



## Brain Drain to Brain Gain

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### ABSTRACT

Brain drain is a situation in which many educated or professional people leave a particular place or profession and move to another one that gives them better pay or living conditions. This paper shows that brain drain (high-skill) migration is becoming the dominant pattern of international migration and a major aspect of globalization. In this we discuss about brain drain and brain gain are the two sides of a same coin. A more recent literature has argued that a beneficial brain drain can arise if migration has educational externalities. As human capital rises, growth will also be positively affected.

### INTRODUCTION

Brain drain is also known as the human capital flight it can be called as the mass emigration of technically skilled people from one country to another country. The term was coined by the Royal Society to describe the emigration of scientists and technologists to North America from post-war Europe. Brain drain is common amongst developing nations like India, Africa, Caribbean etc. and underdeveloped countries. The term has come into limelight with the trend of educated and skilled workforce moving from one country to another to achieve career. Trained and talented individuals seeking entrance into a country, is called a brain gain.

- **Brain Drain:**
  - Learning the own native place:
  - Departure to another country :
- **Brain Gain:**
  - Entrance into another nation:
  - Utilization of talent by others:

### CLASSIFICATION

There are many forms of migration. The object of this study is international migration i.e. migration across country borders.

#### Classification -1

- Forced migration



- Voluntary migration

#### **Classification -2**

- Legal Immigration
- Illegal Immigration
- The highly skilled

The focus of interest of this study is on the highly skilled. The vast majority of the highly skilled are voluntary migrants. Their qualification and skills are in demand in the destination country.

#### **Highly skilled**

- Qualified
- Highly qualified personnel
- Human resources in science and technology (HRST)
- Scientists and engineers
- Brains

#### **Criteria**

There are two measures, which play a role in practically all definitions of the highly skilled.

The first one is related to prior educational qualification. (Tertiary Education Qualification)

The second parameter is profession based. The highly skilled are identified by mean of the type of work they actually carry out in the destination country.

A migrant engineer or university professor who work as a driver in the country is categorized as

#### **Highly skilled – Education based definition**

#### **Not highly skilled – Profession related**

OECD for the HRST, identify a person as highly skilled if he or she fulfils one of the above Conditions.

### **HUMAN CAPITAL, BRAIN GAIN AND BRAIN DRAIN**

For most people capital mean cash, a bank account, company shares or real estate. They are assets which yield income over time. Knowledge and skills also constitute a form of capital. Education and training are regarded as key investment with regard to human capital formation.

They will at a large stage result in better employment and translate into higher income for the individual concerned. Since people constitute capital, this capital leaves the country when they emigrate to another. It is lost for the country of origin, and gained by destination country. Earlier investment done by country of origin for the emigrant has a useless spending. This loss is highest in case of highly intelligent and talented. On the other hand the destination country receives the human capital as a gift. It has made a “Brain gain”; where as country of origin has suffered a “Brain drain”.



## IS ALL BRAIN GAIN IS BRAIN GAIN

The migration of the highly skilled does not in each and every case necessarily lead to brain gain on the part of destination country. If a migrant nuclear physicist finds employment as a nuclear physicist in the destination country, but it is not he or she finds work only below his education level.

In this case of mismatch between the skills offered by the individual and those demanded by the labor market, this is called brain waste. There are only losers no winners.

## BRAIN EXCHANGE

A Canadian symposium in 2000 gave circulation to the new term; at a time when many highly skilled Canadians were moving to the United States, while simultaneously many qualified immigrants were coming to Canada from a number of different nations. This is sometimes referred to as a brain exchange.

## PUSH AND PULL FACTORS

These both factors go hand in hand. Push factors related to the country of origin and consists of country conditions. Pull factors relate to attractive conditions in the country of destination.

Push factors	Pull factor
1. The absence of economic opportunities	1. The expectation of their existence
2. Low salary levels and a low level of employment	2. High salary levels and a high level of employment
3. Unemployment	3. Good chance of finding employment
4. Normal salary and simple living	4. Three fold salary and high standard of living
5. Lack of opportunities and various courses	5. Better career chances and offer scientist and technological sources
6. Poor facilities	6. Rich facilities

- Influencing factors
- Geographical distance
- Language
- Personal relationships



## BRAIN DRAIN: IN INDIAN CONTEXT

Brain drain has become a major concern of the developing country like India. The term which was emerged in 1960's .when the skilled workforce started emigrating from the poor countries to rich countries in search of better job opportunities and living conditions.

When the expatriates are going abroad in search of greener pastures, India has been losing its major skilled workforce that includes doctors, engineers, scientist and technicians.

## HIGHLY EDUCATION SCENARIO IN INDIA

In the recent years, the cut off for admissions and became close to 100% in the best Indian universities. Most of the students who try their luck in highest studies (abroad) get into good universities as they have an edge over the students from other countries in the term of skills and knowledge. The academically well qualified people prefer going abroad for higher research because they don't get the best chances, resources and facilities for research in India.

In 2000 - 53,000

In 2010 - 1.9lakh

(Study of IIM-B)

Country	Student going abroad(per year)
China	412,000
India	153,000
Germany	77,500
Japan	54,500

(Sources: - UNESCO's report global education digest, 2009)

INDIAN	2009	2010
Highly skilled	11,784	12,852
Researchers	684	724
Seasonal	4163	3783
Other economic	47,844	56,488
Total permits	64,449	73,847



(Source: Population database- Euro state)

While 5,615 permits issued by the UK for Indians, Italy issued 3,479 permits for Indian seasonal workers. These highly skilled migrants and seasonal workers become permanent resident of the host countries as the long term socio-economic benefits for them.

Non –resident Indian and person of India origin (NRI-POI), also called Overseas Indians or Indian Diaspora, are people of Indian birth or descent who live outside the Republic of India .As. per Ministry of External Affairs report there are approximately 30.8 million Indian Diaspora residing outside India. India has the largest Diaspora population in the world with over 15.6 million according to **United Nations Department of Economic and Social Affairs**.

#### **INDIAN IN ABROAD:-**

<b>Name of Country</b>	<b>No. of People</b>	<b>Name of Country</b>	<b>No. of People</b>
Canada	1541955	Italy	197301
South Africa	1274867	Germany	161000
Australia	468800	Singapore	250300
New Zealand	155178	United Kingdom	1451862
United States	3456477	United Arab Emirates	3500000

(Source: Population database- Euro state)

#### **Summary**

Brain drain, which is the action of having highly skilled and educated people leaving their country to work abroad, has become one of the developing countries concern. More and more third world science and technology educated people are heading for more prosperous countries seeking higher wages and better working conditions. This has course serious consequences on the sending countries. The number of international migrants increased from 75 million in 1960 to 190 million in 2005, at about the same base as the world population. The brain drain side of globalization creates winner and loser among developing countries and certain source country characteristics in the term of governance technological distance, demographic size and interaction between these.

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