

CAUSES OF BRAIN DRAIN

Social factor

- Social freedom and human right issues
- Low standard of living
- Poor social security

Political instability

- Corruptor and governance issues
- Conflicts, protests
- Poor law and order

Economic factors

- Wage disparity
- Underfunded and outdated industries
- Lack of job opportunities

Date: _____

Day: _____

Educational Opportunities:

- Availability of scholarships and advanced research facilities abroad
- Limited access to quality higher education in home country
- International ranking of foreign country universities an appeal to students

To begin with the causes of brain drain in Pakistan social factors stand prominent as individuals often prefer ^{countries} that offer greater personal and professional development. One significant factor is the lack of social freedom and human rights. For instance in Pakistan where freedom of speech and expressing your thoughts is restricted and human rights are frequently violated, individuals may find their personal safety compromised. Additionally, the low standard of living is exacerbating the situation because in country where there is limited access to quality education, poor health care system and inadequate infrastructure the individuals often seek the countries that offer them better living standard for them and their families. Moreover poor social security system ^{significantly} contributes to brain drain. For instance there are no adequate health insurance system or retirement benefits which makes

Individuals feel safe about their life after retirement. Collectively, these factors create an environment where talented individuals feel compelled to leave in search of better opportunities, freedom and quality of life.

Furthermore, political instability is also a notable contributor to the brain drain as it creates an insecure and uncertain environment. Corruption and governance are crucial contributors to the instability because in countries with pervasive corruption, the trust of people ⁱⁿ government and their administrators is eroded. When the government ^{struggles} fails to deliver as per the hopes of the people and doesn't make much in providing innovative environment for skilled individuals. Then definitely they will go out for better opportunities. Similarly, frequent conflicts and protests further intensify the instability. These conflicts, either internal or external, create a volatile environment that disrupts daily life, economic activities and personal life. For instance, in Pakistan we often hear

about protests in different cities which cause blocking of roads that ultimately disrupt day-to-day life operation of citizens. Students also suffer due to the blockage of roads because when conditions deteriorate the schools are closed for safety purpose but it but it impact their education. Moreover, poor law and order also play an important role in this dynamic. In country with weak law enforcement and high crime rate will definitely prompt individuals to move toward safe places. For instance we often hear about snatching, robbery incidents, murders cases. Even women are not safe now. So all together these aspects of political instability that create a climate for individuals to seek safe place for them and their families.

Another factor that compels individuals to leave their motherland is economic factor. ~~One~~ One of the significant economic factor is wage disparity, there is a notable gap between the wages of skilled professional in other countries and in Pakistan. This

disparity is further exacerbated by inflation that erodes the purchasing power of individuals - Moreover, individuals cannot bear the expenses of their families with low wages even being skilled and well-educated.

Similarly, underfunded and outdated industries ~~are~~ ^{is} another economic factor that cause movement of human capital from the country -

Many of industries in Pakistan face lack of investment due to struggling economy of Pakistan - This financial inadequacy not only makes the industry outdated but also hampers the industry's ability to attract and retain skilled individuals - Consequently, due to the struggling economy of Pakistan ^{many of the} the industries are going to shut down which resultantly makes the job opportunities extinct - For instance, in Auto industry, Honda Atlas Cars Pakistan Ltd, Indus Motor Company IMC announced a shutdown - Millat tractors also ceased its operations due to cash flow constraints - In petroleum industry Byco petroleum got temporarily

shut down due to unavailability of crude oil because of devaluation of rupee. Many of the other industries like Kohinoor spinning Mills, Nishat Limited announced to temporarily shut down. Under such conditions when new jobs are not created and existing are not secure, the situation definitely causes the individuals to seek the opportunities to the countries that give them better conditions of working to show their skills -

Lastly, not only economic factors but also lack of educational opportunities for students who want to pursue for higher education is also a major cause of movement of human capital from Pakistan. In Pakistan there are very few scholarship programme for higher education and minor opportunities for their research projects but in foreign countries for instance Germany, Malaysia they not only offer scholarships to the students but also an environment to

do advance research - These are well-equipped laboratories and industries that give them experience by hand not only by teaching them verbally, they give opportunities for applying theories in practical - These opportunities attract the talent to move there that unfortunately Pakistan lack. Similarly, there is limited access to quality high education. This is due to outdated curriculum and lack of practical opportunities - There are very few universities in Pakistan that comparatively perform better than other universities e.g. NUST, FAST, Quaid-e-Azam University etc. BUT these also lacked fully equipped labs for students for to practically apply their knowledge. Moreover, international ranking of foreign universities further fascinate the students. As if a Pakistani graduate moves to a foreign country has to obtain their an equivalence certificate there to get a good and reputable job because our universities are not ranked internationally and so

Date: _____

Day: _____

are not recognized there - All these reasons compels students to move to a country that is more suitable to their calibre and give them opportunities to reward their skills and to polish them -