology Pakistan is below other countries. A lot of time has passed since the 5G technology has been introduced in other countries but unfortunately, Pakistan has still not launched it. Modern transport mechanisms are other examples which are unavailable in society. Hence, when there

are non-qualified and unprofessional people available in the country, then the society will be backward and there will be no growth and development in the country.

To conclude, brain drain is caused by multiple factors such as lack of career opportunities, poor living, political instability and working conditions. These causes are important in terms of brain drain. Therefore, several consequences will come with brain drain including the non-availability of potential people, loss of tax-revenue, unaddressed needs of people and hindered growth and development. and these consequences are damaging for a country. The nations which give respect and value to their skillful people are the one's who come in the line of progress. Progress demands giving value to the assets. So it's "better a brain drain than a brain in the drain". Progress demands giving respect to qualified people. (2079)