



A Study Of Brain Drain In Higher Education In India

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Abstract

Brain drain refers to the migration of intellectual people from a developing country to a developed country leading to loss of skilled professionals from a developing country. People usually go for enhancing quality living, better salary package and access to technology. People having high qualifications, skills and competence usually migrate. This is referred to “Human Capital Flight”. Brain drain is a socio-economic problem of the country. Unemployment is a major factor for brain drain.

Keywords: Brain drain, migration, skilled professionals, unemployment, human capital flight

Introduction

Brain drain is the mass migration of skillful resources from developing or underdeveloped country to developed country. Students move for higher education and better opportunities to enhance their better standard of living. It is a matter of serious concern for country.

After world war II, from the beginning of 1960s many Indian specialists constantly left India and moved to United Kingdom and United states for better economic stability and better livelihood. In the 1970's and 1980's most of the graduating students from Institutes of Technology left India for higher studies.

Push and pull factors connected from origin country to destination country. Push factors are unemployment or underemployment, political instability, lack of health facility and less economic opportunity. The pull factors are better prospects for children, better research facilities, employment opportunities, modern education system and better economic prospects. Political instability is also a major cause of Brain drain. It is necessary to control the intellectual human resources of the country.

The term 'Brain Drain' was popularized in 1960's where the intellectuals with skilled labour are migrating from poor countries to richer countries. Mostly the professionals such as doctors, engineers and from IT sectors migrate to developed countries. Loss of skilled professionals leads to loss of human capital.

Review of literature

Defining 'Brain drain'

Brain drain is defined as the migration of health personnel in search of the better standard of living and quality of life, higher salaries, access to advanced technology and more stable political conditions in different places worldwide. This migration of health professionals for better opportunities, both within countries and across international borders, is of growing concern worldwide because of its impact on health systems in developing countries (Sah & Ali, 2017). Brain drain is a phenomenon in which people of a high level of skills, qualifications and competence leave their countries and emigrate (Baruch, Budhwar & Khatri, 2007). Brain drain represents the loss of highly skilled professionals from a source country to a recipient country (Odhiambo, 2013).

In 1960s to 1980s emerged as the phase of brain drain. The country witnessed considerable economic growth and development of S & T infrastructure coupled with the emergence of science community and intellectual climate in 1990s. Development in ICT software sector has contributed to brain drain (Singh & Krishna, 2015).

Brain drain referred to as "Human Capital Flight"

Brain drain can also be named as "human capital flight" because it resembles the case of capital flight, in which mass migration of financial capital is involved. Indian diaspora is a geographically diversified diaspora, which is spread in as many as 110 countries. The government of India estimated that there are 30 million Indian Diaspora spread across the world. The 30 million Indian human resource which is working for the developed countries are highly skilled. We are generating valuable human capital with our valuable money which is collected from the tax payers. But the tragedy is we are sending our skilled human resource for the development of developed countries.

India is a major supplier of human capital:

India is becoming a major supplier of human capital for the advanced economies. India is sending large numbers of these specialists compared to other important origin countries. The UNDP estimates that India loses \$2 billion a year because of the emigration of computer experts to the U.S. Indian students going abroad for their higher studies costs India a foreign exchange outflow of \$10 billion annually. Thus, Brain drain is the current socio-economic problem of country (Raveesh, 2013).

Factors causing brain drain:

Five factors have been found to be responsible for the outflow of human capital. These include attractive salaries, short-term fixed contracts for early career researchers, unfair recruitment procedures, attractive migration policies and indirect role played by internationalisation policies to encourage permanent mobility(Khan, 2021).

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Motivational factor of an individual causing brain drain:

Motivational factors leads to physician migration in the context of Maslow's hierarchy of human needs. Financial safety needs were major drivers of physician emigration. However, factors related to self-actualization such as the desire for professional development through training opportunities and research, were also major contributors(Dohlman, DiMeglio, Hajj & Laudanski, 2019).

Unemployment as a major factor of brain drain:

A lower unemployment rate, good remuneration of physicians, an aging population and a high level of medical technology at the destination are among the main drivers of physicians' brain drain. Individuals react differently on a country-wise basis to various determinants present in the destination countries. Physicians from African countries are particularly attracted to destination countries offering higher wages, and to those where the density of medical doctors is relatively low. Concurrently, a higher demand for healthcare services and better medical technology in the receiving country drives the inflow of medical doctors from central and eastern Europe, while Asian doctors seem to preferentially migrate to countries with better school systems(Botezat & Ramos, 2020). Unemployed educated people would cause a greater drain on India's resources than educated migrants. Factors promoting migration include unemployment, immigration rules, colonial links, financial incentives and material benefits, avoidance of excessive bureaucratic procedures and compensation for the mismatch between Indian education and employment. To encourage the return of those who left to pursue high quality research, India must increase expenditure on research and development, possibly through the private industrial sector, promote travel to other countries for professional enrichment and improve conditions of research work(Oommen, 1989). 'Harmful brain drain' occurs when international migration can result in 'educated unemployment' and in over education in developing countries, as well as in a brain drain from these countries. Due to the positive externality of the prevailing, economy-wide endowment of human capital, a relaxation in migration policy in both the current and the preceding period can

facilitate “take off” of a developing country in the current period. Brain drain is a catalyst for a ‘brain gain’(Fan & Stark, 2007). The country with development of ICT software sector become globally relevant and competitive. High technology service oriented sector has unravelled the process of brain drain transforming it into brain circulation(Singh & Krishna, 2015).

Corruption causing brain drain:

Corruption and brain drain have significant impact on quality of education(Saengchai, Sawasdee & Siriattakul, 2020). The brain drain is strong in small countries that are close to major Organisation for Economic Co-operation and Development(OECD) regions, that share colonial links with OECD countries, and that send most of their migrants to countries with quality-selective immigration programs. The brain drain increases with political instability and the degree of fractionalization at origin and decreases with natives human capital(Docquier, Lohest & Marfouk, 2007).

Brain drain in higher education:

Brain drain has direct impact on quality of higher education. The higher educational institutions still lack teachers. Lack of resources, ineffective leave regulations, conflicts both internal and external conflicts and low salary are contributing to brain drain(Muthanna & Sang, 2018).

National education policy to minimize brain drain

‘Stay in India’ campaign is launched by the government to stop brain drain. Knowledge exchange among 100 top universities would be invited to minimize brain drain.

Objectives: To analyse the factors contributing to brain drain in India.

Methods: Secondary data was used, including the recent reports and literature of government.

Result: People having high qualifications, skills and competence migrate which leads to loss of economy of nation. This is referred to “Human Capital Flight”. Brain drain is a socio-economic problem of the country. Unemployment is a major factor for brain drain.

Conclusion: Brain-sharing between sending and receiving countries is necessary for brain drain. Strong policies are required to curb brain drain.

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