

Brain Drain : Causes and Consequences

1. Introduction

1.1 Hook

1.2 general statements

1.3 Thesis statement :

The main causes of brain drain are increasing unemployment, growing job dissatisfaction, limited opportunities for women, corruption and poor standards of living. As a result, there is shortage of skilled workforce, loss of entrepreneurs and loss of revenue.

2. Main Body

A. Causes of Brain Drain

2.1 Increasing unemployment among degree holders

2.1.1 Shutting down of businesses

2.1.2 Population growth

2.2 Job dissatisfaction among qualified individuals

2.2.1 Inadequate pay

2.2.2 lack of career growth prospects

2.2.3 High income tax

2.3 Limited career opportunities for women

2.3.1 Socially constructed gender roles

2.3.2 Discrimination in securing high leadership positions

2.3.3 Unsafe working environment

2.4 Corrupt recruitment practices

2.4.1 Favouritism

2.4.2 Bribery

2.4.3 Nepotism

2.5 Poor standards of living

2.5.1 High cost of living

2.5.2 Faulty infrastructure

2.5.3 Poor health care

2.5.4 Security concerns

B. Consequences of Brain Drain

3.1 Shortage of skilled workforce

3.1.1 Hindering Innovation

3.1.2 declining quality of healthcare / education system

3.2 Loss of potential future entrepreneurs

3.2.1 no foreign investment

3.2.2 Stunted economic growth

3.2 ~~loss of (revenue) : mind 10/19~~

3.3.1 drop in tax receipts

3.3.2 stifled economic growth

C. Recommendations to Mitigate Brain Drain

4.1 Government must encourage
frugal innovation

4.2 Government must promote fintech

5. Conclusion

Brain Drain: Causes and Consequences

The uncertainty of securing a rewarding career prompts a sense of frustration and disappointment among the youth in the third world countries.

This is because they have invested a fortune into attaining quality education and have devoted years, working tirelessly in pursuit of a promising job. Most urban middle-class families in the developing countries idolize the life overseas. Leaving the home country in search of a better quality of life is not a new phenomenon. With increasing globalization, the mobility of human capital has accelerated.

Pakistan is in the same predicament. The main causes of brain drain from Pakistan are increasing unemployment, growing job dissatisfaction, limited career opportunities for women, corruption and poor standards of living in the country. As a result, there is shortage of skilled workforce, loss of potential future entrepreneurs and loss of revenue for Pakistan.

A significant factor driving factor of brain drain is the rising unemployment among degree holders in Pakistan; A 2022 study by The Pakistan Institute

of Development Economics showed that 31% of university graduates are unemployed. The shutting down and downsizing of businesses has exacerbated the level of unemployment in Pakistan; Due to restrictions on imports, ~~and~~ ~~factor~~ of several auto industries, including Honda and Nissan, shut down its manufacturing plants in Pakistan. Over 100 factories shut down in Faisalabad alone because of rising costs. Moreover, the growing population in Pakistan has aggravated the situation. ~~The~~ ~~It~~ ~~increasing~~ has led to more ~~people~~ unemployment as the number of available workforce outweighs the ~~more~~ number of jobs available. This ~~former~~ state of affairs forces many skilled individuals to look for employment opportunities outside Pakistan.

Another cause of brain drain is growing job dissatisfaction among qualified individuals. Job holders receive inadequate pay; Considering the high cost of living and inflation, this is a demotivating factor. When they are unable to meet their needs effectively, they seek better-paying opportunities elsewhere. ~~Furthermore~~, Additionally, There is lack of career growth opportunity in

Pakistan. When individuals feel stagnant in their career with limited chances of advancement, they are more inclined to look for opportunities in other countries where they can grow professionally.

A sociological concept called 'social mobility' can explain that this lack of upward mobility can lead to dissatisfaction among ~~degree holders~~ job holders. Similarly, high income tax is another

factor that causes discontent among employees;

The Personal Income Tax Rate in Pakistan

reached an all-time high of 35% in 2020.

The already rising prices and cost of living

coupled ~~to~~ with a high income tax rate

however makes it difficult for an individual

to manage his finances. Job dissatisfaction,

therefore, becomes the driving factor of

brain drain.

Limited career opportunities for proficient women

is also the ~~main~~ reason for ~~the~~ brain drain from

Pakistan. This stems from deeply ingrained

gender norms and societal expectations. The

socially constructed gender roles perpetuate the

belief that women should prioritize family duties

over professional aspirations. This restricts women's

access to opportunities for career growth and devel-

optimist. Even if women secure a job, they face discrimination in attaining high leadership positions; It is very rare to see a women in top managerial seats like the CEO or Vice Chabellor. Furthermore, the working environment for women in Pakistan is not very safe. Despite the existence of laws to protect women against sexual harassment and humiliation, they continue to experience physical, sexual, verbal, and emotional victimisation at their workplace; A lady, former officer of an electric company, had filed a complaint of sexual harassment against company's CEO in the Sindh Ombudsman in 2020. Such unfortunate instances impact a woman's ability to thrive professionally. ~~and~~ As a result, ^{skilled} women are compelled to leave the country in search of a conducive working environment.