

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 economy
- Political instability

Consequences

- Effect on the country's social framework
- Psychological factors
- Teacher's immigration may lead to shortage of qualified teachers
- Problems related to medical field
- ~~unemployment~~ GDP decline

=> Outline:

1. Introduction:

a) Hook

- UN Migration IOM (World Migration Report 2024)

Historical

b) Background

- The term "Brain Drain" was firstly used by Eustad (2012)
- Beyond measure movement of highly skilled Personnel
- ~~Brain drain in accordance to the 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

It is getting more severe

Write in formal statement

Date

And many more. These ~~causes lead to many~~
~~consequences in a 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 & health care system.

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- Brain drain leads to social problems such as poverty, crime and many other problems.
- ii) Psychological factors:
 - 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. It is a complex 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

Write in short sentence please

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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 persons is increasing
day by day. In 2014 report it was mentioned
that total world wide migration was 272 million

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 / under-
developed or developing countries. Specially Pakistan.

According to the Economic Survey 2023-24
almost 45,687 people ^{more than} left abroad which
is doubled the number 20,865 in 2022.

The report clearly shows that migration 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, migration 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.

This trend of brain drain can be reversed

Be more cohesive in your thoughts