

**“Brain Drain: Types, Reasons behind, Consequences and solutions”**

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**Introduction:**

There has been much debate in the media and among particulars in the past year about brain drain. It is a term referred to the growing numbers of highly skilled personnel in the field ranging from health and sciences to engineering and information technology. Many people felt that the best college and university graduate are leaving the country to take job overseas ceiling higher salaries, lower taxes and more opportunities as the reason for this condition. But not only graduates are feeling according to the brain drain impact.

**Definition:**

A brain drain or human capital flight is an emigration of trained and talented individuals to other nations or jurisdiction (in law; the territory within which power can be exercised), due to conflict or lack of opportunity or health hazards where they are living its parallel the term “Capital flight” which refers to financial capital which is no longer invested in the country where its owner lived and earned it.

The emigrations of significant proportion of a country’s highly skilled, highly educated professional population, usually to other countries of better economic and social opportunity. For example, Nurses leaving a developing country to practice medicine in a developed country.

**Characteristics of Brain Drain:**

1. There are numerous flows of skilled and trained persons from developing to developed countries.

2. Brain drain characterized by large flow from a comparatively small number of developed countries and by small flow from a large number of developing countries. In this flow, engineers, medical personnel and scientists usually tend to predominate.
3. The flows have growth with increasing rapidity in recent years.
4. The higher the level of skill / training, greater the susceptibility to migration.
5. The flow responds increasingly to the change.

### **Classification of Brain migration:**

1. Brain Overflow
2. Brain export
3. Brain exchange
4. Brain drain

#### **1. Brain Overflow:**

Due to over production or low rate of utilization of brain, some of the brain drain may remain wholly unabsorbed. The unutilized brain power may arise due to:

- a. Over production
- b. Low employment generation
- c. Non availability of a suitable job
- d. Existing brain power lacking experience
- e. Competence for the ability jobs requiring a fairly high standard of efficiency, intellect and training

#### **2. Brain Export:**

Brain migration may take the form of brain export by the sending country. The brain exporting country received in exchange for brain, remittance continuously over a number of years. The payment may be spread over a number of years for consolidated price for the expert of the commodity brain power may also be realized from the importing country. For the purpose of experts a country will do best to produce the brain power in whose production it has the comparative advantage. The expert of such brain power will be the best for both the trading parties.

#### **3. Brain exchange:**

Brain migration may be in the form of exchange of scholars, researchers and students. Such type of brain migration is called brain exchange. Brain exchange is a temporary phenomenon where brain loss is compensated by corresponding brain gain.

### **Reasons behind the Brain Drain:**

The skilled people who have left the country typically are a combination of low taxes, higher pay and more opportunity as a reason for their departure.

#### **1. Taxes:**

The high corporate tax rates causes the biggest reason for brain drain compared to the lower salaries provided to them.

#### **2. Opportunity:**

While taxes and after tax salary remain an issue for many people that are considering relocating to the us, there is no doubt that more and better opportunity in the United States, is one of the attractions to move there. Opportunity means different things to researches, workers and entrepreneurs. For researchers, it means “finding”. The reason most often cited along with higher salaries were new resources. The reason for their deteriorating resources is lack of funds. For the worker, it simply, means availability of jobs that are appealing to them. For entrepreneurs, opportunity equates to increasing themselves in the whole entrepreneurial investment.

### **Consequences of Brain Drain:**

#### **1. Shortage of skilled and competent people in India:**

In the case of every organization, the shortage of competent people is the central hurdle in executing changes.

#### **2. Abundant increase in the wages of high skill labour in India:**

This is the outcome of a personnel shortage. We can see two labour markets in India – one market for highly skilled labour that is globally mobile, the market will operate at international wages, where second labour market will be for low skills labour where global mobility where global mobility is absent.

#### **3. Problem of governance:**

In government itself, low wages, at senior levels are a serious problem. Any economic advisor at the finance ministry earns Rs. 20,000/- a month. It is possible to have individuals take up their roles if they are independent, wealthy, power and competent.

#### **4. A jump in billing rates in India:**

A few Infosys deliver 95% of the revenue from experts, at the rates like \$ 5000 per month. Most Indian customer is wary of paying such high rates, which is why Infosys does only 5% of its work for Indian customers. This will have to change in a global market. For services which has a global market, the billing rates changed in India, will become close to global rates.

**5. As a political problem:**

When the best of professional manpower leave their home country and settle in a more developed one, it is a political phenomenon, but it only rarely occurs that involves are exclusively political. It involves peculiar contradictions it simultaneously indicates the lack of production and over production of professional manpower on the drained country.

**6. As an economic problem:**

The economic aspect of brain drain cannot be removed from the political aspect. It is characterized of brain drain that the more underdeveloped a country is economically, the more it loses by brain drain while only developed countries profit from the process. It occurs through a complicated inter play of posture of direct and indirect economic push and pull factors.

**7. As a psychosocial problem:**

The main flow of brain drain as a change of domicile stated from the underdeveloped countries towards developed one's due to social, cultural and psychological factors due to preference for living in certain countries.

**Possible Solutions of Brain Drain:**

1. Need for higher education and obtain a tenfold or hundred fold increase in the supply of high quality masters and Ph D's
2. We should not pretend that we have a system of higher education which is even marginally credible. This is something that the state can and should do a lot about.
3. Ironically, one of the biggest hurdles in obtaining a sensible system of higher education in low wages in academies. A fresh Ph.D. has a global market and it is not possible to have social universities in India without offering wages which are in the same wages of magnitude as these available.
4. The government and the private sector should work together to ensure they are making adequate investment. If this is not done more are talented individuals will be leaving he country.

**Conclusion:**

Brain Drain is a serious problem, which leads to shortage of talented brains, which intern effects countries development. Hence there should be appropriate policies to be framed by the countries administrative as to be provided equal opportunities to be remain in the same country.

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