

Intellectual Brain Drain from Less Developing Countries to Developed Countries: Reasons, Issues and Solutions

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Abstract

Brain drain may be defined as the movement of skilled personnel in the pursuit of sound standard of living, better quality of life, and enhanced remuneration for their work, accessible modernized technology, and congenial political atmosphere in various places over the world. This movement of professionals for better opportunities, both internally and externally i.e. across the borders has become an international growing concern due to its impale in all professions particularly for health professionals in the developing countries. This phenomena arises several questions: why do professionals, skilled personals go abroad, are there any negative consequences for such movements? What policies may be adopted to minimize such movements from underdeveloped / developing countries towards more developed countries? This article presents several questions; highlight various issues, and present best possible answers to these issues which are faced by the developing countries due to the immigration of health professionals.

Keywords: Brain drain, Less Developing Countries, immigration,

1. Introduction

Almost, in every corner of the world, there is dire need for health professionals. Sound quality of life, better standard of living conditions are generally considerable factors which attract the talented people from the less developed areas of the world. The major portion of migration is accruing from developing countries to developed countries. This migration has become a point of concerns internationally due to its impact in the health care system of developing countries because these developing countries invest their resources in the education and health sectors for these professionals and it convert into considerable loss when these professionals depart their migrations benefit directly to the recipient countries i.e. developed countries though these countries do not spend any subtle amount of resource. In 1940s, first major immigrations in health concern occurred when many European professionals migrated to United Kingdom and United States of America (1)

In 1972, around six percent (6%) of world's physician were found residing outside their own countries and their major portion migrated to only three countries USA, UK and Canada.(2). In main donor countries, the Asian countries such India, Pakistan, Srilanka etc kept their dominance in migration. In those Asian countries, Pakistan, Egypt, India, South Korea produces more health professional than they had capacity absorb. (3)

It was observed that disparities in working conditions between developing and developed countries was one of the major 'pull' factors in the conduit. The role of recruitment agencies and the government encouraged this migration of health professional.(4) Investment in the education of health professionals and their contributions is reducing because of the government policies. Moreover, the heath care system is suffering from under-investment which result in low rate salary, unfavorable working condition absence of

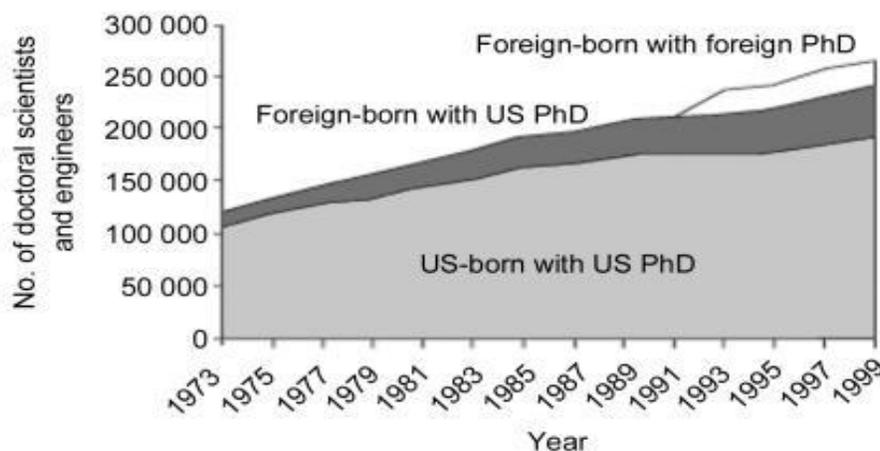
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leadership and short of incentives.(5) In employer's point of view, there is need of skilled professionals in specific field so they drain a developing country of expertise by providing them good job opportunities.(6).

Higher education is one of the prime factors in migration. The majority of health professionals equip themselves with more advanced education, training in their professionals and specializations in their field in the host countries. The recent study on brain drain from 24 major countries published by the World Bank (7) also presented data on South Asian immigration to the USA.



This statistical-figure opine that if the developing countries have the facilities of more modernized system of education, continuous training and development programs as well as bright chances for career advancement, this migratory process/flow may be reduced.

2. Brain Drain Set a New Mind-Set

South Asian countries including India, Pakistan, and Srilanka, Nepal are the main source for the migration of health care professionals towards the developed countries. This practice has made a vexing point for the developing countries that outflow of the health care professionals is immensely affecting their health care system beside the health of the population. Resultantly, there is voice for the development of effective policy making and better decision making to slower the pace of migration rather reverse this phenomenon of outgoing-professionals concerned with the health care system of developing countries.

It is also felt that there is huge difference for the wage system between source and host countries at current levels and it is unlikely to stem the supply of health care professionals to the developed countries. According to a recent study in Pakistan, when some people are funded for the higher studies, they get very lower amount of financial incentives on their return.(8) Thus the financial system is being reviewed by the source countries but this is only one side of the face, however, the political, social and economic conditions are deemed necessary to be reviewed.

3. Brain Drain Is a Source of Foreign Remittance, and Sharing of Knowledge and Skills

Remittances by expatriates living abroad is a major source of foreign revenue for many developing countries. (9). In Bangladesh for example US\$ 2 billion is received from citizens who have emigrated overseas, and these remittances are the second largest source of foreign revenue. (10)The transferring and managing of remittances are the two main exploitable factors for stemming the brain drain. In addition to this, the new trends of technology and more modernized modes have brought the intellectuals, educationists, scientist closer and they could be connected in no time anywhere around the world.

Most of the health professionals likely to have their profiles slots in the developed countries but easy ways of communications, faster modes of travelling, better collaboration of developed and developing countries are making it easier to contribute to their country of origin effectively. The expatriates' health professionals can share their research skill, knowledge and experiences to their home countries by developing mutual collaborative research projects, formal training sessions and seminars for their own country folks.

4. Optimistic View

Reducing the menace of unemployment, brain drain may not actually bring loss to the home country. In this context, for instance, Government of Philippine continuously launching a contract-work program on temporary basis to support the skilled workforce in order to get them employed far and wide places. Another way to compensate the arrival of skilled workers in the country by departing the potential skilled labour from their sending country as highlighted in the OECD 2004's special chapter of Trend in International Migration, which explicit the departure of South African doctor and the replacement is initiated by the arrival of Cuban doctors in the country.

In addition, brain drain process only tells one aspect about the impact on the economy and society because of migration at large scale. However, some other impacts of migration including inward investment, remittances, enhanced trade –flow, and more modernized means of technology are also taken into account. Thus; it may also cause some positive impact for the sending countries.

5. Conclusion

Literary community, scientist, health personnel can play a pivotal role in developing country and they are expected assets. However, their repatriation is certainly linked to the availability of creative conduit. In the developing country, there must be a huge support for maintaining the skilled and potential workforce in the health service industry. There must be some programs for trainings, employment opportunities, a network of supporting personnel, and some acknowledgement in terms of incentives, recognition for the job their perform in order to raise their motivational spirit. On return, these professionals could be utilized for innovations in education system and producing potential graduates, and they could also be source of transferring modern technology for the research and development programs at national levels. This approach will be a supporting factor for both retention and repatriation of national talent and it will provide enlighten leadership and skilled scientific community.

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