

Brain Drain: Causes and Consequences

1. Introduction

1.1. Hook

1.2. Background

1.3. Thesis statement

2. Main Body

A. Causes of Brain Drain

2.1. Lack of Economic Opportunities

2.1.1. No new and better jobs

2.1.2. Poor working conditions

2.1.3. No promotional opportunities

2.1.4. Human replacement by technology

2.2. Political Instability

2.2.1. Lack of political will

2.2.2. Lack of legal reforms

2.2.3. Shortage of social reforms

2.2.4. Public unfriendly budget

2.3. Poor Standard of Living

2.3.1. Bad health facilities

2.3.2. Poor access to housing

2.3.3. Narrow educational space

2.3.4. Imbalance between earning

and expenditures

2.4. Persecutory Practices

2.4.1. On basis of gender

2.4.2. On basis of political affiliation

2.4.3. On basis of religion

2.4.4. On basis of

B. Consequences of Brain Drain

2.1. Loss of Human Resources

2.1.1. Dearth of human capital

2.1.2. Scarcity of professionals

2.1.3. Deficit of human labor

2.1.4. Paucity of skilled services

2.2. Social Unrest

2.2.1. Overcrowding of untalented^{people}

2.2.2. Inflation and high prices

2.2.3. poor health and educational services

2.2.4. Orderlessness

2.3. Low Country Growth

2.3.1. Loss of revenue

2.3.2. Shortfall of economic growth

2.3.3. Loss of innovative ideas

2.3.4. Loss of investments

2.4. Loss of potential future entrepreneurs

2.4.1. Loss of agricultural growth

2.4.2. Deprivation of industrial growth

2.4.3. Dropping of technological growth

2.4.4. Dissipation of Medical Science

3. Conclusion

"Brain drain can rob the future of the poorest countries" (UNDP). Brain drain is defined as the emigration or migration of individuals of talents and skills from developing or underdeveloped countries to developed countries. It can be caused by the push factors of the home country and pull factors of the destination country. Most brain drain is geographical but it can be result of situational factors. Skilled workers may leave because machine and technology replace human labor. They leave their home country for upgrading their living standard and aiding family expenditures. Between 1971 and 2022, 60,19,888 skilled workers and highly qualified professionals left Pakistan, of these 50,110 were healthcare professionals, including 31,418 doctors, 12,853 nurses, and 5,839 pharmacists. In 2022, Samoa had the highest possible score of 10 on the Fragile States Index's "human capital

and "brain drain" indicator. Likewise, in 2023, the brain drain rate for higher education graduates was 2.0%. The rate for female graduates was 1.6% while male was 2.4%. This leads to serious consequences which become irreparable for a country who faces it. The causes of brain drain includes lack of economic opportunities, lack of new and political instability, poor standard of living, and persecutory practices which result in serious impacts encompassing loss of human resource, social unrest, low country growth, and loss of potential future entrepreneurship. It should be controlled at earliest priority otherwise the greatest loss of talent will lead to developmental progress, hindrances.