

# OUTLINE

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## TOPIC: Brain Drain: Causes and Consequences

### 1 Introduction

- 1.1 Exodus of European Scientist: A historical Example.
- 1.2 Brain Drain: A major challenge for Pakistan.
- 1.3 Thesis statement:

### 2 Causes of Brain Drain; In Pakistan:-

#### 2.1 Economical factors:

- 2.1.1 Economic instability
- 2.1.2 Low salaries.
- 2.1.3 Limited Career growth
- 2.1.4 Unemployment / Underemployment issues.

#### 2.2 Political instability and legal Uncertainty:

- 2.2.1 Governance issues
- 2.2.2 legal matter / issues
- 2.2.3 Security threats / concerns
- 2.2.4 Corruption and Bureaucracy (red tape)
- 2.2.5 Lack of Meritocracy
- 2.2.6 Policy inconsistency

#### 2.3 Social Factors:

- 2.3.1 Desire for better life
- 2.3.2 Diaspora Network
- 2.3.3 Gender inequality
- 2.3.4 Crime and safety concerns
- 2.3.5 Environmental factors

#### 2.4 Psychological factors:

- 2.4.1 Stress and anxiety
- 2.4.2 reduced motivation
- 2.4.3 Hopelessness and despair

## 2.5 Educational Factors

2.5.1 <sup>LOW</sup> Quality of education

2.5.2 Poor infrastructure of educational institutes

2.5.3 Recognition and validation of foreign institute

2.5.4 :limited research; and development scope

2.5.5 Restriction on academic freedom

## 2.6 Professional factors:

2.6.1 Job market saturation

2.6.2 underutilization of skills

2.6.3 Limited start up ecosystem

2.6.4 Innovative constraints

## 3 Consequences of Brain Drain:

### 3.1 Impact on economy of the Country:

3.1.1 Loss of Human capital

3.1.2 Recent data of "Organization for economic cooperation and development" (OECD)

This is evidence not argument

3.1.3 Decreased Tax revenue

3.1.4 Dependency on Remittance

3.1.5 Decreased productivity

### 3.2 Political Impacts:

3.2.1 Loss of intellectual people

3.2.2 Decreased civic engagement

3.2.3 leadership void

3.2.4 Diminished policy innovations

### 3.3 Social Impacts:

3.3.1 Adverse effect on Country's Social fabric

3.3.2 Cultural erosion

- 3.3.4 Demographic imbalance ✓
- 3.3.5 Impacts on family and community ✓
- 3.4 Psychological impacts: ✓
- 3.4.1 Brain Drain cycle ✓
- 3.4.2 Community fragmentation ✓
- 3.4.3 Intergenerational Impacts ✓
- 3.5 Educational Impacts: ✓
- 3.5.1 Recent "Global talent Competitive index report" ✓
- 3.5.2 Educational deficit ✓
- 3.5.3 Accreditation and reputation of educational institute ✓
- 3.5.4 Decreased Research output ✓
- 3.6 Impacts on professionals / workforce ✓
- 3.6.1 Skill gap ✓
- 3.6.2 Lack of expertise ✓
- 3.6.3 Shortage of doctors and engineers ✓
- 3.6.4 Stifled innovations ✓

## 4 Conclusion

Suggest remedial measures as well

## Essay :-

One notable historical example of Brain Drain is exodus of European scientists and intellectuals to US during the early 20<sup>th</sup> Century. Prominent figures like Albert Einstein, Enrico Fermi and Jon von Neumann were among those who relocated to the US, bringing with them immense knowledge and expertise, that significantly contributed to American scientific and technological advancement. This historical brain drain did not only illustrate the movement of skilled individuals in response to social and political turmoil but also highlights the impact such migration can have on host and home countries. Europe suffered a significant loss of intellectual capital while US experienced a surge in innovation and progress demonstrating the complex and far reaching effects of brain drain. Brain drain is one of the major challenges that Pakistan face today, and that actively hinders the development and progress of Pakistan. There are several causes of brain drain related to economical, political, social, psychological, educational and professional factors that results in disastrous consequences on nation significantly hampers its economical, political, social, psychological and educational progress.

# Brainstorming

Brain drain

- migration of highly skilled people
- Disasterous for nation
- loses valuable human capital
- for sake of better opportunity

## Causes

- Economic issue
- Political instability
- Quality of life
- Educational opportunities
- Social factors
- Job market saturation
- Govt policies
- Corruption
- Lack of Innovation
- Research limitations

## FACTORS

- Economic Factors
- Political "
- Psychological "
- Educational "
- Professional "
- Social "

## Consequences

- Loss of Human Capital
- Reduced productivity
- Shortage of professionals
- Impair on Developmental goals
- Skill Gap
- family, community issues
- Brain waste
- weakened institutions
- Lack of Expertise

## IMPACTS

- Economic Impact
- Political
- Social
- psychological
- professional
- Educational