



BRAIN DRAIN : AN ECONOMIC TURMOIL FOR A NATION

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ABSTRACT :

The highly trained people born and brought up in a country are migrating to other countries for better standard of living , salaries & professional opportunities leaving their native country in an economic imbalance. Immigration makes it difficult for a country ,especially developing & under developed countries , to innovate and maintain high living standards (Srivastava,n.d. ,p.2) . Brain Drain should be termed as High Skill Migration (HSM) as migration of people with high skill sets and knowledge such as professionals , doctors , scientists , educators etc are likely to put the home country in crisis (Johnson, 2009,p2). Countries need to learn how to strategically manage and retain their Intellectual Assets because immigration of brains outside the country will inhibit the opportunities of jobs in the home country . Government should take vital & necessary steps to attract its talented , skillful & efficient human resource living in other countries back home because these intellectual assets can undoubtedly help their home country grow & prosper.

KEYWORDS : Home Country , Host Country , Standard of Living , Immigration , Intellectual Assets , Gross Domestic Product .

INTRODUCTION :

The Government of India estimated that there are nearly 30 million skilled Indians who are living away from their homeland and are working in other developed countries because of various reasons such as preference for exploring & experiencing new , family pressure , corruption, quota system ,better career opportunities , lucrative pay packages etc(S,Raveesh,2013,p.12) .Various push and pull factors are responsible for Immigration . Push factors constitute negative characteristics of the home country such as absence of research facilities , job opportunities , bad working conditions etc whereas pull factors reflect the benefits received from the home country such as modernisation , rich culture , better quality of life , higher salaries etc (Study.com,2016) .

WHAT IS BRAIN DRAIN :

Brain Drain term is used to explain the movement of people from one country to another to take advantage of better opportunities . Brain Drain occurs when skilled people leave their home country and start living in other countries for better pay , job opportunities , quality of life ,standard of living etc . Brain Drain has an adverse effect on the growth of the home country ,especially when people immigrate from underdeveloped and developing nations to developed nations . Brain Drain originated in the 1960s when people from South countries started moving to Western countries . The term Brain Drain was introduced by the British Royal Society to define the scientists and technologists from the United Kingdom who migrated from the UK to North America and Canada .

OBJECTIVES OF THE STUDY:

- To understand the concept of Brain Drain in depth .
- To study consequences of Brain Drain in the home economy.
- To highlight various push factors of Brain Drain
- To identify new initiatives to mitigate Brain Drain .

RESEARCH METHODOLOGY:

For the purpose of research in this paper data is collected by Desk research . Desk research is a type of research where data is collected from various websites, articles , research papers & other online content available.

REVIEW OF LITERATURE:

Docquier & Rapoport, 2006 concluded in their study that Brain Drain is an international transfer of human resources, especially skilled and educated human resources . It is extremely detrimental for developing countries as it hampers economic growth of the nation . He emphasized that what matters is not how many people of the country engage in higher education but how many of them stay in the country .

Johnson Nadja, 2009 - Migration of skilled people from developing countries to developed countries will last as long as there is a difference in international standard of living . We need to shift our focus from movement of goods to movement of humans across nations .

Srivastava ,n.d. concludes in her study that various concerns such as career prospects , social injustice , compensation , safety and security , studies , political environment can be the reason behind losing capable and skillful people to other nations . She further elaborated that medical technology can also be one of the factors behind immigration because people may fear their inability to access and pay for treatment .

Rizvi, Fazal analyzed that higher education is also an important factor behind increasing the rate of immigration . Talented people are moving from developing countries to developed countries in order to seek education from top world universities . There is an expectation that these people will return to their nations and will contribute to its growth and development but most estimates show that only few return home .

Deshmukh,Sankpal ,2022 concluded in their study that only a competitive economy where safety , financial , economic and political conditions are stable can retain their people in the country .

PUSH FACTORS OF BRAIN DRAIN :

- **Quality Education :** Most of the immigrants are students who have moved to other countries in search of better educational facilities . Education in our country is not as good as other developed countries . Universities in Abroad give more relevance to practical learning . Education is essential for the growth of an economy and it is quite evident that countries with higher literacy rates have higher economic growth . People also leave their native country to seek education because degrees obtained in foreign countries are considered more prestigious than the degree obtained in Indian Universities . Availability of Easy Loans in the home country to study abroad is also one of the reasons .
- **Better Medical Facilities :** Undoubtedly medical facilities are far better in developed economies than underdeveloped and developing economies . The cost of treatment is low , waiting time is less , nursing is better , alternatives are available , technology is advanced and new , all these factors may induce a person to settle abroad .
- **Poor Quality and Standard of Life :** People may move to other countries in order to enjoy better quality and Standard of Life . Countries abroad are very clean and green . There is no Pollution . Quality of Air is so good . This can be an inducing factor for immigrants .
- **Safety :** As Abraham Maslow has also quoted in his **Need Hierarchy Theory** that after fulfilling Physiological needs , a person moves onto safety needs . Developed countries ensure the safety of life . Most of the countries in Abroad have cameras installed everywhere on the streets and the rules are strict . Example : People from Jammu & Kashmir have migrated Abroad because of bad political conditions .

- **Limited Seats in Top Universities of Home Country** :There is an acute competition among students in India to secure a seat in IIMs and IITs , but not everyone can crack entrance tests to these universities . So students in order to pursue their dream course prefer to move to foreign universities .
- **Exposure and Freedom** : Students nowadays want to experience new cuisine, cities , countries , and the world all by themselves without the control and guidance of their parents . They can meet people from around the world and can explore new cultures as well .

CONSEQUENCES OF BRAIN DRAIN

Migration of talented and skillful citizens to other countries will shaken the process of growth in home economy because of the following reasons :

- **Loss of Future Entrepreneur** : Undoubtedly the receiving country will reap benefits from the immigrants but the native country will have to face a decline in the number of creative and innovative entrepreneurs . This will further reduce the investments in the country and hence the quality of life will suffer . Immigrants leave their native place for better salaries and quality of life at the expense of their countrymen's future. Shortage of skilled workers will lead to loss of innovative & creative ideas . Countrymen will lose confidence in their nation and will desire to move out of their country . Lack of innovation & creativity will slow down economic growth .
- **Poor Infrastructural Facilities** : When the extraordinary brains will move out of the country for better education , salaries and job opportunities , the normal brains (semi & unskilled people) of the native country will not be able to get good education , health and other facilities to become extraordinary . This will further increase the extent of migration as people would like to study abroad rather than in under developed or developing economies. Lack of facilities like education , health , sanitization , energy , communication etc will further hinder the underdeveloped or developing countries to grow . Migration of health professionals to other countries in search of better opportunities will impact the health systems in their home country . Immigration of Research Scholars will diminish innovation & creativity in the home country . Immigration of great teachers will shatter the education system .
- **Lack of Innovation** : Innovation means bringing something new either in the product , process or technology . It requires extensive funds , research work and scholarly skills . In the absence of Skilled workforce , a nation can not grow and slowly becomes a laggard economy characterised by low income , low investment , insufficient job opportunities , poor infrastructure etc . Bringing something new or inventing something requires extensive research work , great research scholars, huge funds , government support etc . But when the brain of the country will move outside the nation , Innovation will come to an end and therefore the development. Because of better infrastructure, salaries , opportunities, government support , people are migrating to developed countries . Developed countries are growing at a rapid pace whereas underdeveloped and developing countries are finding it difficult to surmount.

- **Low GDP Growth** : Gross Domestic product reflects the total value of goods & services produced in a country . Immigration of a country's talent directly and indirectly impacts the GDP growth of the home country . Low GDP will trap the economy in the vicious circle of poverty .Low GDP means low production , low production means less employment opportunities which means poor income , low standard of living , poverty , unemployment & various other issues .

SUGGESTIONS :

Following steps can be taken by governments of underdeveloped & developing countries to stem the migration of its skillful human resource

- In the first place , the government should try to find the reasons as to why people leave their home country , what are the factors that seem attractive to our people in other countries etc . Strategies should be made in order to retain the talent inside the country .
- Government should try to boost connectivity. The people who have moved countries can be connected back to their country of origin by providing them tax concessions & incentives on the capital brought & technology transferred .
- Government should educate parents to discourage the decision of their kids to go abroad for higher studies .
- Gender Equality should be promoted . Women should be treated equal to men . Currently highly skilled women represent the majority of migrants. Discrimination on the basis of gender should be eliminated.
- Improvement in Education Quality should be given priority as students want to go to other countries for better education & knowledge .
- Extensive Investment should be made in infrastructural development such as good medical facilities , easy transportation etc .
- Better job & career opportunities should be created for the people of the nation in order to control immigration. On the job & off the job training should be given to enhance competencies of people to enable them to take higher roles & responsibilities.

CONCLUSION :

Brain Drain is causing countries , economies, organizations and industries to lose their crucial segment of key individuals . The departure of key professionals such as doctors, scientists , engineers etc reflects poor medical conditions , lack of innovation & invention and outdated infrastructure in the home country .The problem of Brain Drain was born because of the various loopholes present in the home country and it can be eradicated only by fixing these loopholes . People are moving from under developed countries to developing and developed countries to avail better opportunities and standard of living . Government should take appropriate measures to attract immigrants back home . They should be given sufficient opportunities to discharge the technology , skills and processes in their home country that they learnt abroad so as to reap the benefits .

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