

Brain Drain Causes and Consequences

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Immigrants often contribute to the GDP of destination countries through their work and productivity, resulting in considerable economic losses at origin countries, as per their calculation, which is based on migrants' contribution to global GDP subtracting remittances received, Pakistan suffered a productivity loss of US \$ 303.4 billion in just year 2023. World Bank 2023 report shows that migration of highly skilled people from high-income countries is 4 percent of the skilled lot, for middle income countries this value is slightly over 10 percent, and for low income countries it is 20 percent. Brain Drain is growing concern for developing countries like Pakistan as these countries invest heavily in the education and training of their youth. Brain Drain is principally driven by stark economic disparities, insufficient research and career development.

infra structure, and governance challenges in origin countries; yet, through a combination of competitive retention policies strategic diaspora engagement and multilateral cooperation, nations can not only stem the outflow of talent but also harness global networks to convert brain drain into a lasting brain gain.