

THE MANAGEMENT OF BRAIN DRAIN AND RELATED ISSUES

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ABSTRACT

Brain drain is a situation in which educated, talented, highly skilled or professional people leave a particular place, country or profession and move to another one mostly in the quest for financial gain, career advancement or better living conditions. India is a major supplier of skilled and unskilled human capital for the advancements of many sorts. India is sending large numbers of these specialists to other developed countries as compared to other nations. It is also known as Human Capital Flight. The main reason of Brain Drain is emigration. Emigration in turn is defined as the movement of individual out of a particular country or geographical area to another to permanently settle there. Brain drain deprives India of its talent that would have contributed immensely to its growth. The problem of Brain-drain, in this modern era, has become very elusive. Nations like India are in dire need of talents, thinkers and intelligentsia, especially in the areas of education, medicine, science and technology and in fact in all walks of life but for one reason or the other such illuminati are abandoning their native places, leaving their native countries impoverished in the process.

INTRODUCTION

Brain drain is a situation in which educated, talented, highly skilled or professional people leave a particular place, country or profession and move to another one mostly in the quest for financial gain, career advancement or better living conditions. India is a major supplier of skilled and unskilled human capital for the advancements of many sorts. India is sending large numbers of these specialists to other developed countries as compared to other nations. It is also known as Human Capital Flight. The main reason of Brain Drain is emigration. Emigration in turn is defined as the movement of individual out of some country or geographical area to another to permanently settle there. Brain drain deprives India of its talent that would have contributed immensely to its growth. The problem of Brain-drain, in this modern era, has become very elusive. Nations like India are in dire need of talents, thinkers and intelligentsia, especially in the areas of education, medicine, science and technology and in fact in all walks of life but for one reason or the other such illuminati are abandoning their native places, leaving their native countries impoverished in the process.

1. History of brain drain

The "brain drain" occurrence has a long history. In the year 1963, the Royal Society defined "brain drain" as the migration of British scientists to USA, thereby endangering the British economy, but this term gradually became very common to describe the emigrations of scholars and professionals from the Third World countries. Because of these migrations, the investments made by these countries were wasted. These made investments on their nationals while their services and talents were used by the developed countries. The idea of "reverse technological transfer" was coined by the United Nation Conference on Trades and Development in 1972. After the end of the Soviet Union, a huge brain drain started from the Eastern European countries. One must notice that there is a serious risk of brain waste since not all the migrants are able to find suitable and good jobs. It has been pointed out that it is now more appropriate to define the high skilled migrations as "brain mobility" or "brain circulation" and not as "brain drain", since, to date, the World economy allows the free circulation of capitals, merchandise and job. However, many others are still convinced that the concept of "brain drain" is still valid, mainly in case of migrations of high skilled workers from Third World countries to the developed countries.

2. Types of Brain Drain

A. Primary External Brain Drain: It occurs when human resources leave their country (such as India) and go to work overseas in developed countries such as Europe, North-America and Australia.

B. Secondary External Brain Drain

It occurs when human resources leave their own region and go to work elsewhere in some nearby region.

C. Internal Brain Drain -It occurs when human resources are not employed in the fields of their expertise in their own country or when human resources move themselves from the public sector to the private sector or within a sector. For example many of our own IIT engineers take up banking jobs with alacrity.

3. Push and Pull Factors behind Brain Drain

A. There are certain conditions in India that push talent to other countries:

- There is a lack of opportunities in India for a majority of people. Though there is no dearth of talent.
- Political instability adds to adverse conditions and people are forced to move out for better prospects.
- Economic depression is one of the main reasons for brain drain.
- Prévalent corruption forces sensitive and trained professionals and thinkers to seek and migrate to better places.
- People are more exposed to health risks in India so they tend to move to countries with better health facilities and environmental conditions.

- 3. Low salary/Wages in India are one of the reasons for brain drain. Even hard working people feel that they are lesser paid than their fellow beings in developed countries.
- Discrimination in appointments and promotions is one of the reasons that adds to their frustrations and professionals prefer to migrate.
- It is a natural human desire so every individual wants a better, comfortable and settled life abroad, where there are less hardships.

B. There are certain conditions in Host Countries that Pull talent towards them:

- There are rich opportunities/favorable professional opportunities available for all.
- Political Stability is provided at all costs.
- There is academic freedom / intellectual freedom in most of developed countries.
- Better research facilities and freedom to do research pulls intelligentsia to these countries.
- Developed economy provides the financial security and safe future.
- Better Living condition is something that certainly attracts people to settle there.

C. Individual Reasons:

- Family Influence and affordability makes it easy for most people to migrate to better regions and to live a secured and comfortable life.
- Peer pressure is one of the most common reasons for shifting abroad.
- Some people migrate out of personal preference.
- Some may think that life is a constant struggle in India and if they work this hard in some foreign land, they are going to be highly paid in return.

D. Higher Education prospects are very bright in developed countries so students strive to migrate.

E. Employment opportunities lure them.

F. Favorable Migration Policies make migrations easy for professionals.

Some recent studies revealed that, in the present day the classic push and pull analysis of skilled migration is no more valid and has become outdated. Researches have demonstrated that the brain drain model of skilled migration is still the one that better describes the migration of intellectuals and professionals (mainly in the health care sector) from a developing country to a developed one.

4. Problems created by Brain Drain

A. Advanced countries are utilizing services without spending any money:

Under developed countries are spending millions on the training of the experts, professionals and individuals. But the advanced countries are utilizing their services without spending any money on their training.

B. Emigration of health professionals:

The emigration of health professionals has negative effects on India especially in rural areas where the availability of doctors is far less than in urban areas.

C. Students do not return to India:

Most of the students who go abroad for higher studies do not come back to India. After seeing the rich and comfortable life style of foreign countries they lose all interest in their own country.

D. Higher standard of living in foreign countries:

There is another attraction of leading a higher standard of living in foreign countries because the technical experts and intellectuals are given special facilities there.

E. Indian students are an important source of labor for developed economies:

Indian students or Indian migrants enjoy the status of being well trained and hardworking lot. India, with its large reserves of highly skilled workers, has emerged as one of the most prominent countries to fill the supply gaps in the labor-deficient economies of the developed world.

5. Benefits of Brain Drain.

- Some positive effects on the developing countries, such as economic and cultural transmittal can also be taken into account.
- The expatriates or emigrants help the economy with their investments back home and their participation in community development programmes. Thus they can not be blamed for all brain drain and no benefits.
- In few cases, youngsters going abroad actually have very limited skills. They hugely improve their skills abroad, mainly through job experience. So if ever such people come back, they bring back much brain power.
- Internal migration of the skilled and unskilled people has resulted in industrial and technological hubs such as Noida (Delhi) and Hi-Tech city Hyderabad.
- It leads to brain circulation resulting in global exchange of ideas.
- Self-enrichment in terms of money and status is achieved.

6. For India : Steps to be taken

A) Stop Reservation based on caste: Stop reservation based on caste. It should be based on economical conditions. Preference to talented persons should be given rather than caste.

- B) Potential of girls should be respected:** Potential of girls should be respected in terms of not restricting them to house only. They should be allowed to move out in public domain to contribute towards county's development.
- C) Provide the proper working environment:** Because the experts and trained professionals can surely contribute in making India great power in the world.
- D) Political stability:** Political stability should be maintained in our country.
- E) Adequate salary for every kind of work:** No one can deny the importance of money in life so everybody should be adequately paid ,so that everyone can spend a quality and happy life.
- F) Prohibit:** There should be a ban on Nepotism and favoritism so that people feel safe and secured and well paid in their own country.
- G) Education should not be theoretical only:** Practical work should also be included with equivalent weightage so that students earn while they learn. There should be lucrative offers available for everyone so that they love to stay back in their native countries.
- H) The government must take adequate steps to attract the talented lot of India who are living abroad back home.**

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