

# Topic: Brain Drain (Causes and Consequences)

=> Brain Storming

## Causes

- low standards of living
- limited career advancement
- Deficiency of research & improved educational facilities
- Mismanagement of high level manpower.
- Struggling economies
- Political instability

## Consequences

- Effect on the country's social framework.
- Psychological factor
- Teacher's immigration may lead to shortage of qualified professors.
- Problems related to medical field.
- ~~reduction~~ of GDP decline

=> Outline:-

### 1. Introduction:-

a) Hook

- UN Migration IOM (World Migration Report 2024)

b) Background

- The term "Brain Drain" was firstly used by Estrad (2012).
- Beyond measure movement of highly skilled Personnel
- Brain drain in accordance to UN report.
- Overview of Causes & Consequences

c) Thesis Statement

Brain drain is increasing due to many factors such as low standards of living, limited career advancement



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And many more. These causes leads to many consequences on country.

## 2) Main body:

### a) Causes (Case Study of Pakistan)

- i) Low Standards of living
  - low average income in accordance to other countries
  - No proper supply chain mechanism.
- ii) Limited Career advancement
  - People cannot pursue better career opportunities.
  - No proper focus on research & development
- iii) Mismanagement of high level manpower
  - Paying below market rate
  - Continuous rise in work hours
- iv) Struggling Economies
  - Common issue of developing countries
  - limited resources
  - No surety about future circumstances and betterment in future.
- v) Political instability
  - low funding for education & research
  - Minimum spending on development areas.

### b) Consequences:

- i) Effects on the country's social framework:
  - Competent professionals are the front line of country's education & healthcare system.



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- Brain drain leads to social problems such as poverty, crime and many other problems.
- ii) Psychological factor:
  - Shortage of skilled personnel lead to sense of helplessness among people from where they migrated.
  - Trust in country's institutions reduces.
- iii) Teacher's migration
  - Decline in standards of education
- iv) Reduction in number of medical personnel
  - Poor healthcare facilities
- v) GDP decline
  - Minimise tax revenue.
  - Negative impact on country's future prospect.

**Conclusion:**

**Suggestions**

**Introduction:**

According to UN Migration IOM (World Migration Report 2024) main reason behind "Brain drain" is growing inequality among rich and poor countries. If we compare statistics it clearly shows that mostly brain drain occur from developing or under developed countries to developed countries.

In academics "Brain Drain" is not something new, it was first introduced by Estrada in 2012. It means movement of the highly



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Skilled & Competent Scientist, Professors, Technologists and many others beyond certain limits.

According to one of the UN report migration of such personnels is increasing day by day. In 2019 report it was mentioned that total world wide migration was 272 million & it is continuously increasing till now. Brain drain is basically related to human capital i.e. increase in brain drain causes decrease in human capital.

Undoubtedly it is a rising monster as it leads to weak education & health care system, sense of helplessness, minimum revenue collection and many more problems in third world / underdeveloped or developing countries specially Pakistan.

According to the Economic Survey 2023-24 almost 45,687 people migrated abroad which <sup>more than</sup> is doubled the number 20,865 in 2022.

The report clearly shows that immigration percentage of highly qualified individuals increases to 26.6%.

There are many causes behind this "Brain Drain" phenomenon: Starting from low standards of living in Pakistan & figuring out to limited career advancement, mismanagement of high level man power, struggling economies & political instabilities are driving forces.

All these causes have negative consequences on Pakistan. These consequences can be categorized as social, psychological, health care, educational & economic problems.

This problem can be overcome by economic



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reforms, Provide education & research opportunities  
& by enhancing quality of life.