

# "BRAIN DRAIN": Causes and Consequences

Outline:

- Introduction:

Wash out of brainy people like Nouman  
luckily to secure a handsome job in Saudia.

- Thesis Statement:

"A massive decline in providing  
skillful citizens with better  
employment opportunities has  
intensified the social and economic  
troubles in Pakistan."

- Causes of Brain Drain:

a) Push factors: It includes those factors that  
are responsible for draining talented  
people out of the country.

Thesis statement should  
briefly elaborate the entire  
topic

- i- Lack of fruitful opportunities
- ii- Avoid sweeping statements No provision of job security.
- iii- Exploitation of Meritocracy.
- iv- Discrimination at workplace.
- v- No Appreciation of Talented Individuals.
- vi- Less Attractive Salaries with more work hours.
- vii- Deduction of medical/transport allowances from lump sum monthly incomes.
- viii- No Extra Incentives and Rewards for good performance.
- ix- Substandard Job offers not upto the level of their qualifications/skills.
- x- Approval of Employment letters not often



b) Pull factors: It includes those factors that are responsible for pulling qualified people to migrate towards countries ensuring better life status with endless opportunities.

- i- Large number of Productive Opportunities.
- ii- Provision of Job security.
- iii- Acknowledgement of Meritocracy.
- iv- Promotion of toxic free work places.
- v- Recognition of well-trained Individuals.
- vi- Attractive Salaries with defined work hours.
- vii- Additional Allowances with separate Monthly Incomes.
- viii- Professional grooming with increments and Rewards.
- ix- Job diversification in the fields of IT / science and technology.
- x- Potential Alignment with Desirable Profession.

4- Consequences of Brain Drain:

a) Positive Consequences:

- i- Migration of intellectuals will result in improving the GDP of the country through remittances.
- ii- Expansion of Global Networking ties facilitating collaboration and Innovation.
- iii- Intellectuals as Symbols of Recognition for any state (dual recognition) one as Pakistani and other as foreigner serving abroad.



## b) Negative Consequences :

- i- The loss of intellectuals is equal to political, social and economic loss of the state.
- ii- A massive migration of skilled people will cause more harm than good.
- iii- Breeding the layers of pessimism in society for forthcoming generations.
- iv- Failure of meritocracy leaves state questionable in the eyes of its citizens causing birth to mental and social frustration among people.
- v- No advancement will be made into the field of technology, industry and entrepreneurship due to scarcity of intellectuals.

## 5- Conclusion :

- i- Way forward

Way forward should be before conclusion



# "BRAIN DRAIN"

"My low earnings were inadequate to run a household in Pakistan while a job prospects in Riyadh is good to pass up"

(Nouman Shah, IT Specialist, secured a job in Saudi)

Nouman Shah is not only a single voice but a voice of many qualified graduates inside the country crying for the basic necessities of life. Not only Nouman, but many people have been moving from developing to developed countries for ages to feed the members of their family. But Pakistan despite its dire need of preserving the intellectuals at any cost, in return, losing an expensive asset of a nation due to its lack of socio-economic welfare initiatives which is pushing people to seek refuge in the arms of European civilizations. As these advanced countries are a door to selling their skills at good rates and charge their potential due to which it has always been a centre of attention for proficient people. But a massive decline in providing the skillful citizens with better employment opportunities and quality life facilities has further aggravated the social and economic troubles in a country-like Pakistan.

Keep practicing on different themes/topics