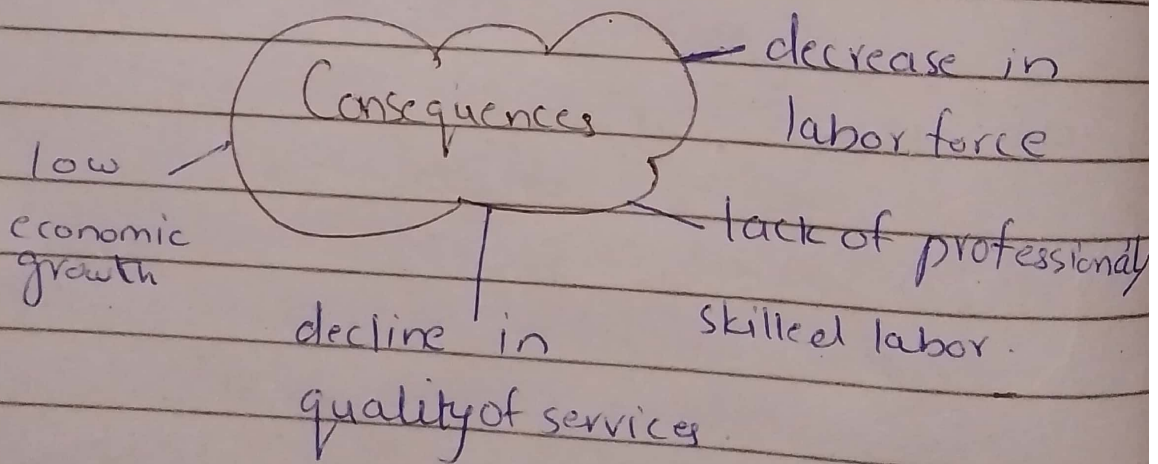
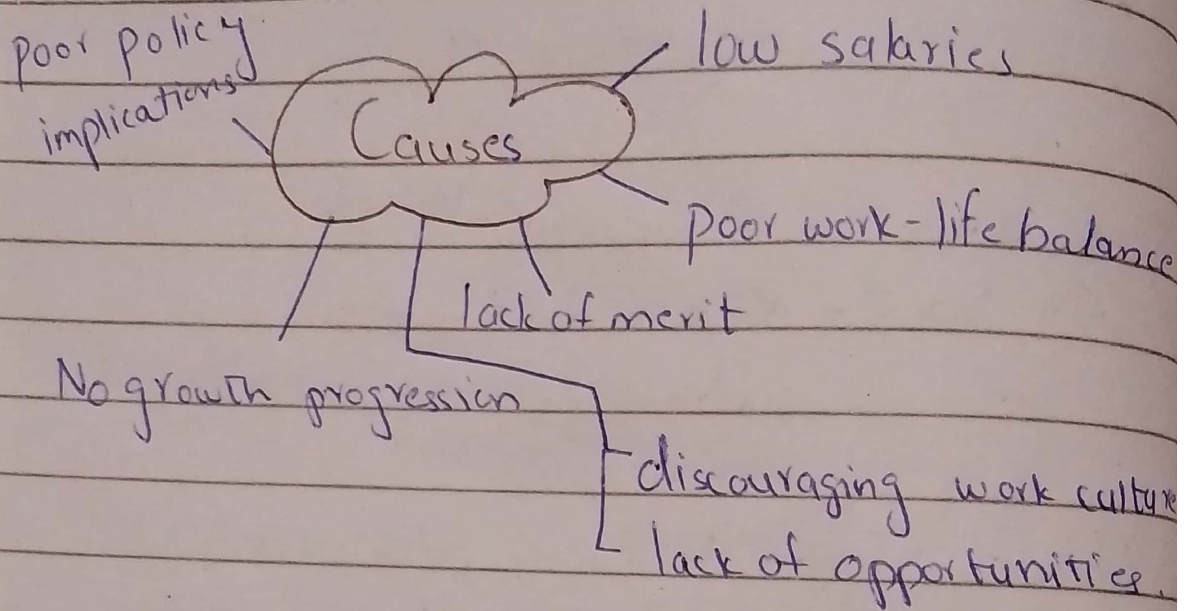


Brain drain: Causes and Consequences



Outline:

Causes . Make proper phrase

- ① Inadequate salaries ✓ and
 - (a) wage-gap ✓
 - (b) ^{No} bonuses & incentives ✓
- ② No work-life balance .
 - (a) over-burdened ✓
 - (b) overtime duties ✓

Avoid giving sweeping statements

- 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 ?

Consequences .

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

② Decline in Quality of Services ✓

pc ① Lowering economic growth.

Give suggestions as well

"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~~ **worsening** conditions.

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

Do not break the paragraph