



## Socio-Economic aspects of Brain-Drain in Indian and its Impact on Indian Society

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### Abstract:

The term 'Diaspora', long used only to describe the dispersion of Jewish people throughout the world has in the last 30 years elicited unprecedented interest, attracting the attention not only of the academic world but also of the media. In everyday language, the term is now applied to all forms of migration is involved, this corresponds not only to the development and generalization of international migrations throughout the world, but also to a weakening, or at least a limitation, of the role played by nation-states at a time when globalization has become a dominant process.

According to Oxford Advanced Learner's dictionary Brain Drain is "the movement of highly skilled and qualified people to a country where they can work in better conditions and earn more money". 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. 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 becoming a major supplier of human capital for the advanced economies. India is sending large number of these specialists compared to other important origin countries. Brain drain is the current socio-economic problem of our country.

### Concept of Diaspora:

A community diaspora first comes into being and then lives on owing to whatsoever in a given place forges a bond between those who want to group together and maintain, from afar, relations and other groups which, although settled elsewhere, invoke a common identity. This bond can come in different forms, such as family, community, religious, sociopolitical, and economic ties or the shared memory of a

catastrophe or trauma suffered by the members of the diaspora or their forebears. A diaspora has a symbolic and 'iconographic' capital that enables it to reproduce and overcome the – often considerable – obstacle of distance separating its communities (Bruneau 2004: 7-43)

Diaspora areas and territories must be assessed in steps: first in the host country, where the community bond plays the essential role, then in the country or territory of origin – a pole of attraction – via memory, and, finally, through the system of relations within the networked space that connects these different poles. It should, however, be borne in mind that the term 'diaspora' often plays more of a metaphorical than an instrumental role.

These diasporic migrants have an experience of dispersion, including several generations after the first migration. They have transmitted their identity from one generation to the other in the *longue duree*.

A diaspora tends to be an autonomous social formation from the host and the origin societies, thanks to its numerous cultural, political, religious and professional associations. Lobbying in favour of their origin society is not uncommon among diasporas, but neither is resistance against instrumentalization by the homeland.

#### Four Major Types of Diasporas:

Different diasporas are distributed unequally throughout the world at the beginning of the twenty-first century, with a generally confirmed tendency for them to be found on one or several continents. In every diaspora, culture in the widest sense – folklore, cuisine, language, literature, cinema, and music, the press as well as community life and family bonds – plays a fundamental role. The combination of these criteria allows a typology of diaspora to be sketched out here, as four types.

1. A first set of diaspora is structured around an entrepreneurial pole, everything else is subordinated to it or plays only a secondary role, and the Chinese, Indian and Lebanese diasporas are the best examples of this. Religion here does not play a structuring role, essentially because of its very diversity: Christians, Muslims, Hindus or Buddhists. Nor does the nation-state of origin exercise any decisive influence, for a variety of reasons, there may be several such states instead of one homeland clearly defined (Hong Kong, Taiwan, mainland China, South East Asia for the Chinese), it may be deliberately disengaged and intervened only in case extreme difficulties (India), it may be too weak and divided (Lebanon). Entrepreneurship constitutes the central element of the reproduction strategy of these diasporas, most of them emerging from a colonial context in which the ruler assigned their various commercial and

enterprise activities (Indians and the Lebanese in Africa, the Chinese in South East Asia).

2. Another set of diasporas is that in which religion, often associated with a particular language, is the main structuring element, this is the case of Jewish, Greek, Armenian and Assyro-Chaldean diasporas. In these cases, the religion is mono theistic and the language of a holy script or a liturgy may itself be regarded as essential.
3. A third set of more recent diasporas is organized chiefly around a political pole. This is particularly so when the territory of origin is dominated by a foreign power and the main aspiration of the diaspora population is the creation of a nation-state.
4. A fourth set is organized around a racial and cultural pole. This is the case, for example, of the black diaspora, which has been shaped by several attempts at defining a shared identity. Centered on the 'negro race', what separates it from the other types is, first, the fact that this diaspora has no direct reference to definite societies or territories of origin. The black diaspora is defined first and foremost by socially constructed 'race' and only subsequently by culture.

The concept of diaspora cannot be used to describe all types of scattered populations issued from a migration process; other types of social formations were to emerge in the post-colonial period and societies within migration fields. Concepts other than that of diaspora – like those of transnational communities and territories of movement – can be invoked, although they do share some characteristics with diasporas, they also have their own specific features.

#### Meaning of Brain-Drain:

According to Oxford Advanced Learner's dictionary Brain Drain is "the movement of highly skilled and qualified people to a country where they can work in better conditions and earn more money". Cambridge Online Dictionary defines "when large numbers of educated and very skilled people leave their own country to live and work in another one where pay and conditions are better." Brain-Drain can also be named as "human capital flight" because it resembles the case of capital flight. Brain-Drain can have many reasons, for example-political instability of a nation, lack of opportunities, health risks, personal conflicts etc.

The term brain-drain was introduced by observing the immigration of the various technologists, doctors and scientists from various developing countries to more developed nations like USA, UK, Germany, England etc. Now this phenomenon of brain drain has a conversed effect for a country in which people are getting

migrated and brain-drain of a nation becomes brain-gain for that particular country. Usually all developing countries including India are suffering from brain drain and developed countries like USA are having brain gain from this phenomenon. More or less, all the backward countries are suffering from this problem. India is also one of the major nations in the world which is suffering from this brain drain seriously at the present moment.

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. Thousands of Indian scientists, doctors, engineers and other qualified persons have migrated and are staying in other countries. Every year hundreds of our best brains make frantic efforts to leave India. The demand for passports is increasing every year, even though more and more employment opportunities are being created within the country. The steady outflow of our nation's talent, especially those educated, the cost of the tax payers' money, has caused concern to the government. Due to high salary and facilities Indian youth is moving abroad. One reason as to why the developed countries prosper is because of the high intellectual migrants from the poor developing countries. This 'knowledge gap' is increasing and the poor countries are becoming poorer and rich countries are emerging as knowledge countries and they are ruling the world. In one other way globalization has helped in retaining the skilled people within the country, because a person can work for a foreign company sitting at home in India. But in reality he is working for an overseas country not for his own nation.

#### 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 terms individuals reasons there are family influence and personal preference.

**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. The impressive increase in higher education has raised some questions over the adequacy of studies, resources, institutional quality and standards. Students moving to the abroad are keep increasing. The most preferred educational destinations are the U.S. and U.K. In the

year 2006, of the 1,23,000 studying outside India. 76,000 have chosen USA (94,563 in 2007-08, 83,833 in 2006-07) as a country of their choice followed by UK, Canada and Australia. Most popular foreign universities are University of Southern California, New York University, Columbia University, and University of Illinois at Urbana-Champaign, Purdue University, Indian, University of Michigan, Ann Arbor, University of California, Los Angeles, University of Texas, Austin, Harvard University, Boston University, and University of Pennsylvania.

**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 those 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 were directed towards the United States and the U.K. In the 2000s, new non-English-speaking destinations emerged in Europe such as Italy, France, Germany and other European countries. The number of skilled Indian migrants moving to Australia, Canada and New Zealand also increased.

**Favourable migration policies:** Increasing economic independence 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. According to the Ministry of Overseas Indian Affairs, this

kind of agreements was signed with Denmark, and negotiations are going on with other European countries, EU and non EU, including Poland, the Czech Republic, Norway, Switzerland and Hungary, Sweden and France. There are so many causes of the brain drain in India. First of all, there is the unemployment problem. Even a talented person cannot get job. India is lacking in facilities for higher research work. The top appointments are quite few in India. Thus the talented experts like to new pastures abroad.

Socio-Economic aspects of Brain-Drain in India:

**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 domain India is becoming a major supplier of human capital for the advanced economies. India is sending a large numbers of these specialists compared to other important origin countries. A relevant example is the number of Indian students in science and engineering enrolled in US undergraduate degree programs. India, China and South Korea are the top countries of origin for foreign students in the United States in science and engineering: India with 68,000 students in 2009 accounts for the largest number of foreign students here, followed by China with 54,000 students. Together these countries account for almost 47% of all foreign science and engineering student in enrolled in U.S. universities. Germany is also recruiting foreign students from India, notably in engineering and computer sciences. The United States remain the most important host country of highly-skilled Indian migrants with more than 80% of Indian skilled migration to all developed countries. In the host countries, Indian migrants are among the best educated and highest-earning groups. The US Census Bureau's 2008 American Community Survey found that 74.1% of an estimated stock of 1.6 million of Indian immigrants held at least a bachelor's degree and 68% were hired in management, professional and related positions.

**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. After China (4,21,100), the country sends the greatest number of students abroad: 1,53,000. In 2009, the EU-27 hosted 1.6 million foreign students in tertiary education. 53,930 were Indian citizens. The first destination was UK (42,406) followed by Germany (3,629), Cyprus (1,588) and France (1,252). According to the table below, in 2009, India was behind only China in sending students in the EU-27. The other two main countries of origin were Morocco with 44,800 students and the United States with 32,100 students. Nigeria and Brazil, the non-Asian big demographic pools send only, respectively half and one third of India's numbers.

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

Increasing economic independence 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 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. Through the European Blue Card, following principles of the American Green Card, the EU intends to attract 20 million well-trained workers in the next 20 years. Moreover, negotiations in early 2012 over the free-trade agreement launched in 2007 between the EU and India could reinforce the immigration of highly-skilled Indians to the EU, which will mean easier access for Indian workers to EU countries in return for access to India's domestic market.

With a large and growing population of 1.15 billion, India will be a major player in international migration. According to the Indian Office of the Registrar General & Census Commissioner, the population of India is expected to increase to 1.4 billion in 2026 overtaking China at that point. Population growth in India is set to continue and large numbers of young people will enter the labour force age group of those aged 15 to 64. 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. Moreover, 3.5 million graduates and postgraduates are added annually to the talent base. No other country offers a similar combination and scale of human resources (NASSCOM).

Impact of Indian Society:

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. They generally go to USA, UK, Canada, West Germany etc. for monetary gains and facilities for higher research. US is the biggest gainer from the loss of India due to brain drain.

Most of students who go abroad for higher studies do not return to India. After seeing, the affluent life of foreign countries they lost 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 giving 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 four 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 of 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.

Conclusion:

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.



