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Brain Drain : causes and Consequences

1. Introduction

1.1. Hook.

Points are okay  
Write your thesis statement

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 work force

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  
entrepreneurs

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.

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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 professionals. 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 21<sup>st</sup> 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 innovation are consequences of brain drain. The question is that whether brain drain is an ~~an~~ uncontrolled crisis or a solvable 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.

Introduction is fine but write your thesis statement  
at the end of the essay to properly conclude it