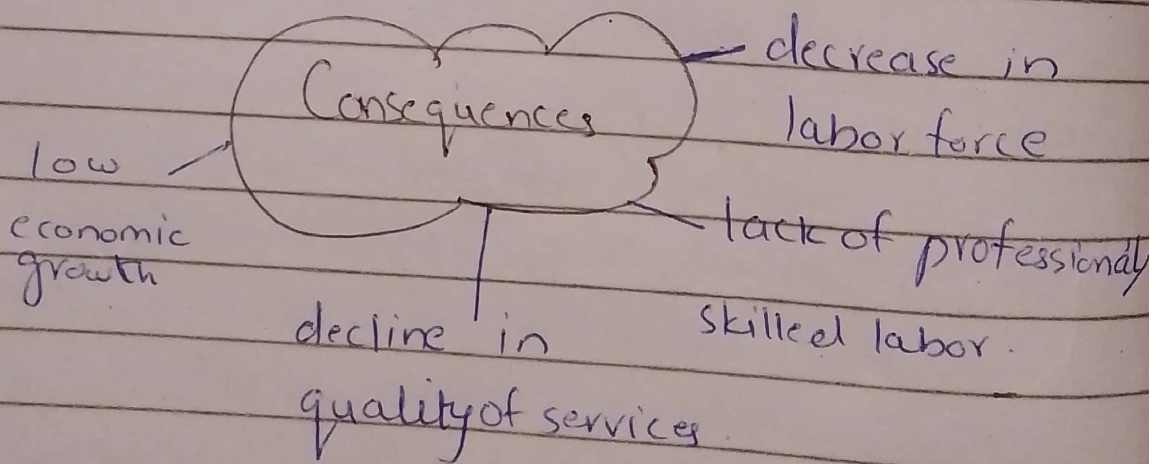
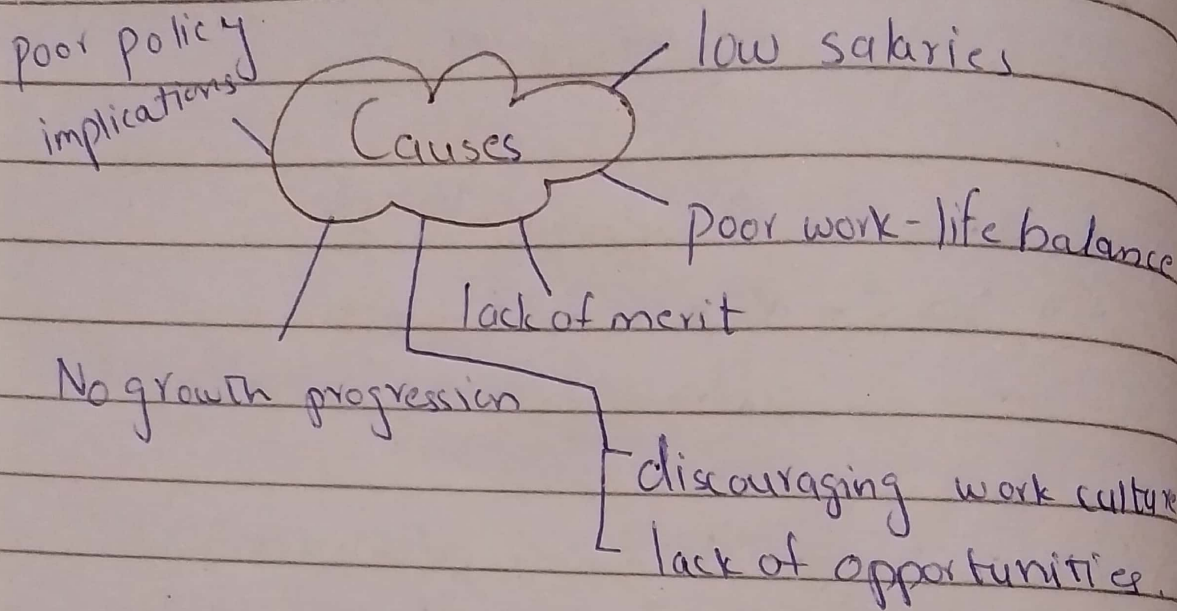


# Brain drain: Causes and Consequences



## Outline:

### Causes .

- ① Inadequate salaries .
  - (a) wage-gap
  - (b) <sup>No</sup> bonuses & incentives .
- ② No work-life balance .
  - (a) over-burdened
  - (b) overtime duties .
- ③ Lack of governance
  - (a) lack of merit in system
  - (b) Work-place harassment .
  - (c) No rules compliance
  - (d) No SOPs regulation .
- ④ Poor to No Career Progression .
  - (a) limited specialization options .
  - (b) Work politics .
  - (c) Career training .

~~⑤~~

### Consequences .

- ① Decrease in labor force:
  - (a) decrease in productivity .
  - (b) shortage of skilled/trained labor .

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- ② Decline in Quality of Services.
- pc ③ Lowering economic growth.

## "The Essay"

Since 1947, and particularly after the year 1971, Pakistan has seen a noticeable worrisome trend of professionals leaving the country, which includes a higher percentage of engineers, doctors, computer programmers, accountants and teachers.

Common drivers of brain drain in Pakistan are long term governance issues, financial instability, lack of opportunities and law and order worsening conditions.

Targeted measures should be taken in Pakistan in retaining talent within the country.