

## Outline

The Brain Drain in Pakistan, temporary advantage or limitless loss

### 1. Introduction.

Thesis Statement. The brain drain phenomenon in Pakistan may offer temporary advantages to individuals seeking better opportunities abroad, but its limitless loss to nation poses a grave challenge, impacting economic growth, innovation, and the overall development of the country.

2. The phenomenon of brain drain and why Pakistan is grappling with it.

3. Temporary advantages of brain drain on Pakistan.

a. Economic Aid in form of remittance to Pakistan

b. Mass departure eases pressure on job market

c. Research collaboration and skill diversification

d. Diaspora network and global exposure

e. Improved standard of living for individuals, domestically and internationally

4. Limitless losses faced by Pakistan due to brain drain

a. Dearth of skill and educated professionals in Pakistan.

b. Drain in innovation and technological advancement

c. Loss of political and intellectual leadership

d. Global reputation <sup>dents and its</sup> impact on Pakistan in all fields of life.

e. Loss of cultural identities and values due to cultural amalgamation

f. One earns and many eat, leads to decline  
in economic productivity.

## 5. Forward steps in overcoming brain drain

- a. Provision of more and more job with global collaboration
- b. Promote talent and transparency in the recruitment process
- c. Investing in human development to ensure quality of life
- d. Brain drain to brain gain with help of government  
private sector, society, and youth.

## 6. Conclusion.

Once upon a time, in a village, there lived a donkey named Ameer, owned by a wise man. Ameer's routine involved carrying sacks of salt to the market for his owner. The journey required crossing a river that lay between the village and the market. One day, as Ameer traversed the river, he accidentally slipped, causing the salt to dissolve in the water. Surprisingly, the load became lighter. Observing this, Ameer, in a cunning move, intentionally fell into the river the next day, reducing the weight of the salt. However, on the third day, the wise owner loaded a bale of cotton onto Ameer. Despite Ameer's attempt to lighten the load, the water was absorbed by the cotton, increasing its weight. In a parallel <sup>tale</sup>, young Pakistanis often seek opportunities abroad for their professional lives. Similar to Ameer's initial enjoyment, they may find initial benefits. Yet, over time, both they and Pakistan experience substantial and unbearable losses. The fable of Ameer serves as a metaphor for the complex consequences faced by individuals and the nation when seeking prosperity beyond their borders. Temporary advantages of brain drain on Pakistan are in the form of economic aid which is called remittance. Further, ease pressure on job market and also standard of living will be improved. People's skill and research collaboration also diversified. Moreover, expand network and global exposure. But, a limitless

losses faced by Pakistan due to brain drain It includes dearth of skill and educated professionals in the state, drain in innovation and technological advancement and loss of political and intellectual leadership. Moreover, jeopardize the image of state ~~at~~ global level, and loss of cultural identities and values due to amalgamation with other culture. It gives serious dent to economy because ~~enters~~ are more than earners. It can be mitigate with help of transparency and talent promotion during selection process, produce more jobs and more investment on human development and skills. For that, collective support from <sup>the</sup> government, society, private sector and youth is required. The brain drain phenomenon in Pakistan may offer temporary advantages to individuals seeking better opportunities abroad, but its limitless losses to nation poses a grave challenge, impacting economic growth, innovation, and the overall development of country.

Brain drain phenomenon is not new; rather, it is as old as human. When people have skilled, but unable to use that skill in its respective country, they prefer other states for work. Similar conditions in Pakistan because of unsustainable economic development. When thousands of graduates passed from universities <sup>in every year</sup>, but unable to get job in market and as a result, they travelled

abroad for better opportunities. This process is called brain drain and Pakistan is facing this issue since 1960s. As per Bureau of Emigration and Overseas Employment 2021 report, over 10 million Pakistanis have gone abroad for employment. When state does not provide basic requirements of society, then people relocate <sup>themselves</sup> ~~themselves~~ for better life. Brain drain phenomenon is increasing and Pakistan is strongly grapped in it.

One of the temporary advantage of brain drain on Pakistan is in the form of economic aid which is known as remittance. Pakistani overseas sent money to their family for basic needs. This helps in economic stability and mitigate the gap between value of Pakistani currency and US dollar. Remittances provide a lifeline to Pakistan's foreign exchange reserves and are important to the state's internal economic stability. As per State Bank of Pakistan, remittances in Pakistan averaged 3724 Millions of Dollar from year 2002 until 2023. These billions of dollar are helpful in balance of payment <sup>process</sup> and useful during crises. Remittance is one of the temporary advantage of brain drain on Pakistan.

The Brain drain process eases pressure on job market and provide relief to the government in job department. Number of individuals are seeking better options from technology <sup>ically</sup> advanced countries and

they <sup>want</sup> pursue their professional careers through it. This process promotes brain drain and also mitigate the unemployment rate in the state. According to World Bank, the unemployment rate in 2023 was 6.5% and about 15.5 million people were unemployed. About 15.5 million unemployed people among which 0.63 million moved to abroad in 2023 as per Pakistan Immigration Department. The brain drain phenomenon fulfill the needs of people as well as cover shortage of labour problem in the world. One of temporary advantage of brain drain is mitigate the pressure on job market.

The brain drain phenomenon provides collaboration in research field and helpful in skill diversification. One of best place for researchers is productive environment which provides advanced countries. Silicon Valley is one such example where advanced level of collaboration is shown. This helpfull in development of new technology and innovation. It can be seen that the USA spends billions of dollars on Research and development <sup>to attract talent around the world.</sup> Moreover, many Pakistani industrialist and entrepreneur play a key role in Pakistan's development and these people get skill <sup>through</sup> brain drain phenomenon. Maria Umar, Mojis Rahman and Saba Gul are among them who participate in Pakistan's development in economic and welfare field. Research collaborations

and skill diversification are temporary advantages of brain drain on Pakistan.

The brain drain is helpful in establishing diaspora network and helpful in global exposure. Diaspora network play a key role in protecting country stance and work for foreign direct investment. Moreover, it is helpful in cultural transfer, in philanthropy and social development projects and sometime useful in diplomatic influence. For instance, it is Palestinian diaspora that change the thoughts of western people on Israel-Hamas War. Even USA and European states people and high profile minister are against Israel genocide crime. Similarly, during wars, it was Pakistani Diaspora that approached US and KSA government for negotiation process. The brain drain process is also considerate in global exposure. Diaspora network and global exposure are among temporary advantages of brain drain on Pakistan.

Enhanced quality of life for individuals, both domestically and internationally is among one of the temporary advantage of brain drain. It can<sup>be</sup> seen in Pakistan that one person changed the status of whole family because that person earns dollars. When US Dollars are converted in Pakistani Rupees then that person family get much rupees because 4 US Dollar = 285 PKR. Moreover, that person also enjoys its life happy in abroad because.

of educated and well-maintained society. That's why people prefer <sup>to</sup> work in abroad. According to Overseas Pakistanis Foundation, there are approximately 9 million Overseas Pakistanis living around the globe. These nine million overseas families not only lived happy but also contribute in lower middle class <sup>development</sup> by providing jobs or money for small bussiness. One of the temporary advantage of brain drain on Pakistan is improving the quality of life for individual, domestically.

The brain drain phenomenon has temporary advantages, but limitless losses and a death of skills and professionals in Pakistan are among them. A country with 45% youth, many of whom are educated, but the absence of industries suggests a deficiency in skills and professionalism. China, USA, and Germany population are skilled and professionals, that's why these countries are developed and attract skilled people. But, in Pakistan, no foreign company wants to build its branch because of lack of skill persons. Resultantly, Pakistan faces balance of payment crisis because of high import of goods from other countries. The state progress, international image, and role in shaping new order for world are depend upon human development and professionalism of state's citizens. Paucity of skill brings Pakistan on a point that nuclear state faces default risk. Pakistan faces lack of skill and educated professionals because of



brain drain.

Drain in innovation and technological advancement is one of limitless losses that Pakistan faces due to brain drain. World is developing day by day and small states role on the states that are territorial large because of innovations and technological advancement. Taiwan, a small island, produces 92% silicon chips of the world. Japan, faced two nuclear attacks, produces world advanced electronic equipments, but Pakistan was unable to produce ventilators. It shows that innovation required skill and atmosphere which Pakistan does not provide to its youth and resultant Pakistan faces catastrophic<sup>conditions</sup> in 21<sup>st</sup> century. Today, Pakistan has many automobile manufactur<sup>ers</sup> like Toyota, MG Motors, but main<sup>spare</sup> parts are imported and only maintenance work is done in many factories. There is no airplanes and heavy machinery manufacturing industry in Pakistan. So, paucity of innovation is one of the limitless loss that Pakistan faces due to brain drain.

One of the limitless<sup>loss</sup> that Pakistan faces due to brain drain is death of political and intellectual leadership. Pakistan has not produced good leaders except Quaid-e-Azam Muhammad Ali Jinnah because mostly young people leave this country at their young age. That's why, dynesty and monarchy leaders are still ruling on Pakistan. The Mayor of London,

Sadiq Khan and Humza Yousaf, the first minister of Scotland, are Pakistani that not only won the heart of British People but also prove that they roled over Britishness.

Similarly, Pakistan has lost many intellectual personalities because of brain drain process. Loss of political and intellectual leadership due to brain drain phenomenon are among limitless losses that Pakistan <sup>is</sup> facing now.

Pakistan has a fragile global reputation because of underdevelopment and lagging in all human development indexes. Because of these factors, mostly youth is trying to set in abroad. It is true that many countries youth is migrating towards northern countries but Pakistan has high percentage in these. More migration shows that the state is unable to provide basic needs of life and it gives dents to country reputation. According to a survey conducted by Gallup and Gilani Pakistan, 1 in 3 younger Pakistani is willing to leave the country. It is one of the limitless loss that Pakistani youth prefers other countries for professional careers. It may be perceived as a place where opportunities for growth and advancement are limited, potentially deterring foreign collaboration and partnerships. So, persistent brain drain can negatively impact the global reputation of a country.

Loss of cultural identities and values due to cultural amalgamation is among of

the limitless losses that Pakistan faced because of persistent brain drain. There are millions of Pakistani Citizens living abroad along with their families. People mostly adopt the norms and cultural values of the place where they stay. Similarly, Pakistani mostly adopt British norms and forget their traditional festivals and identities. Their living style, language, dressing and even foods manifest that what they were in Pakistan and what they are in abroad. Muslims face discrimination in the workplace. That's why, youth promote Western dressing and try to look like them. In order to gain professional advantage, they lose their culture and its identities. The brain drain phenomenon promotes aloofness from cultural identities and values and it is one of the losses that faced Pakistan now.

One earns and many eat which gives dent to country economy and causes to social disorder. Pakistan is a consumer based economy and its one of the main source of foreign reservoirs is remittance. But, it causes huge loss because many younger does not doing any work as one of their family member sent money from abroad on monthly bases. This mostly occurs in KPK and South Punjab. That's why Pakistan has less per capita income as compared to its contiguous countries. According to World Bank Report 2022, the per capita GDP of India, Bangladesh, and Pakistan are \$2700, \$2300 and \$1600 respectively.

India and Bangladesh focus on industrialization and human development while Pakistan is still facing peril of default because Pakistan has <sup>more</sup> import than export. One of the limitless loss that Pakistan faced due to brain drain process is that its youth become redundant and lazy.

The brain drain process is mitigate easily by providing more and more job with global collaboration. No one wants to leave its homeland when home country provides attractive and sustainable opportunities. The Government should shift its focus from old techniques of development and promote industrialization by providing conducive atmosphere to the investors. Government should give tax exemption to investor upto 10 years like China did so that investors build industry and creates opportunities for citizens. Moreover, <sup>the</sup> government should give subsidies to local industry, so that it operates at its peak level and offers more job vacancies for fresh graduates. Providing more and more jobs will be helpful in mitigating the brain drain process.

Promote talent and transparency in the recruitment process to mitigate the brain drain. Countries developed when right person will be on right place, at right time, and this can only be achieved through transparency in the selection process. The Government of Pakistan should establish an independent board for the recruitment of

private jobs just like the Federal Public Service Commission. Similarly, engineers selection should be through Pakistan Engineering Council. It <sup>will</sup> protect the professionals from exploitation and promote transparency in the selection and promotion process. This process will be helpful in selecting right person for right post. Promote intelligence and transparency in the hiring process is helpful in mitigating the brain drain.

Investing in human development to ensure <sup>the</sup> quality of life, just like China did, is helpful in mitigating the brain drain. The government must invest more in human development like in education, in health, and in vocational training in order to attract more foreign direct investment in industrialization process. It is saying that healthy mind is in healthy body. This state not only attract investors but also overcome the migration of young talent. The Government of Pakistan should formulate policy on 5 year strategy just like Pakistan did during period of Ayub's era. This strategy will be useful in ~~sustainable~~ development of society as well as in reducing the brain drain process.

More investment in human development and work <sup>to improve</sup> for quality of life is helpful in overcoming the brain drain problem.

The brain drain to brain gain process is only achieved with the collaboration of private sector, society, and youth with the government. The government is not in <sup>the</sup> position to provide all needs of its citizens, but need

support from other institutions for development. Private sector must take profit which is legitimate and try to spend most of its income on employees welfare projects. Similarly, civil society needs to promote philanthropist, cohesion, and favor conducive atmosphere for youth. Moreover, society must accept rehabilitated person and support them in its crucial time. Youth must promote country first and then others because state is the moral and social association for every citizens. Youth must state their pragmatic life from their homeland and put effort in country development. Collective efforts of the government, civil society, private sector, and youth will <sup>be</sup> turn brain drain to brain gain process.

In conclusion, the brain drain has <sup>a</sup> temporary advantages, but the limitless losses derailed the development process in Pakistan. This will be overcome easily as government <sup>needs to</sup> focus on its root causes. Moreover, given suggestions will fix this issue on urgent need. Pakistan <sup>is</sup> full with <sup>x</sup> natural resources that attracts the foreign direct investment. Pakistan already overcome on such type crises in the past and it will <sup>be</sup> capable to handle this issue. The government provides full jobs opportunities, initiates skill-based programs and unemployment allowance, so that during job hurting their main focus is on country development. Similarly, family and community role is also important to overcome the brain drain process.