

Outline

1. Introduction

i- Hook

ii- General statement

iii- In Pakistan, a number of socio-economic, educational, professional, systematic, political, and governance issues leads to a number of skillful individual leaving the country. This Brain Drain can lead to making poor economy worse, loss of precious human capital, demographic imbalances weak institutions, and a number of educational and technological setbacks.

2. Causes of Brain Drain

i- Economic factors

a) Unemployment

b) Unstable economy

c) No hope for future

d) Fear of doing Business

ii- Social Concerns

a) Discrimination and Marginalization

b) Monopoly of Elites

c) Lifestyle preferences

iii- Educational concerns

a) Quality of Education

b) Scholarship and funding

iv- Professional Concerns

- a) Inadequate salaries
- b) Tight work-life Balance
- c) Workplace harassment
- d) No recognition and appreciation

v- Systematic Concerns

- a) No technological advances
- b) Inefficient funding
- c) Political and Governance Concerns

3- Consequences of Brain Drain

- i- Making poor economy worse
- ii- Loss of precious Human Capital
- iii- Demographic Imbalances
- iv- Educational setbacks
- v- Technological Lag
- vi- Weakened institutions
- vii- Deteriorate country's reputation at international level

4- Remedies for Brain Drain

- i- Provide Basic facilities
- ii- Better Economic Return
- iii- Advocate education reforms
- iv- Stop corruption

5- Conclusion

Essay

Imagine a World where every scientist, doctor, and engineer from developing countries remained in their Homelands. How different would the global landscape be if talent stayed where it was most needed? The emerging phenomenon of Brain Drain is becoming important in determining the national development as the dichotomies between the developed and developing are feared to become more profound, leaving the developed state in affluence and the latter in abject poverty. In Pakistan, a number of socio-economic, educational, professional, systematic, political, and governance issues lead to a number of skillful individuals leaving the country. This Brain Drain can lead to making poor economy worse, loss of precious human capital, Demographic imbalances, weak institutions, and a number of educational and technological setbacks.

Among the factors which cause brain drain in Pakistan, first come the economic factors. The unemployment rate in Pakistan is very high. Every year a large number of student complete their graduation and master degrees either from public or private univer-

sities. But the employment opportunities are very limited. So, a number of intelligent people with good qualification are left unemployed. Even the individuals like doctors, engineers, and lawyers etc, who are considered most reputable and highly respected in other countries, are not provided with good employment opportunities in Pakistan.

Side by side, the economy of the country is unstable. According to the World Bank, Global economic perspective report, Pakistan has the lowest GDP rate in all South Asian countries.

No other South Asian country has seen such bigger fluctuations in their GDP, as Pakistan has seen. The GDP growth rate which was at 6.7 in 2022, dropped to -0.2 the very

year. In such an unstable economic environment, the entrepreneurs ^{fear} to do their businesses. In

They fear that nobody will invest in their businesses as the sustainability of their projects depends upon the overall economic stability of the country. Due to all these factors, an intelligent brain sees no hope for future in Pakistan.

The second cause of brain drain in Pakistan is social concerns. The Pakistani society is marked with the strains of discrimination and marginalization. The

Individuals are discriminated on the basis of their family background, economic status, and are even judged on the basis of their outward appearance. For instance, in the institutions a person who is not intelligent and do not have good academic background but has a strong economic status is given more prestige than an individual who is more intelligent and has good academic record but do not have a strong family background. In the same way, there is monopoly of elites in almost every institution of the country. Almost all the reputable positions are occupied these elites. So, there is the concentration of power, resources, and even wealth in few hands, as these people do not let the money and resources to trickle down to the lower classes of the society. Just as the money was concentrated in the hands of twenty two families during 1960s, the same is still today. This lead to the more dissatisfaction among the individuals who want to earn some social prestige. In the same way, the individuals who are qualified and intelligent they have their own lifestyle preferences. In a society marked by marginalization and discrimination, such

people think that their lifestyle preferences can not be realized. So, they move to a developed country where they can live the way which they truly want to.

Thirdly, certain educational concerns of the individuals also cause the intelligent brains leaving the country. The quality of education is not up to the mark in Pakistan. The quality of education is very poor, as the education do not instill in children creativity and analytical skills. For instance, the creativity of the majority of the children is suppressed at school level, their cramming habit is built, and they are asked to write in exam exactly ~~what~~ that which is written on their books. And when these students reach at university level, they are taught the curriculum which is years old and does not have any applicability in practice life.

Resultantly, such individuals have to bear insult when they fail to perform in their professional life. In the same way, students are not provided with funding and scholarships to continue their education. Although the article 25(A) of Pakistan's constitution, has made the primary education free, students are not

provided with any scholarship or funding. In Pakistan, out of eight million boys who are enrolled at primary schools only one million reach till higher education, and out of 8.2 million girls only 70,000 reaches till higher education. In such a society with limited opportunities or poor quality of education, when students are offered good foreign scholarships they quickly leave the country.

The fourth reason that causes the flight of precious human capitals is the professional concerns. Inadequate salary is a major reason which cause dissatisfaction among individuals to continue their job. In recent years, inflation and taxes has become considerably high, but the salaries have not gotten increase. Each each majority of the people sweat their brow to earn some pennies which can hardly fulfil their needs.

“Consider a scenario where a worker earns a wage that scarcely covers, rent, let alone other essential expenses after ending long hours of toil. This is the harsh reality for

many in Pakistan's workforce."

(Dawn News)

Similarly, there is very rigid work-life balance in Pakistan. The boundary between the two is

very strict in Pakistan that sometimes one has to choose one over the other. This rigid balance engulfs either the work-life of the employ

or personal life. For instance, in many of our institutions, a number of workers have to work even if they are ill, because there is no flexibility shown by their departments. Similarly,

~~the~~ workplace harassment is very common in the professional setting of Pakistan. Working either in the reputable institution or in a local one,

majority of the women in country have to face this issue. They are compelled to fulfil the sexual needs of their Boss in order to continue their jobs. In the same ways, the employs,

do not get any recognition or appreciation from their heads or seniors. For instance,

a bank manager, working hard to achieve his ~~low~~ targets, is condemned or even verbally abused by his area manager or the regional heads. But the same manager after achieving

all his targets and even making profit for

his institution do not get a single word of appreciation. Hence, all these professional concerns led to individuals finding better opportunities outside Pakistan.

Finally, a number of system related issues have also caused brain drain in Pakistan. There is no technological advancement in the country. Due to this lack of technological advancements, students and entrepreneurs have to face difficulties. For instance, due to frequent internet slowdowns and shortages, the people working on online earning forums suffer. There is no significant advancement in research field as well. The students who have degrees in ~~research~~ research fields such as microbiology, biotechnology, Biochemistry, and botany etc. have to face difficulty in pursuing their careers due to shortages of research labs in Pakistan. And, if they, fortunately, find any lab then the hindrance is the lack of funding. The governments in the budgets do not allocate any amount for the research works. Another set back of systematic issues is poor political and ~~systemat~~ governance functions. Due to the political instability and biased

conduct of political leaders, democracy is on the verge of end. Each successive governments have made criticizing their opponent as the main agenda of their manifestoes. And paid little to no attention to the much needed issues. As a result, the law and order condition has been deteriorated with each passing day.

Everyday, a number of people are being killed in target killing, robbery, or rape attempts. Therefore, this failure of system to protect lives and to ensure development and prosperity also causes the brain drain in Pakistan.

The minor and major factors, leading from economic to systemic cause brain drain in Pakistan. This brain drain is not just a migration of people, but a hemorrhage of potential well, as it is draining hope from Pakistan. This loss of precious human flight has a number of consequences for Pakistan ranging from making poor economy worse to deteriorating country's reputation. Former UN Secretary General Kofi Annan on the Occasion of International Migrant Day 2003 said that:

"Everyday, in countries all over the World, people leave their home countries in search of a better life for themselves and their families.

Emigration has a (better) profound effect on the countries migrants leave, those through which they transit, and those to which they move."

And, if this emigration is in the form of brain drain, then the effects are more profound and drastic for the countries which migrants leave.

The first consequence of brain drain in Pakistan is the economic loss to the country. The economy of Pakistan, which is already not stable becomes worse due to this migration of intelligent brains outside the country. Pakistan struggles to compete in international market through which it can otherwise generate more profit. When highly skillful individuals leave the country there are few individuals left behind to run industries, manage market affairs, and to work for national development. The industries lose their intelligent brains, then the quality and quantity of products are affected. This hampers the

Pakistan's progress in international market. In the same way, the dependence of Pakistan increases on foreign experts and workers increases for critical projects. The country has to pay them considerable amount for this, which if they had given to their own citizens, would not have affected so badly. Similarly, this flight of reputable and skillful individuals also affects the tax revenue. These individuals who would have otherwise been responsible citizens and have contributed to the tax revenue, leave the country further affecting the country's economy. Due to this decline in tax revenue, Pakistan does not invest a lot in public development.

Another consequence of this brain drain is the loss of precious human capital of Pakistan. Due to this outflow of skilled individuals, the country is left with few individuals to drive innovations, manage industry, and health sector, which ultimately affects the development and progress in these fields. For instance, each year a large number of doctors leave Pakistan. Due to which the country faces a dearth of doctors, and the hospitals or health centers in the rural areas do not get access to

the doctors. And health conditions which are already not up to the mark become worse.

Similarly, in many other institutions due to the flight of the intelligent people, the overall performance of the institution declines, undermining the quality of its services.

Another consequence which Pakistan faces due to brain drain is Demographic imbalances. The age gap has widened as skillful youth leave the country. Each year a number of skillful young workforce leaves the country, leaving only middle-aged people and the very fresh and very young, this leads to an age gap in the workforce. Similarly, as the skillful people are leaving for developed countries where there is already a lot of talent, it leads to concentration of talent strengthening demographic imbalances. In the same way, brain drain leads to gender imbalances. If in particular more numbers of men migrate than women, it leads to change of social dynamics as there are more single-parents based household. All these demographic imbalances disturb the social dynamics of Pakistan.

The flight of precious human capital also leads to setbacks in the field of education.

The intelligent minds which can make good policies according to education leave Pakistan, which ultimately lead to dearth of good policy makers. When there are not any good policies regarding the system of education, this field of education surely lags behind. In the same way, due to flight of intelligent minds, there is dearth of good teachers. Due to the decline ⁱⁿ of numbers of good teachers, the student's minds are not trained well. Consequently, the whole system is facing setbacks. Similarly, due to this brain drain, the young minds in the country pose their aspirations for studies. When the young students see the intelligent people who worked hard, leave the country for a better future, they lose their hope for a better future in Pakistan. ~~Case~~ As a result, they lose their devotion for study. Therefore, Brain Drain is influencing the country's Education.

This Brain Drain in Pakistan also weakens the institutions of the country. Institutions rely on skillful individuals or professionals.

When these individuals leave the country, the institutions suffer from a lack of expertise and capacity. Sectors like healthcare, education, and public administration are especially vulnerable. For instance, a mass migration of doctors and health-workers, there is shortage in health facilities, weakening the health sector. Similarly, the departure of skilled public servants hampers the functioning of government bodies leading to inefficient governance and service delivery. Similarly, brain drain also destabilizes institutions by creating a leadership vacuum. The absence of experienced individuals ^{at} the key positions leads to a lack of continuity, and weakens institutional harmony. So, by eroding the foundations of professional sectors, brain drain hampers country's progress.

The immigration of intelligent people also deteriorate Pakistan's image at international level. When large number of educated individuals leave the country, it suggests that domestic, political, and economic conditions in the country are ~~can~~ not conducive for personal and professional well-being. Similarly, due to the flight of individuals, ~~suffe~~ industry suffers.

This makes Pakistan suffer as the country loses its capacity to compete in international market. The expatriate Pakistani community, while often successful abroad, may also communicate their frustrations and reasons for leaving their country. Their accounts of poor governance, limited career opportunities, and lack of infrastructure, often reinforces the stereotype of a struggling nation, hindering efforts to rebrand Pakistan as a modern, thriving state. So, this negative perception makes it more difficult for Pakistan to engage meaningfully with the global community.

Some remedies for brain drain are providing basic facilities, making better economic return, advocating reforms in education sector, and stopping taking measures to stop corruption. Each successive government should work to invest more in public development sector. People should be provided with better health, educational, and transport facilities. In the same way, Education sector should be made more inclusive of all classes of students. Government must provide more fancy scholarships and fundings so that it is possible for students to continue their education in Pakistan. Similarly, the government should

make better economic returns. Those who pay taxes should be provided with basic facilities which each State promises its citizens. Most importantly, there should be transparency and accountability in the system. Government should take effective measures to clean up corruption.

As John Mukum Mbaku expressed in "Bureaucratic Corruption in Africa: The Futility of Cleanups,"

"Effective Corruption cleanup should not involve efforts to manipulate outcomes within rules. Instead, an effective approach should involve reform of existing rules and the subsequent selection and adoption of new rules that can generate the outcomes desired by society."

All these efforts collectively can make it easy for educated people to continue their lives and flourish in Pakistan.

To sum up, brain drain in Pakistan, which is mainly due to a large number of social, economic, educational, and professional concerns. This brain drain costs Pakistan a lot as the country is facing issues like poor economy, demographic imbalances, weak institutions,

and a number of educational and technological setbacks. This problem has further weakened the country as its image has been deteriorated at international level. With each passing day, this brain drain has ^{been} becoming the fashion of day, as more and more individuals are leaving the country. But where there is a will, there is a way. So, the problem can be suppressed if proper remedies are implemented. As with this, country will be able to change the global landscape by making the scenario favorable for its intelligent minds to stay and work in their own country.
