

Name: Yumna Vahidy

OB 61

"Essay"

Date

"Brain Drain: Causes and Consequences"

Outline:

1) Introduction

2) Causes of Brain Drain in ^{Third-world} Pakistan
Governance

a.) A weak rule of law can discourage people from staying.

i.) High barriers to seeking justice, especially for poor and minorities

ii.) Police's refusal / reluctance to lodge FIR against rich.

Political

b.) A politically unstable environment threatens individuals' safety and security

c.) Frequent changes in government leads to short-term / ineffective policies.

Economic

d.) Skilled workers are often underpaid, which leads them to find better paying jobs abroad.

e.) Complex tax system

i.) Regressive taxing extracts more money from the pockets of middle-class people.

ii.) No tax-breaks to support new startups.

Social

f) Institutional Discrimination

- i) Women are often underpaid than men.
- ii) Prevalence of favouritism culture in organisations.

Environment and Technology

- g) Pollution leads people to consider re-working options.
- h) Poor internet service lead to disruption in work.
- i) Lack of proper research facilities available.

3.) Consequences of Brain Drain in Pakistan ^{Third-world political}

- j) Lack of skilled individuals creates space for unskilled people become part of top management in governmental institutions.
 - k) Weak leadership cannot formulate long-term and effective policies leading to political unrest. Economic and social.
 - l) Reduction in tax revenue adversely impacts government spending on key areas.
 - m) Lack of startup initiatives results in unemployment.
 - n) Unskilled labour force may keep foreign direct investment at bay.
 - o) Increased gender disparity.
 - p) Departure of qualified teachers
 - i) Increased reliance on foreign education system.
 - q) Slowed technological innovation reduces global competitiveness.
- ### 4.) Conclusion:

Jarina, an ambitious girl, who all her childhood had dreamt about helping her community as a doctor. After becoming a doctor, she got a job but it which was underpaid. Unable to meet her family's ends, she was forced to apply for a job abroad. Fortunately, she got selected in a renowned hospital of The UK. Her departure embarked her on a prosperous journey but left her village hopeless. Events like this shows the reasons and impact of skilled people leaving their countries, especially third-world countries. The phenomenon of skilled people leaving the country is called brain drain which results in ^{the} relative loss of skilled people in an economy. The causes of brain drain are widespread. The main driver of brain drain is the weak rule of law and ineffective formulation and implementation of policies. Absence of long-term policies and frequently changing government creates a sense of instability which further discourages people from staying. On the other hand, many skilled workers are underpaid which compels them to find better paying jobs.

abroad. Also, a complex tax system and regressive taxing snatches a larger chunk of money from the pockets of middle-class people. Besides, institutional discrimination and, unfair treatment of women in workforce, increasing pollution in urban areas and poor internet facilities forces people to consider their options to live abroad. Nevertheless, brain-drain can have significant impacts on the country's well-being. Unskilled people fills up top positions in government institutions that were left by skilled people who travelled abroad. As a result, weak leadership formulates ineffective policies which might cause political unrest. To add more, government's inability to raise taxes adversely impacts its spending capability. This increases unemployment, gender inequalities and departure of skilled and qualified teachers. Moreover, foreign investors would be reluctant to invest because of unskilled labour force. And, slowed technological innovation when there is slowed technological advancement, global competitiveness of a country reduces. In a nutshell, brain drain is caused by various governance, political, social, economic and technological factors prevalent in a country which therefore can have profound effects on the overall well-being of a country.