

# Brain Drain - Causes and Consequences

## - Brainstorm -

→ Causes:

1. Restricted Career growth in third world
2. Economic Uncertainty
3. Valuelessness of individuals
4. Developed nations are privileged to have them
5. Terrorism
6. Patriarchal culture
7. Freedom of life, liberty and property

( Outlines )

1. Introduction:

Attention Grabber / Hook

General Statement

Thesis Statement: There are several causes of brain drain related to restricted career growth in third world, economic uncertainty, valuelessness of individuals, immediate consequences will be more gap of efficient human resource, generation of <sup>more</sup> social evils, lack of foreign direct investments etc, if unaddressed the country would not progress.

2. Main Body:

⇒ Causes of Brain Drain

- (i) Restricted career growth in third world
  - Poor infrastructure of institutions
  - Conventional job opportunities
  - Low salaries
  - lack of development budget

## (ii) Economic Uncertainty

- Balance of Payment crises
- Trade deficit
- Fiscal deficit
- low GDP growth rate

(iii) Valueness<sup>less</sup> of Individuals

- Both efficient and inefficient are treated in the same way
- No measures of testing their intellect
- They have a dim future
- They are considered as liabilities

## (iv) Developed nations are overwhelmed to have them

- They consider them as asset
- Better career opportunities
- Better lifestyle
- Better economic growth

## (v) Terrorism

- Security risk
- Social uncertainty - Extra Judicial Killings
- Violence
- lack of resources to contain it

(vi) Patriarchal Culture

- Uncertain future of individuals
- Educational challenges
- Gender based violence
- Challenged liberty of women.

(vii) Freedom of individual is at risk

- Challenges to democracy
- Authoritarianism
- Dictatorship

# ( Paragraph Writing )

## Braindrain - Causes & Consequences

To begin with the causes of braindrain, limited career growth in the third world stands prominent. Most of the public and private institutions are struggling with their poor infrastructure. For instance, in countries like Pakistan, most of the public and private hospitals condition is an open secret. A doctor who is sitting in a hospital where the basic facilities are lacking has to struggle with <sup>limited</sup> available resources and plenty of patients. In many cases, patient loses his life, mainly because of non-availability of beds, and attendants blame the doctors for that they ~~do~~ not take care of their patients. On the top of that lack of development budget is also

a serious concern. Third world countries like Pakistan are facing such kind of issue which are primarily struggling with economics. A scientist working in Pakistan space and upper atmosphere research commission needs a plenty of development budget for his institution to cope with future endeavours every year, but our 374 billion dollars GDP ~~could~~ <sup>can</sup> not afford the development of such institutions on large scale. It results in brain drain as such scientists try to find better agencies like NASA. Similarly, ~~for~~ an efficient human resource has to meet with another problem every month which is low salaries. In 21st century, everyone dreams for a better house, a better lifestyle and a better living in general. A person

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has to struggle with his low salary because every day costs. Due to this factor, people try to find better career growth options for the betterment of their family. Therefore, limited career growth in the third world countries results in brain drain which is unfortunate.

The second cause which is leading third world countries towards brain drain is unstable economy. In countries like Pakistan, the policymakers are failed to develop a sustainable economic model as mentioned by Mr. Akbar S. Zaidi in his book 'Issues in Pakistan's economy'. He says that there are different economic models which our country practiced since 1962 till Nawaz Sharif's party government (2013-18). After establishing the second constitution, President Ayub developed an

economic model named as 'Howard Trickle Down Economic Model'. Then Mr Zulfikar Ali Bhutto came into power and put aside the existing economic model and developed his new 'Nationalization Economic Model'. Then, President Zia came into power and dropped Bhutto's economic model and started running Pakistan's economy on US funded aid. After his death, Benazir became Prime Minister and started taking short term loan from IMF. Then, Nawaz came, did the same. Then, Benazir and Nawaz came into power and did the same respectively. There was no economic model in the country from Mr Zia onwards till Nawaz Sharif's era 1999. As Mr. Nawaz's government was toppled by Mr. Musharraf, he introduced the new youth economic model by encouraging of the country to open small and

medium based industries energy when failed electricity resulted industries power ones model a Model from Since on which of deficit GDP level of



medium enterprises to develop industries based on youth loans. As the industries started maturing, there energy demand began to increase. When PPPP came into power, it failed to cope up with the electricity needs of industries, resulted into collapse of entire industries. Then, Nawaz came into power and as usual the earlier ones put aside existing economic model of Musharraf and introduced a new 'Crony Capitalism Economic Model', and learned nothing from history, the author criticized. Since Pakistan could not work on single sustainable economic model which resulted into rising balance of payment crises, rising trade deficit, rising fiscal deficit, low GDP growth rate and ultimately led toward economic instability of the country. As such a

third world countries cannot practice a new economic model after every half decade.

On the top of that third major cause, the lack of individual dignity and respect, leading the country towards braindrain. Primarily, there is no medium of distinguishing the efficient and inefficient human resource as both are treated in the same way. A teacher, working in the education sector of a country has to face hardships if he thinks something innovative which shows his brilliancy in his field as his colleagues do not appreciate this thought. They make him continue the old traditional methodology of delivering lectures as the inefficient ones do the same. In this way, both are

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treated in the same way. Besides, there is no measures of resting their intellect as no one encourages to bring such a medium to create new ideas and innovations neither at department level nor at state level. This is because people hate change which results in valuelessness of efficient human resource. Such individuals do not cope up with these old traditions and primarily want to bring new traditions in their department lead to wastage of intellect, soon recognize that they have a dim future in such a country. There is always a struggle between these two classes and obviously those who are greater in number dominate. Developing economies have alot of problems in terms of management of

of their funds regarding different state owned enterprises. Sometimes, a state becomes hand to mouth and institutions becomes burden on it. State starts thinking about privatization of its owned enterprises and the employees working in that particular sector become liabilities on the state. For instance, In Pakistan, government of Punjab has abolished its institution named 'Punjab Food Authority' recently in August 2024, primarily because of its poor performance. If we summarize, we would like to say that the both efficient and inefficient treated in the same way which resulted that they both became liabilities for the state. Therefore, the lack of individuals dignity and respect causing brain drain.

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Developed nations are also leading the skillful human resource of third world countries towards brain drain, simply because they value them and overwhelmed to have such brilliant labour.

They realize that such human resource will be very fruitful for development of their country.

This human resource is treated as an asset in developed nation.

For instance, CEO of Google, Mr. Sundar Pichai is an Indian by birth. He migrated to the U.S in 1993 to pursue his M.S in Stanford University.

Instead of returning him back after due completing of his education, U.S considered him as a skillful person and offered him a job there. Today, because of his skills, <sup>and</sup> high intellect, he grewed day by day and ultimately <sup>became</sup> CEO of Google.

As per statistic of 2024, Google is now 2 trillion dollars company with an Indian CEO. Similarly, developed countries possess better career growth opportunities. A teacher who is teaching in Nordic countries has much better per capita income as compare to the developing ones. In Finland, citizens pay more taxes as compare to the other developed nations such as U.S. In return, Finland provides its citizen free education and more salaries to the teachers.

Besides, Nordic countries citizens possess much better lifestyle and same is the case regarding immigrants. All the immigrants want a better lifestyle for the sake of betterment of this family. Better economic growth is also an opportunity provided by the developed nations. For instance,

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the GNI per capita of developing nations like Pakistan, India and Bangladesh is 6200, 8200, 7700 PPP dollars respectively as per statistics of World Bank in 2022. Similarly, 118,000, 59,970, 65,920 PPP dollars GNI per capita of Norway, Finland and Iceland clearly indicate the economic condition of individuals living there, which is far better than individuals living in the third world countries. To conclude, mindset of developed nations to consider skillful immigrants as an asset and the better career opportunities, lifestyle and economic growth is leading the efficient and skillful human resource of the third world countries towards braindrain.

On the other hand, extremist ideologies in the third world countries are creating a major rift by sending efficient and skilled labour to developed ones

as these ideologies are causing terrorism. Recently, on the death anniversary of Nawab Akbar Bugti, militants stopped the buses entering in Balochistan, coming from Punjab and killed each of Punjabi after checking their identity cards. Thus, created a security risk for different ethnicities of Pakistan.

It injected insecurity and uncertainty among the masses. As the incident happened, state responded by killing the militants of BLA. As per report of Al-Jazeera English, at least 74 people were killed in the attacks that marked an escalation in violence.

In order to contain the violence, the state provided Rs 20 billions to the military and law enforcement agencies. However, it is not a positive approach to end violence by ensuring violence, the state

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should think why this violence is happening. The state should deal with such kind of insurgencies on dialogue table as it did with TIP before. In addition to it, an agrarian economy like Pakistan cannot afford the allocation of a specific budget to eliminate each insurgency every time as we have lack of resources. Pakistan is \$ 374 Billions economy. It spends almost 40 percent of its budget by returning the loan, borrowed from different countries, other 40 percent is invested on its defence and remaining 20 percent is spent on state itself. Therefore, such kind of security risk, social uncertainty, violence and lack of resource to contain non-state actors is leading the country toward terrorism which leads to brain drain.

The cultural norms and values of a society help play a significant role in character building of that society. Every country possesses its own culture which distinguish its people from the rest of the world. However, 21st century has brought many changes in societal norms and values of a country, but the third world countries are still struggling to overcome their old traditions. Countries like especially in South Asia like Pakistan, India and Bangladesh are still fighting for its patriarchal culture where only male dominance exists. Male is dominant in the society, starting from very first unit 'the family'. There is an uncertain future of individuals, especially the women who have to break the chains of patriarchy

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even for their basic needs i.e education. Education of girls in South Asian countries is still a debatable topic whether they have to or not.irony is that even in 21st century, many regions of rural Sindh and Balochistan, parents do not allow females to go for higher education and in some case even for basic education. Such a culture is too rigid in its mindset. In these areas, many cases of gender based violence are also reported. Parents do not allow females to choose their life partner as per their wish. It is not quite strange. A woman who becomes open minded after getting education, if <sup>even</sup> she ~~even~~ think about having a male friend is killed in the name of honour, which is very unfortunate. There is always a

challenged liberty of a woman can be seen. This rigidity of patriarchal culture where there is uncertain future of individuals, challenged education, gender based violence and controlled liberty of women exists, no doubt leading countries towards brain drain.

And last but not the least, freedom of expression is remained a questionable debate in modern civilization. In modern era, states like North Korea, Azerbaijan where one man rule <sup>(monarchy)</sup> exists, a challenged freedom of expression can be seen. These states do not allow its citizens to express their opinion openly, however great democracies always criticize them for their policies, arguing its a by-birth right of a person to express ones opinion openly. Similarly,

every citizen wants that state to ensure the protection of his life, liberty and property in modern world, but communism of property, an ideology implemented in Asian continent especially in Russia and China, restraining its citizens to claim such rights. Communist ideology always remained anti capitalism, bound masses to raise their voices about capitalism. A controlled capitalism exists in these countries where merely a concept of private ownership exists. As a result, citizens always think that the state is exploiting them. On the other hand, in Middle Eastern countries and South Asia, there is always a risk of infringement of human rights in terms of Martial Laws. Pakistan has witnessed four different eras of military dictatorship in history i.e Ayub's,

Yahya's, Zia's and Musharraf's regime. Freedom of expression can merely be seen in their regimes. Journalists, activists and political workers were disappeared, tortured and whipped publicly. A journalist who published an article to build a public narrative against Zia-ul-Haq's government in 1980s was beaten publicly in Gaddafi Stadium. There were a controlled electronic and print media, news against the government were avoided which was clearly a practice of infringement of freedom of expression, motivated educated and skillful labour of the country to move abroad.