

Brain drain: Causes and Consequences

Brainstorm

Causes

- 1- Unemployment
- 2- Lack of merit
- 3- Political instability
- 4- Whimsical economy
- 5- Inadequate salaries
- 6- Lack of Research-Based work
- 7- Search for better life style
- 8- Inefficient HR management

Consequences

- 1- Reduction in work force
- 2- Replacement with Semi-skilled Persons
- 3- Lack of Quality Resources
- 4- Drop in tax revenue
- 5- Adverse effect on Country's social fabric
- 6- Psychological impact on state

Outlines :

1- Introduction :

- 1.1 Hook / Attention grabber
- 1.2 General statement
- 1.3 Thesis statement

2- Main Body:

A- Causes of Brain drain

2.1 Unemployment

2.1.1 Deluge of qualified

People unable to find space in market

2.1.2 Absence of "Right man-right job" culture

2.1.3 Lack of coherence b/w what being delivered by educational institutes and what the market demands

2.2 Lack of merit

2.2.1 Political Recruitments in government institutes

2.2.2 "Pay for performance" principle

2.2.3 Irregularities in promotion system

2.3 Political instability

2.3.1 sense of dependency

2.3.2 only stable political environment can build people's confidence

2.3.3 Sound policies by political governments

2.4 Whimsical economy

2.4.1 People are not ready to bear the cost of tough economic decisions

2.4.2 Uncertain economic policies are major contributing factors towards exodus of skilled people.

2.5 Inadequate salaries

2.5.1 Need Transformation

from minimum wage to living wage

2.5.2 Long hours at work

2.5.3 Absence of compensation for overtime

2.6 Lack of Research-Based work

2.6.1 Inadequate infrastructure

2.6.2 Research and ~~india's~~ interests

are two antagonistic factors

2.7 Search for better life style

2.7.1 lack of enabling environment

2.7.2 misplaced government's priorities lead to diminishing the aspects for better future

2.8 Inefficient HR management

2.8.1 Inefficient government policies

2.8.2 underinvestment in human capital

B- Consequence of Brain drain

2.1 Reduction in workforce

2.1.1 Industrialists are bound to afford expensive labour

2.1.2 Work load is increasing on employees.

2.2 Replacement with Semi-skilled persons

2.2.1 Semi-skilled persons unable to meet the criteria of demand of market

2.2.2 Pakistan cannot afford semi-skilled people at key positions

2.3 Lack of Quality Resources

2.3.1 Exodus of skilled people

lead to compromising on quality

2.3.2 When quality of services got affected, it creates room for dissatisfaction among masses.

2.4 Drop in Tax Revenue

2.4.1 Decline in workforce causes

significant drop in tax collection

2.4.2 Gov. impose more taxes to meet the target

2.5 Adverse effect on country's social fabric

2.5.1 What kind of people a society will have if brain is drained?

2.5.2 Social evils like corruption, crime would be increased

2.6 Psychological impact on state

2.6.1 Pessimism in the people when ~~of~~ seeing the outflux of qualified persons.

2.6.2 It creates perception of malfunctioned state.

3- Conclusion :

Introduction

A famous statement by the Prime minister of New Zealand Rob Muldoon in the 1980s commenting about the increasing exodus of New Zealanders leaving the country to work in Australia was, "New Zealanders who leave for Australia raise the IQ of both countries." Brain drain is a ~~serious~~ serious problem for developing countries and Pakistan is not exception to this. It can cause devastating impact on country's economic progress if would not get undivided attention. Indeed, it would be a uphill task for the government to reverse the situation but it is only way forward.

if comes to ensuring prosperous and secure future to coming generations.

The main causes behind brain drain are: unemployment, lack of merit, political instability, whimsical economy, inadequate salaries, lack of research based work, search for better life style, and inefficient HR (Human Resource) management. Consequences of brain drain are deleterious for country's economy and reduction in workforce, replacement with semi-skilled persons, lack of quality resources, drop in tax revenue, adverse effect on country's social fabric, psychological impact on state are among these awful consequences. Therefore, the main aim of this essay is to discuss the causes behind brain drain along with their consequences.