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## Brain Drain in Pakistan: Causes and Consequences.

### Brain Storming: Causes

- Economic factors
- Political turmoil
- Lack of Research and development
- Lack of career advancement
- Socio-cultural factors
- Globalization and connectivity
- ~~Safety concerns~~
- ~~Open door policies of developed countries.~~

### Consequences

- Depletion of human Resources.
- outflow of Researchers and skilled professionals
- Economic losses
- Foreign currency inflow
- Depending on foreign experts
- Social consequence.

## Outline

### A. Introduction:

1. Brain drain as an issue
2. "Brain drain is a symptom of a larger problem....?"
3. ~~Threat to Pakistan~~

### B. Causes of Brain drain in Pakistan:

#### 1. Economic factors

- a. ~~Low~~ economic returns
- b. pay gap
- c. closure of markets and businesses.

#### 2. Political turmoil

- a. Numerous governmental transitions
- b. power conflicts

#### 3. Poor education system

- a. Inadequate research opportunities.
- b. Limited access to quality education
- c. Limited / insignificant scholarship opportunities.

#### 4. Socio-cultural factors

##### 4. Socio-cultural factors

- a. Family pressure
- b. Community norms.

#### 5. Globalization and connectivity

- a. Access to lifestyle in foreign countries
- b. Social media expose of the developed nations.
- c. Competition in the global labor market.

#### 6. Safety and security concerns

- a. Terrorism and extremism

#### 7. Open <sup>border</sup> door policies of developed nations.

- a. To attract talented individuals
- b. Labor shortages
- c. Declining birth rates.

### C. Consequences of Brain drain in Pakistan:

#### 1. Depletion of human resources

- a. Drain the nation of its trained and experienced

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professionals in several sectors.

~~b. Impedes scientific advancement.~~ **Impedes**

## 2. Economic loss

a. Labor shortage

b. Reduce tax base, decline in government revenue.

c. Loss in investment and reduce entrepreneurship.

## 3. Foreign currency inflow

a. Boost foreign exchange reserves

b. Vulnerability to external economic shocks.

## 4. Dependence on foreign experts

a. Brain Drain create gap of foreign experts

b. Dependence on foreign aid and assistance.

**It creates gap**

## 5. Social consequences

a. cultivating feelings of despair, reliance and financial support from elsewhere.

b. Disatisfaction of witnessing friends pursuing more promising prospects elsewhere.

## D. Conclusion

# Essay

Barack Obama on brain drain says, "The brain drain is a symptom of a larger problem - lack of opportunity, a lack of investment in education and research."

Brain drain is a major challenge... not just an issue of concern for developing countries as their skilled and trained people migrate to developed countries to pursue their career. Whereas, developed countries get benefits from it. Pakistan, like some other developing countries, is suffering from this phenomenon of brain drain due to economic crisis and political instability. Additionally, poor education system and socio-cultural factors also contribute to the outflow of professionals of different sectors. Along with this, terrorism and extremism are creating an insecure environment for people, causing their life threats for them and their families. Due to such situation, Pakistan is suffering from the loss of experienced and intelligent education researchers, doctors, engineers and labor force. Moreover, brain drain is also resulting in economic decline and increasing dependence on remittances, making the country open to external economic fluctuations. Hence, economic, political and educational inefficiencies along with some other factors are contributing to outflow of skilled, talented and highly educated people from Pakistan resulting in reduction of human capital, domestic investment, vulnerability to external shocks and other serious impacts.