

Brain Drain: Causes & Consequences

Outline.

1 Introduction.

- Hook
- Debunking the term "Brain Drain".
- Thesis Statement: There are many factors that can lead to brain drain, including some financial, social, political causes, and it has some severe implications on the country such as dearth of intellectuals, family gap, effects on economy and country's dependency on remittances.

2 Causes of Brain Drain.

2.1 Financial Causes:-

- A Low Salaries
- B Limited opportunities
- C Low quality of life.

2.2 Social causes:-

A Threat to political safety and security

B Increasing crime rate

C Society pressure.

2.3 Political causes:-

A Political instability

B Corruption

C Injustice

2.4 Religious causes:-

A Religious attacks

B Persecution based on gender.

2.5 Administrative Loopholes:-

A Nepotism

B Bribery

42.6 Limited Research & Development:-

A Lack of state-of-art

e

B Insufficient funding and infrastructure

C Fewer opportunities of

collaboration with others.

53 Consequences of Brain Drain:

3.1 Death of intellectuals:-

A Increase in low-skilled population.

B Reduced innovations in different fields

3-2 Generating Family Gap:-

A Less interaction and reduced bonding between family

B Fragmented families

C Generation gaps.

3-3 Effects on economy:-

A Loss of Revenues.

B Increased dependence on Remittances.

4 Suggestions:

4.1 Ensure political stability.

4.2 Increase opportunities

4.3 Improve law and order situation.

4.4 Ensure justice and reduce corruption

5 Conclusion.

Essay

The flight of talent is a curse, not a blessing. (Jagdish Bhagwati)

Brain drain is actually the emigration of highly trained or qualified people from a particular country.

Brain drain is neither a new issue nor it is the fully settled one. Every country is facing this problem. The developed countries are dealing with it successfully but the developing countries are still struggling. Unfortunately Pakistan ~~was~~^{is} one of them. Along with other many problems, brain drain is also an untractable challenge for Pakistan. The causes of brain drain are not descended from

Moving towards the causes of brain drain, the main reason behind the brain drain in Pakistan is financial strain. As in Pakistan there are very few opportunities for our educated youth. Many highly educated individuals are rendering job-less. So, the unemployment rate in Pakistan is increasing day by day. When the highly educated and skilled population does not get the opportunities here, they will definitely move abroad in the search of better opportunities. Over 11.3 Million Pakistanis have sought better opportunities abroad. ^{in 2023.} The unemployment rate in Pakistan is 8.0% in 2024. The government of Pakistan is

unable to provide jobs to the educated citizens. Unfortunately, the country has many P.h) doctors who are selling fruits on the streets. So, obviously these kind of conditions compels the people to leave their own country. Hence lack of opportunities is a reason behind brain drain.

Secondly, another factor that leads to brain drain is poor salaries ^{and raised inflation.} The very few individuals who are lucky enough to get a job in Pakistan, face the problem of low salaries. They cannot support their families with this meagre income. For instance, the

Date: ___/___/20___

MON TUE WED THS FRI SAT
○ ○ ○ ○ ○ ○

the pay scale for MBBS doctors in Pakistan ranges from per year is 5,427,734 PKR. But the pay for the same doctor in Canada would be 55,044,002 PKR. So, this is the difference that incentivizes the people to leave their own country. Furthermore, the rising inflation is also a concern for the wage earners. With the meagre and stagnant wages, it's difficult for everyone to survive, when the inflation rate touching the skies. From July 2023 to February 2024, inflation rate reached to an average of 27.96% and number of people migrating to other countries during the same period was in thousands.

Date: / /20

MON TUE WED THU FRI SAT
○○○○○○

So, the rising inflation rate and poor salaries is also another reason behind the brain drain in Pakistan.

Moreover, the low standard of living is also another incentive. Be it, health ~~department~~ ^{department}, education department, or any other department, they are unable to provide the better living conditions. As many people in the country describe the condition of hospitals or the health facilities by saying that "May God Save ^{even} my worst enemy from disease and Pakistani hospitals." Amid these conditions, the people avoid to go to hospitals and they try to move to developed

Countries ⁱⁿ the lure
of better facilities. This
situation is not only
confined to hospitals, but
the education system of
Pakistan is also below
than average. A report in
2022 revealed that Pakistan's
education system was not
able to produce even a
single scientist. This ^{situation} is ~~is~~
worrisome. With this kind of
education system we will
not be able to compete
in this world of science
and technology. So, the
individuals who are very
well aware of this
miserable condition of our
education, ^{system} definitely prefer the
foreign countries so that
their children can get
quality education.

Date: ___/___/20___

MON TUE WED THS FRI SAT
○ ○ ○ ○ ○ ○

Apart from financial causes, some social issues are also responsible for brain, ^{drawn} Among these issues, the first one is the threat to personal safety and security. As the law and order situation in the country is not so good. Terror attacks are increasing as well. So the citizens do not feel safe here. They have no idea, whether they will comeback home safely while leaving the home. A report issued by PAPS documented 27 terrorist attacks in Pakistan in June 2024. So, it's very obvious that no one feels safe under such circumstances. Ultimately, they decide to leave the country. Moreover, the

increasing crime rate is also a factor behind this street crimes witnessed a surge in 2024. Assault, robbery, kidnapping and even rape cases reached to a level that is concerning for every-one. All these crimes are not confined to Karachi, ^{anymore,} but it's hurting every part of the country. So, this poor law and order situation leads to migration of ~~country~~ ^{people} from their own country. Among the social causes, the most prominent cause is the society pressure. When ^{any} ~~the~~ ^{individual} ~~young~~ does not get a job even after being so educated, the people starts ~~to~~ criticizing them. Especially the boys, who face

this pressure to a greater extent. There is a pressure on them to get a job, to support their families, and to reduce the burden of their parents. Eventually when they are not able to do this in their own country, they decide to move ~~the~~ to another country.

Sometime, the young population have to face ^{this pressure} to the extent, that even they are willing to move to another country by illegal means and then they have to face the consequences of it as well. But the social pressure is another reason of brain drain.

Moving forward with the causes, another prominent cause of brain drain is political instability. Here in

Date: ___/___/20___

MON TUE WED THS FRI SAT
○ ○ ○ ○ ○ ○

Pakistan, the democracy has become an endangered phenomenon. There is no hope for political stability in our country. Moreover, political polarization has become so intense in our country that there is a fear of persecution and discrimination on the basis of political beliefs. In these conditions, there is no hope for any kind of political stability in near future. Moreover, corruption of our political leaders and governments made the conditions even more worse. Recently a report^{was} published with the title of "Top 10 most corrupt politicians in the world", and a former Prime Minister of Pakistan was placed on top of the list. So, this

is how our rulers run the country. The corruption of the leaders puts pressure on the country's economy and resources and eventually, the public has to bear heavy taxes to compensate the losses. Not only political stability and corruption but the miserable condition of "justice system" is also another reason. The ~~justice~~ ^{judicial} system of Pakistan is manipulated to this extent that there is no hope left for the common people. This system will only provide justice to the influential and elite class. The poor and common public will only face injustice or unnecessary delays. Looks like our justice system has not learnt

anything from the following
Ayat of Quran;
And establish weight
in justice and do
not make deficient the
balance."

So, all these factors
collectively contribute to
the migration of people
to other countries.

Additionally, brain drain
is also triggered by some
religious causes. Extremism, cases
related to blasphemy are
on a surge now. We
need not to look far, but the
recent incidents provide ample
examples. Recently Shah Nawaz, a
32-year old doctor was shot dead
by police, because he was
~~involved~~ accused of being
involved in blasphemy. So,
this pattern of ~~blasphemy~~ ^{violence}
in cases of blasphemy

is an alarming trend. No one feels safe under such circumstances. Extremism is also hitting the country hard. Syed Atiq Raza; CEO of Vissec Systems was a lecturer at Punjab university. one day his wife, who was also a lecturer in the same university was dragged out of her class by some students aligned with a socio-political party. After the incident, persistent threats of death led to the family's flight from Pakistan and they left. Today he is ~~the~~ recognised as a pioneer in IT. So, this is how extremism and blasphemy are damaging the very roots of our country and contributing to the brain drain.

Date: _____

Day: _____

Lastly, the another factor that drive brain drain is "Administrative loopholes. It include bribery, ^{and} Nepotism. Nepotism is the practice among those with power and influence of favoring relatives by giving them jobs. This is very common in Pakistan and is not limited to some institutions, but it's everywhere. ~~with~~ There is a perception among the public that whenever any institution, either government or ~~public~~ ^{Private,} issues an advertisement for any kind of job, the candidates ~~are~~ ^{have} already been selected some very deserving candidates are left with nothing because of this trend. Another evil that forces the people to consider migration is "Bribery"

Date: _____

Day: _____

Whether it be police, courts, educational institute or any other department, bribery is common everywhere. In a country where there are already very less opportunities for the people, bribery further exacerbates the ^{poor situation} ~~resources~~ leading the people to move to another country in the search of opportunities.

All these causes have adverse effects on our country.

Starting with the consequences of brain drain, dearth of intellectuals in the country is the foremost effect of brain drain. When highly skilled individuals leave the country then obviously there is a decrease of talent and increase of low-skilled population in the country. The CEO of

Date: _____

Day: _____

visec system, syed Atiq Raza
could have contributed much
to the IT sector of
Pakistan if he would ~~not~~
not have leave the country
we are still struggling
to boost our IT sector
because, we have lost, not
only syed Atiq Raza but
many talented and skilled
people. There are many such
people that belongs to
Pakistan but they opted for
foreign countries ~~to~~ for
research and development. Many
Pakistani scientists are now
working in another countries.
So, this also leads to
reduced innovations in IT
and many other fields and
this situation contribute to
halt the progress of
the country.

Date: _____

Day: _____

Secondly, brain drain also causes family gap. When one or both the parents move towards another country leaving behind their children with their grand-parents or some relatives, children may feel disconnected from the parents. It leads to less interaction and reduced bonding between the family. The children may also feel emotional strain such as loneliness, depression or anxiety. Sometimes, the children have to take on additional responsibilities and it can affect their well-being and development. Additionally, it causes generation and cultural gap. The emigrants may assimilate into the culture of their new country, leading to differences in cultural values and practices between family members.

Date: _____

Day: _____

Last but not the least,
† another sector that is being
effected by the brain drain
is economy of Pakistan. The
loss of revenues is the most
common among the economic
losses. When highly skilled professio-
nals leave the country, Pakistan
loses a portion of its potential
tax base. These professionals
would have contributed to income
taxes, had they remained
here. The government of Pakistan
invest heavily in education
and training of professionals. When
these individuals leave the
country, the return on this
investment is lost, as their skills
benefit other economies, not
Pakistan's. Moreover the foreign investors
prefer to invest in the countries
with high skilled labour force.
So, the foreign investment also
decreases due to dearth of

Date: _____

Day: _____

intellectuals. Another potent effect is the increased dependence on remittances. When the skilled population leaves a country, then the only way by which they can help their country is the "remittances". The government also seek great amount of remittances, when it's not able to collect the enough taxes. It can also lead to increased imports and decrease exports. Because, due to the absence of domestic talent forces, Pakistan and any other country has to rely on foreign expertise which can be costly and leads to trade deficit; the problem already hammering the Pakistan's economy. So, the issue of brain drain has serious and long-lasting effects on the economy.

Date: _____

Day: _____

However, the issue of brain drain is not insurmountable. It can be reversed with concentrated efforts.

The issue of brain drain can be mitigated by ensuring the political stability. Political stability leads towards economic stability. As it will attract the foreign investment. Inflation will be reduced, more opportunities can be provided to the youth of the country and so, can reduce the unemployment. Moreover, the govt should improve the law and order situation, so that the people do not consider the option of emigration. Extremism should be controlled. The terrorism which is again on a surge, should be eradicated. The administrative loopholes must be handled, such as bribery, nepotism, and corruption should

Date: _____

Day: _____

eliminated from the country.

Finally, the judicial system should
be made efficient and equal
for everyone.