

## BRAIN DRAIN AND BRAIN GAIN IN INDIA

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### ABSTRACT

*Brain drain or human capital flight is a large emigration of individuals with technical skills or knowledge, normally due to conflict, lack of opportunity, political instability, or health risks. A brain drain is usually regarded as an economic cost, since emigrants usually take with them the fraction of value of their training sponsored by the government. It is a parallel of capital flight which refers to the same movement of financial capital. The term was coined by the Royal Society to describe the emigration of "scientists and technologists" to North America from post-war Europe. The converse phenomenon is brain gain, which occurs when there is a large-scale immigration of technically qualified persons. Brain drain can be stopped by providing individuals who have expertise with career opportunities and giving them opportunities to prove their capabilities. The term *brain drain* designates the international transfer of resources in the form of human capital and mainly applies to the migration of relatively highly educated individuals from developing to developed countries. Countries combining relatively low levels of human capital and low emigration rates are shown to experience a *beneficial brain drain*, and conversely, there are more losers than winners, and the former tend to lose relatively more than what the latter gain. 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 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. Brain drain is the current socio-economic problem of our country. This paper mainly focuses on socio-economic aspects of brain drain.*

**Keywords :** Brain drain, immigration, Problem, Human Capital Flight, Indian Society.

### INTRODUCTION

Migration of people as a phenomenon differs from country to country and from time to time. It is misleading to generalize about the possible effects of migration from LDCs. But even more fundamentally, one can argue that different studies are measuring differing things. All migrations

cannot be justifiably brought within a single analytic umbrella, though it has been so done in the contemporary literature on the subject. Migration of HQM from LDCs may be due to several different sets of underlying social, political and economic forces. The phenomenon of migration of high quality manpower can justify the use of the expression on the term "brain drain", but one has to be cautious in using the expression drain indiscriminately. To replace "drain" by a more general and value-free expression like "migration", the distinction may be emphasized by saying that while all brain drain constitutes brain migration, brain migration does not necessarily constitute brain drain. A classification of brain migration comprising the brain drain as well has been discussed later in this chapter. Brain drain represents the defacto transfer of resources spent on imparting education and nurturing technical skills of the drained brain in question by the parent country (DCs) to the country of the transfer. The developed nations concerned saves her pounds and dollars on professional education and training and in the process obtains the services of trained doctors/ engineers who/earn very much more than their native counter parts and have more comfortable styles of living. The main crux of the matter is that emigrants as they enter developed countries are often in the most productive phase of his professional life and by the time they returns back, if they do, they are often spent force with wrong ideas not suited even for their native underdeveloped countries. There is thus a loss of human capital in excess of the normal contractual process of migration."The brain drain could be defined as an abnormal form of scientific exchange between countries, characterized by a one- way flow in favor of the most highly developed countries". One of the most comprehensive reports the main characteristics of brain drain as follows: a) There are numerous flows of skilled and trained persons from developing to developed countries; b) They are characterized by large flows from a comparatively small number of developed countries and by small flows from a larger number of developing countries; c) In these flows engineers, medical personnel and scientists usually tend to predominate; d) The above flows have grown with increasing rapidity in recent years; e) The higher the level of skill/training, the greater the susceptibility to migration tends to be f) The flows respond increasingly to the changed economic complexity of world societies and to legislation which reflects the demands of a new era. g) The migratory trends are stimulated both by the character of national educational systems by lack and inadequate planning for the training of students from developing countries, in developed states as well as the proper utilisation of their-skills in their home country; h) Except possibly for South America, there are no signs that the migration of talents is decreasing and there are fairly definite signs that its increase will, under present conditions, continue to accelerate.

## CAUSES OF BRAIN DRAIN IN INDIA

There are various reasons for the brain drain in India. The reasons usually include two aspects which respectively come from countries and individuals. In terms of countries, the reasons may be social environment (in source countries: lack of opportunities, political instability, economic depression, health risks, etc.; in host countries: rich opportunities, political stability and freedom, developed economy, better living conditions, etc.). In terms of individual reasons, there are family influence, and personal preference: preference for exploring, ambition for an improved career, etc. Keeping all these in mind we can identify some causes for the brain drain in India.

### Higher Education:

Higher education in India evolved considerably after independence in terms of the number of universities as well as in terms of access to higher education. Nowadays, the number of universities in India has grown some 35 times comparing to 500 colleges and 20 universities before independence which are enrolling more than 11 million students, more than 10 times before independence. Before independence education was limited and elitist: the current system is though more open with from 30- 40% of enrolments from coming from the lower castes, and with women representing some 35% of the total number of students.

### Employment:

India has skilled and semi-skilled, employed and unemployed human resource. Low salaries and inefficient working conditions can be the first motive that triggers the movement to the countries with better living standards and facilities. There is huge difference in terms of salary in all three groups of countries namely developed, developing and underdeveloped. To demonstrate, Skilled workers aim to get pleasing salaries in return for their labour but the working conditions in their homeland don't fulfill their wishes. Therefore, those workers prefer to move another country in order to have better living conditions with high salaries. Employment is one of the strong reason for brain drain in India.

### Lack of opportunities:

In developed countries, researchers are provided with funds and necessary equipment to carry out study, which can be another motive that attracts those deprived of these opportunities. Most scientists in underdeveloped countries, do not possess laboratory facilities and researchers cannot get sufficient funds. Therefore, when developed countries offer these facilities, researchers and scientists naturally prefer to migrate to these countries. The internationalization of knowledge creation and the rapid expansion of R&D activities determined the diversification of receiving countries for professionals and skilled workers from India. Traditional migration streams of highly-



skilled Indian were directed toward the United States and the UK.

#### **Favourable migration policies:**

Increasing economic interdependence among nations, growing demand for skilled labour in the knowledge economy not to mention demographic trends are all strengthening the position of India as a major supplier of young, educated and qualified manpower for the EU. Owing to its demographic profile and its English-speaking population, India, with its large reserves of highly-skilled workers, has emerged as one of the most prominent country to fill the supply gaps in the labour-deficient economies of the developed world. Taking into account EU economic objectives coupled with demographic and ageing effects, Member States have put in place selective immigration policies aimed at attracting highly-skilled professionals and tertiary-level international students from South Asia. In order to facilitate labour mobility, some EU countries signed labour-mobility partnerships with India.

#### **SOCIO – ECONOMIC ASPECTS OF BRAIN DRAIN IN INDIA**

##### **Ø India – the brain reservoir in the new knowledge based economy**

The growth in knowledge intensive activities in the developed world has led to a growing demand for Science and Engineering professionals. With an important reserve of trained people in this domain, 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.

##### **Ø Indian students: an important source of labour for developed economies**

An important place in the flows of well-trained Indian migrants is taken by Indian students. India, for example, accounts for 5.5% of the 2.8 million students studying outside their home-country.

##### **Ø India a supplier of young and well trained-people for European countries**

Increasing economic interdependence among nations, growing demand for skilled labour in the knowledge economy not to mention demographic trends are all strengthening the position of India as a major supplier of young, educated and qualified manpower for the EU. Owing to its demographic profile and its English-speaking population, India, with its large reserves of highly-skilled workers, has emerged as one of the most prominent country to fill the supply gaps in the labour-deficient economies of the developed world. By 2020, India will become the world's largest pool of young people estimated at 820 million as compared to the present number of 400 million<sup>20</sup>. Moreover, 3.5 million graduates and postgraduates are added annually to the talent base.

## PROBLEM OF BRAIN DRAIN IN INDIA

Thus brain drain is a direct loss, of trained experts in many fields, to the under-developed and poor countries. On the other hand, it is a net gain to the advanced countries. According to a UNO report, every year thousands of experts are migrating from backward countries to advanced countries like USA, UK, Canada, Germany etc. The under-developed countries are spending millions of rupees on the training of these experts. But the advanced countries are utilizing their services without spending any money on their training. Every year, thousands of highly talented doctors, engineers, scientists and other intellectuals leave India and migrate to foreign countries. Most of the students who go abroad for higher studies do not return to India. After seeing, the affluent life of foreign countries they lose all interest in their own country. Many Indians are teaching at various US Universities and other Institutions of higher learning. Some of them are placed on quite lucrative and high posts. There is another attraction of leading a higher standard of living in foreign countries, because the technical experts and intellectuals, are give special facilities there. In foreign countries, there is the advantage that while learning a person can also earn his own living. The stipends in foreign countries are sufficient enough. A frugal Indian Student living there can also save something to send home. There is no doubt that India is having vast natural and man power resources. If both these resources are put to the maximum utilization astounding advancement can be achieved in all fields. These technical and other talented reasons whom we lose every year, can greatly help in the development of our natural resources. The government must take speedy steps to attract back home these talented sons of India who are living abroad. These experts can surely help in making India a great power in the world. In this connection, even the people should also come forward and cooperate with the Government in solving this problem. The parents of the students should not encourage them to go abroad and settle there even if they are paid high salaries. The doctors, engineers and scientists owe a duty to their motherland. Our nation is spending huge amounts of money on their training. These people should not betray their own nation by serving foreign nations. Today thousands of young Indian scientists and technicians are devoted to the cause of rebuilding our nation. The country has already achieved the nuclear status as well as become a space power. There are enough opportunities for all the Indian scientists and engineers settled abroad, if they come back to India. They should play an important role in future progress of our country and share the honour of participating in this sacred task.

## BRAIN DRAIN V/S BRAIN GAIN

There is increasing awareness that migration can benefit both the “sending” and the “receiving” country. In the long run brain drain may be converted into brain gain: something

particularly relevant to India. Until recently, the role of the overseas Indian community in the development of the homeland concerned only financial resources. Estimated at 30 million and with a presence in 189 countries, the Indian Diaspora produces an annual economic income of about \$400 billion, almost 30 percent of India's GDP<sup>27</sup>. Desai, Kapur and McHale (2001) found that the 1 million Indians in the United States who represent only 0.1 percent of India's population earn the equivalent of about 10% of India's national income. The estimated volume of remittances in 2010 was \$55 billion or 3.9% as a share of GDP. Naturally, these financial resources contributed to development processes in India. But in addition to direct financial advantage, Indian expatriates abroad, especially highly-qualified expatriates bring other benefits such as image improvement for the country, knowledge transfers, access to new markets, business networks.

#### **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 the motives are exclusively political. It involves peculiar contradiction; it simultaneously indicates the lack of production and over production of professional manpower on the drained country.

#### **As an Economic Problem**

The economic aspect of brain drain cannot be divorced from the political aspect. First of all, it should be emphasized that it is in contradiction with the great international economic and political objective, namely the narrowing of the gap between the developed and the under developed countries

#### **As a psycho-social problem**

The main flow of brain drain as a change of domicile starts from the under developed countries towards the developed one, due to social, cultural and psychological factors due to references for living in certain countries, A large number move from few LDCs to certain DCs and ; at the same time a less number of HQM move from a large number of LDCs.

#### **Classification of Brain Migration**

In a wider perspective than brain drain only, brain migration may be of the following types:

##### **Brain over flow**

Due to the over production or low rate of utilization of brain, some of the brains may remain wholly unabsorbed/ surplus because of effective demand/excess supply at home, such brain spill over and get absorbed in a foreign market. Brain migration of this type is called brain overflow.

##### **Brain expert**

Brain migration may take the form of brain export by the sending country. The brain



exporting country receives in exchange for brain, remittances continuously over a number of years. The payment may be spread over a number of years in the form of remittance of tax, it may be a once-for ever lump sum exit tax. A consolidated price for the export of the commodity brain power may also be realized from the importing country. But the computational method that can be applied to price fixation of brain has obvious limitation.

### Brain Exchange

Brain migration may be in form of exchange of scholars, researchers and students between LDCs and DCs/ between LDCs themselves for the purpose of mutual benefits in terms of knowledge, expertise and training. Such type of brain migration can more appropriately be called brain exchange. Brain exchange is temporary phenomenon where brain loss is compensated by corresponding brain gain.

### CONCLUSION

Sovereign nations seem unlikely to cede regulation of immigration policy to the type of outside body that Macaranas envisions, such as a World Migration Organization. After all, the arrangement currently works in Western nations' favour. But perhaps institutionalizing the issue would help to quantify the debate and provide a more accurate appraisal of brain drain's effects. As developed countries see more of their educated young people leaving for jobs in other, wealthier nations, perhaps demand for such a body will increase. For the balance of power and for the staggered development of the world, it is very important to stop the phenomena of brain-drain. This will help a particular country to use all local skilled citizens for development and proliferation. But to hold these skilled workers at their native places, it is also important to provide them enough work opportunities and living facilities. For this purpose, developed nations should help developing countries with necessary money and resources. So that each and every human of this planet can have good standard of living and each and every nation can introduce itself as a developed nation.

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