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At times in the history when the brain drain from New Zealand towards Australia increased their former PM responded with a statement "New Zealanders leaving for Australia are increasing the average IQ of both countries". He knew his people were benefiting either ways. But this is not always the case in every country. Pakistan for instance, permanent brain drain has led devastating effects on Pakistan's economy, these become long term or destructive when the Government fails in eyeing upon such an enormous issue. Focus should be put forth in doing efforts to reverse this scenario by creating job opportunities, improving infrastructure and living standards of the people. People never want to leave their home soil, place they grew up with their families and friends, they leave because they are forced to. Since "brain Drain is better than Brain in the Drain".

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Brain Drain is a Nation wide phenomenon whose highly competent, skilled and professional people leave their country for another, because of job opportunities, better life style, better job environment, gender equality and better family packages. In Pakistan, this issue has been seen prevailing since the beginning of its creation. World view people with skill and competence as valued resource and they'll do everything to attract those people towards themselves for their betterment and progress.

These are many reasons why people feel hopeless and find themselves leaving for another countries. First of all the Psychological and Physical drain: According to health belief model in psychology: "when people suffer from prolonged psychological distress like stress, feeling incompetent, useless, rangers etc their body starts responding to such phenomenon is the physical

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sense, for instance heart aches, ulcers, migrans etc". So in order to help one self out people see leaving their own home town as a better option for their mental relief.

Second reason why people choose to leave for another country is better and secure job opportunities. Unfortunately in Pakistan many people with PhD and Master degrees in their hands are working 9-5 in restaurants as waiters or vendors in the streets. They might have left the country too but not everyone enjoy the same level of wealth to move abroad.

Besides absences in job opportunities the third majority ignored issue that does provide job opportunities lay down even more issues for the "world's valued resource - skilled men".

In such institutions you'll have to have a strong PhD degree and 3-4 diplomas extensive experience and then you'll be able to get the job

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for few thousands. For every seat no matter what the profession - we'll see many people struggling for it. The best example can be the itself "civil service examinations" where people from different professional background compete because this discipline failed in providing better opportunities for them in Pakistan. Besides multiple competing for one seat for minimal pay other issues include but are not limited to poor working condition, no to limited concept of diversity of population, favouritism, nepotism, gender based discrimination, low wages, harassment cases, poor sanitation, oppressive supervisors/managers, long working hours, no family friendly packages etc. After studying many year and paying gigantic tuition fees, no body wants to suffer even further, hence mostly see fleeing for another country as the best decision.

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Fourth and most important reason of brain drain is happy and healthy lifestyle. World today is facing huge inflation issues where prices of necessary goods are skyrocketing people need jobs that pay them hefty amounts for people to meet their basic needs. In Pakistan the provided wages are not enough so the people engage in part time jobs for living. In contrast to this scenarios, developed countries are always a better option. The better infrastructure, better opportunities, equal representation, good service packages always lure the people of developing countries to them solely and they benefit for them.

Brain drain can be seen benefiting when it comes for that individual as he/she can live a better life now but the home country faces many drawbacks. Firstly these people are not some randoms, they are people

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the people of potential and skills. A country's treasure are its skilled workers. These are the people who know how to create something from nothing in their respective field. Generational experience and effort resides in their blood streams. But of course when they see they're not appreciated much, they choose not to waste their time or generation further and moving abroad is the only way they see of their flourishing.

Second type of people the home country loses are the educated ones. People with excellent degrees and diplomas, when even unable to find a job or finding one with very limited wages, also disappoint many people. People study hearts and soul demand betterment in their lives after constant and dedicated struggle. When unable to secure so - the better foreign life style and returns again lure country's prized

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possession to them and they use them for their own country progress.

The third type of people a country loses to brain drain are either middle class or elites. Middle class are those people that runs the country's economy by participation in various institutes. These are the people through which the money in economy is circulating from rich to poor. Brain drain of middle class is the worst that could happen to any nation. Their absence leads to bipolar economic construction where rich becomes richer and poor becomes poorer. The worst thing a sovereign government can do to its country is letting the middle class fly away. It is when the actual downfall of a state as developing "status" downgrades to being undeveloped.

Last but not least comes the people who are elites or the powerful. These are

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the people who owns assets, industrial assets, agricultural assets, economic assets, social assets and so on have their ownership with these elites. These are the people who provide job opportunities to the middle and lower class. Mostly backed with greed (hoard) they need more. Most of them for even better lifestyle shift their work somewhere else in the world, hence even limiting the opportunities for the working class.

Brain drain is a very serious issue of Pakistan and yet the most ignored ones.

Such issues needs government's attention and policies so we don't lose our best resources to any country further in the future.

First of all government need to focus on the infrastructure of the country.

Resolving electricity issues, Roads, fuel issues, better transport, reducing

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inflation, creating new buildings, improving health facilities, improving wages etc all contributes to the better living standards for the people and improving or increasing the job opportunities. Hence also attracting the people who left the country for such reasons.

Secondly the major factor contributing to brain drain is the security whether it be job security or personal / possession security. Job security involves long term projects, pension facilities, better work-life balance, introducing family friendly packages, incentives and awards, performance and merit based jobs, diversity in jobs, gender equality and absence of violence or abuse in such institutes. All these factors contribute in keeping the people a part of their country, instead of leaving it for other.

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Personal / possession security can be provided by the extermination of terrorism, extremism, discrimination, propagandas and stereotyping.

Positive, happy and secure environment again attract foreign investments and tourism in the country again increasing the job opportunities and lessening the potential brain drain.

Last but not least comes the government policies and reforms. Pakistan need major and minor or sometimes both kind of reforms in multiple sectors. Introducing technology, agreements with foreign investors, modernizing the IT sector, industrialization, and skilled based learning is what Pakistan needs the most.

All of these things are only possible if the self interest at political, economical, social and psychological level ends.

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making the beginning of a new era with new and improved Pakistan - which will not only descend the proportion of people leaving the country but will also attract the ones who left to return and start contributing to their own nation.

Conclusively, brain drain can be benefiting for the person to avoid the drain or them representing Pakistan at various level, but currently when Pakistan is not in the state of economic stability losing potential or skilled people is a jolt to the already struggling economy. Reform should be made whether it be in security, infrastructure, or in policies to reverse brain drain and creating new job opportunities, hence improving the life style of people, can contributing to their happiness, health and satisfaction overall.

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Introduction

These statements

Brain drain a toll to Pakistan's economy.

Reasons for Brain Drain

- Psychological & Physical Drain
- Less or none job opportunities
- Institutional atrocities.
- Absence of healthy life style

Brain Drain of 3 types of People

- Potential and skilled people
- Educated people
- Middle or elite class.

Resolving the Issue of Brain Drain

- Government's focus on investment-refugee
- Providing security in terms of job and personal/ possession.
- Improving government policies and reform

Conclusion