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Brain Drain: causes and Consequences

1. Introduction

1.1. Hook.

World Bank (2020) report

2. Causes of Brain Drain

2.1 Flaws in Education System

2.1.1. Industry academia divide

2.1.2. Mismatch between Academia and job market

2.1.3. Lack of research funding and stipend.

2.2 Overpopulation

2.2.1. Overpopulation leads to poverty, hence Brain Drain

2.2.2. Aldous Huxley's theory: (Brave New World Revisited)

2.2.3. Financial stress on sole breadwinner

2.3 Low Wages and Salaries

2.3.1. Low wages and salaries for industry workers

2.3.2. Meagre salaries for educational staff

2.3.3. Salary delays.

2.3.4 Minimal increments

2.4 Inflation

2.4.1 Income lagging behind inflation.

2.4.2. Inflation leading to less prospect of monetary saving

2.4.3. G.B.Shaw : "Poverty is worst of all the crimes".

3. Consequences of Brain Drain

3.1. Faculty Shortage

3.1.1. Increased student : staff ratio (surpassing UNESCO recommended 20 : 1)

3.1.2. Dependency on incompetent teaching staff

3.1.3. More graduates ; less skills

3.2. Demographic Challenges

3.2.1. Departure of workforce

3.2.2. More old age group: increased societal burden

3.3. Reduced tax revenues

3.3.1. reduced taxation from government employees

3.3.2. Reduced taxation from enterpreneurs

3.3.3 Reduced taxation from private enterprises.

3.4. Loss of Innovations.

3.4.1. No significant research

3.4.2. No future policies

4. Conclusion.

According to a World Bank report, over 30 million people live and work in countries other than their own. India, Pakistan and Nigeria are top three countries losing their skilled proffessionals. As of Pakistan, around 9 lac skilled people have migrated to foreign countries so far. As much as 70% of them are doctors, engineers and IT graduates. Such migration is called Brain Drain. It has become one of the most pressing global issues of 21st century. Brain drain stems from various reasons. These include flaws in education system, unemployment, low salaries and overpopulation. The consequences are even more alarming. To name a few: faculty shortage, demographic challenges, reduced tax revenues and loss of inovation are consequences of brain drain. The question is that whether brain drain is an uncontrolled crises or a solveable challenge? Although in many countries it remains a hopeless struggle, by employing the right policies well-planned initiatives, brain drain

can not only be mitigated but
reversed.