

Brain Drain, the Consequence of Globalization and Future Development: A Study on Bangladesh

Ahmad Bin Yamin* Farhanaz Luna

School of Business, Fareast International University, House # 50, Road # 11, Block - C, Banani, Dhaka 1213, Bangladesh

Abstract

Brain drain, skill migration, in developing nation is becoming one of the major concerns for sustainable economic development. In a globalize world, mobility of human resource is quite common. But the consequences of brain drain in a globalized world must be monitored and governments should take proactive actions to face this challenge with care because it also brings remittance for the home country. In this paper we tried to show how skill migration takes place and how we can retain these brains to home country by providing some push and pull factors with the help of government and private sectors. Identifying key issues of skill migration and providing solutions which would enable people to share their knowledge, skills and innovative capacities and thereby enhancing the economic development of their countries. It also identifies country specific solutions to bring out the positives that ensure the sustainable future developments with special references of Bangladesh, a developing nation, to pledge optimum use of its big and diversified human resources.

Keywords: Brain drain, Skill migration, Globalization, Sustainable development, Human resources, Remittance.

1. Introduction

Migration of people has been a regular and common phenomenon of world history, whether as skill or unskilled. But in recent time skilled migration of humans, popularly known as brain drain, is widely discussed for its larger consequences and its impacts toward developing countries.

The inspiration of being moving from home country to abroad are dynamic and cannot be generalize, over times and places people, specially skilled manpower's motivation varies significantly. The reason may be that that developed foreign countries encourages brains with better opportunity than a home country can provide. If home countries can provide some opportunities for preserve these brains we think at least some of the brains may stay back or come back to the home country. Still it bears both long term and short term consequences for both sending and receiving countries. More importantly the word brain drain, which is considered as theft of intellectuals from developing country to developed world, may not always results in negativity. With proper vision and analyzing the reasons behind leaving the home country properly, this might be an opportunity for developing countries to exploit.

Bangladesh as a newly developing nation in south Asia is observing the skilled manpower migration now.

2. Overview of Brain Drain

Brain drain means emigration of talented people like doctors, engineers, teachers and technicians from one country to another. It paralyzes the overall developments of home country. There are many causes behind it. Of these, lack of facilities both scientific and technological, insufficient salary, underestimation of intellectual people etc. are main causes. It has become one of the greatest problems of Bangladesh now a day. It is a problem not only for us but also it is a worldwide issue. We can see this type of problems in only developing and under developed countries where more skilled persons are needed to go towards a developing nation. In developed countries this type of problems are rare.

Though the early studies shows that brain drain has negative impacts on wages, income and other fiscal cost, those studies mostly done before the 80s but now the old myth facing dramatic challenges with new studies showing more positive outcomes in current era. Moreover it become non specific at which level, what areas of skill migration and how to use those positives can be gained on country specific, needs in depth understanding why skill migrant leaves and what and how they can bring back or use their financial, humanistic resource to sending or country of their origin to get beneficiaries.

3. Objective of the Study

Considering brain drain as an important issue for developing nations, government policy, administration and the strategic planning of human resource should be focus on long term goal orientation. Thus this research's objectives include:

- To suggest the relevant conditions to create a framework to combat the "brain drain" phenomenon
- To know the general view on brain drain.
- To learn about globalization effect on brain drain

- To identify the causes of brain drain
- To recommend the way to getting back brains.
- To recommend the ways to manage human resource that ensures sustainable development.

4. Literature Review

Brain drain refers to the emigration of intelligent, well-educated individuals for better pay or conditions, causing their places of origin to lose skilled people, or "brains." (wikiedia) Brain drain often stimulated by the explicit use of targeted visa program by developed countries.

The brain drain can indeed be seen as a negative externality on the population on the sending country (Bhagwati and Hamada, 1974), Because of it being monitored as no proper substitution between skilled and unskilled labor (Piketty, 1997). Many of the negative impacts of the brain drain has also been emphasized in the New Growth literature as well (Miyagiwa, 1991; Haque and Kim, 1995; Galor and Tsiddon, 1997). Most studies underline the positive impact of migrations on human capital formation, but when turning to the issue of the brain drain, conclude that there is a alarming growth effect (Beine , Docquier and Rapoport, 2001). But the fact still lies in between how and what can bring these outcome be overcome and turned in to positive outcomes, which needs a clear and specific inside out view of the actual skilled migrants' opinions and forecasting about it. (Beine , Docquier and Rapoport, 2001).

With the wind of globalization, it has been observed people flows in globalization are much less then compared to other international flows of factors as well as goods (Freeman, 2006). That indicates if not only the skilled manpower but also the number of products and goods are being exported benefitting both exporting and importing countries.

It has been observed that increased migration prospects for the skilled could indeed generate more human capital formation, credit goes to higher expected returns to education; thus, in countries with low skilled emigration rates, their export human capital stocks increase as a result (Mountford (1997), Vidal (1998), Stark and Wang (2002), Stark (2004), and the empirical evidence in Beine et al. (2001, 2008a). At the same time, immigrants' at the destination countries may reduce information-related investment risks that results in motivating FDI (Foreign Direct Investments) at the origin countries (Kugler and Rapoport, 2007; Docquier and Lodigiani, 2009). Through people who been migrated' ties with their home countries, immigrants' may also lower transaction costs, and empirical evidence over times shows that it inspires bilateral trade flows (Gould, 1994; Head and Ries, 1998). Even it may not well established network externalities to many educated migrants; skilled immigrants' nevertheless plays a unique role in promoting international technology diffusion, which affects the growth in the total factor productivity in immigrants' home countries directly (Kerr, 2008; Lodigiani, 2008).

More interestingly, the list of probable positive effects of brain drain may also include transferring of norms and values, which could alter fertility behavior (Beine et al., 2008b) and it also can brings institutional reforms (Spilimbergo, 2009), and thus it indirectly raise up economic development at the origin. These reforms, exchange of values and norms besides economic impacts, also plays great role in cultural diversity and regional cooperation bringing a new dynamics of consequences of brain drain or skill workers migrations.

5. Methodology

The respondents are selected by using random sampling methods. Near about one hundred interviewees are interviewed personally and through e-mail. In these one hundred interviewees we included students and teachers from different disciplines, officers, executives, assistant managers, and managers, of different government and private banks and other companies.

A semi-structured open-end and close-end questionnaire has been developed. The questionnaire is short and analytical in nature. Data has been collected from secondary and primary sources and compiled for quantitative analysis. For depth understanding of research qualitative methods is also used. Microsoft office excels and Likert scale methods have been used for analysis the quantitative data.

6. Findings

Likert scale: A method of ascribing quantitative value to qualitative data, to make it amenable to statistical analysis. A numerical value is assigned to each potential choice and a mean figure for all the responses is computed at the end of the evaluation or survey.

Strongly Agree	1
Agree	2
Neutral	3
Disagree	4
Strongly Disagree	5

The following statements were in the questionnaire and we analyzed according to the responses of the participants.

You want to go abroad for getting better education.	1.60
It is being observe that most of the people who are migrated to foreign country have strong influence of going abroad is strongly motivated by the need of getting better education. Bangladesh is a comparatively new and raising country, though the economy is raising yet it's not satisfying to the delivered that amount of satisfaction to serve the required standard of education towards its citizen. This survey report shows that almost all the participants agree that to get better education most of the people leave Bangladesh. Hence it become the starting point for the mass and transformed the brain drain as a main reason.	
There is lack of higher study opportunity in home country	2.20
Lack of higher study opportunity is another important reason for people leaving the country. The foundation of this nation's future is the young generation of this country, who are expected to play imperative role in the sustainable development of Bangladesh as an economy & a nation, fancy leaving the country for moving to say, the U.S.A or the U.K, for better higher education & a better life to. Our nation's young guns hanker after foreign education & jobs in the outside developed world, thereby firing blank for their homeland. So the participants are also agreed with the statement that there is lack of higher study opportunity in home country.	
There are limited opportunities in govt. universities for higher education	1.54
Participants are strongly agreed with the statement that there are limited opportunities in govt. universities for higher education degree obtained it provide very few number of seats in public universities. In Bangladesh there are many degree colleges under national university many students go there who don't get chance to get admitted to other public universities and reputed private universities but these colleges provide poor infrastructure and limited facilities. Some private universities are also fails to provide quality education, ask high tuition fees that automatically set barrier to meritorious and economically less solvent students.	
Foreign countries provide better career opportunities	1.60
Nuclear scientists, physicians, IT specialists, meritorious teachers and students, engineers, geologists, pharmacists are the assets of the country but Bangladesh has lost some of its native talents. As they don't get better opportunity in home country they have left the country over the years in search of fortunes in the rich industrialized nations as Bangladesh could not afford to offer attractive compensation packages to retain them within the country. Our respondent agreed with statement that foreign countries provide better career opportunities. Many Bangladeshi citizens are in better position in aboard they are heading some leading business enterprises or government agencies. We are not taking any initiative to get back them by providing opportunities to grow their business in home country and help in developing our nation.	
Unavailability of specialized course/ program in home country	1.89
The participants of the study are mostly agreed with the statement that there is Unavailability of specialized course/ program in our country. In our country all the institutions and universities do not have adequate facility for offering specialized program. Somewhere there is limitation of resources for offering specialized program. For higher education adequate fund for quality assurance must be the main concern in future development. In order to enhancing resources for developing capacity and capability and contributing to equity in the education system the country may take steps in Public Private collaboration, cost sharing and cost recovery should be the strategy for dealing with resource constraints. To achieve equity there should be provisions for giving support to students from poor families.	
Poor infrastructure in academic institution	2.40
Most of the participants are agreed with the statement that there is poor infrastructure in academic institution. Because of limited number of seats in public universities, and high tuition fees charged by the private universities, access to university education is rather limited. Private universities with inadequate full time faculty members depend heavily on part-time teachers. This adversely affects quality of education in those universities. Only the affluent sections in the society can afford high tuition fees charged by private universities. Public universities depend on limited government funding. They become unable to generate additional resources by raising tuition fees due to political constraints. They are not in a position to improve their quality of education through greater investment in libraries and laboratories. Sometimes students don't feel to adjust with such infrastructure.	
Political instability is a reason for going abroad	2.10
Academic environment in the universities and colleges should be free from outside interference The government and the political leaders should come forward to find ways and means to restore academic environment in the campuses. Public university campuses and college campuses have become center of politics instead of center of excellence. Campus politics' violence and outside political interference hampers the academic environment. Unrest in the campuses has been adversely affecting the learning process. The participants agreed with the statement that political instability is a reason for going abroad. Sometimes students get disturbed by the political	

people or other political students and they feel insecure to study in same university or colleges. Guardians are also concerned about this.	
You prefer to come back after study	2.50
The people who left Bangladesh in want of study or job or anything else they say “I would love to come back to Bangladesh & work, but.....” some say about the climate, natural resources & relative lack of opportunities at home which stop them to come back. The new generations of today’s world to leave home and seek their careers and fortunes elsewhere. In fact, Bangladesh is a classic example of the aftermath that follows brain drain. Our participants are in the middle of agree and neutral point. Many Bangladeshis who live aboard want to come back but they don’t find any suitable works or opportunities for them to continue here. According to our study if the country can provide better opportunities and infrastructural development many brain will come back.	
Securing future generation’s stability is a concern for staying abroad	1.64
In our study we can see according to the result most of the participants are strongly agree or agree with the statement that securing future generation’s stability is a concern for staying abroad. To leave the country to settle abroad is undoubtedly a painful prospect for most but others this seems the only way to a bright future they think if they study in aboard for four years and get used to it will be easy to find a job in aboard and settle down. For their future generation aboard will be the better place to bring up than home country which is developing like ours. Rizwana Sabreen, a dentist settle in UK said, “the moment I set foot in London I tasted true freedom for the first time in my life. Here I am safe, secure & truly independent”.	
Sending remittances to home country is a reason for staying abroad	2.50
Remittances earned from overseas Bangladeshis plays an important role in the foreign exchange reserves of Bangladesh. Bangladesh is the 8th highest remittance receiving country in the world. Remittance inflows to Bangladesh have reached USD 15.3 billion in FY2014-15 - an increase of 20 times over a period of two and a half decades (0.7 billion USD in 1990; 1.9 billion USD in FY2000 and 3.8 billion in FY2005). Total remitted amount was equivalent to 7.4% of Bangladesh’s GNI . According to recent research from the World Bank more than 200 million people live outside the country of their birth and the money that these migrants send home is a significant yet often over-looked source of development funding. In our study the participants are agreed with the statement that sending remittance to home country is a reason for staying foreign country. It can be the earning source of the family living in home country and it is beneficial for the country as well.	
Confidence about getting job on return from abroad	2.43
The result shows that the participants are in the middle of agree and neutral that means some are not sure actually sure about getting job after returning to home country. But because it is near agree it can be said that many believes studying abroad typically gives the resume a nice boost and improves employment prospects, particularly if one is considering a career in business, international affairs, or private services. Nowadays, employers actively seek graduates who have spent time studying abroad because they want employees with an international knowledge base as well as foreign language skills. International skills make oneself more marketable for employment these skills include analytical skills, cross-cultural communication skills, teamwork, flexibility, an understanding of cultural contexts, and the ability to adapt to new circumstances and deal with differences, a developed view of the world outside the country, independence, and self-confidence.	
Foreign land ensures better living standard	1.90
According to OECD better life index in the United States, the average household net-adjusted disposable income per capita is USD 41,355 a year, in the United Kingdom, the average household net-adjusted disposable income per capita is USD 27,029 a year and in Austria, the average household net-adjusted disposable income per capita is USD 31,173 a year. The participants are mostly agreed on the statement that foreign land ensures better living standard. They believe that foreign land can provide better living standard than home country that’s why they are interested in foreign countries.	

7. Recommendations and conclusion

Following are the recommendations to guide brain drain in a way which helps developing nations like Bangladesh by ensuring domestic development of technologies, knowledge and economic resources at the same time not hampering or even increasing the flow of remittance.

- First and for most the reasons of brain drain are quite known and common. These reasons for example push factors such as lack of infrastructure, lack of job opportunity, political instability, unavailable higher education facilities etc. should be taken as major concerns by government and other development partners. National development plan must acknowledge these and take steps to improve on those facilities.
- Brain drain not always an issue of negativity, rather country with huge population and skill human resources can indeed use its human resources for earning remittances. Bangladesh is one of the

leading remittances earning country. Government must ensure the resources must be mobilized into development that can create economic solvency as well as provide job opportunities to future generations.

- Globalization opens the window for technical knowhow, professionalism and mobilization of goods and services, thus through effective policy making it is possible to bring out the best. For example, each year huge number of doctors is graduating in Bangladesh, they can be offered to foreign job market for greater remittance flow and hire best industrial engineers and entrepreneurs from other countries for industrialization and market expansion.
- By providing freedom, financial benefits and sufficient infrastructure facilities it is possible to bring back the brains from foreign country and use their skill, expertise and experiences to develop countries healthcare, engineering, managerial and educational sector in quick time.
- Government should project its labour force, vocational training sectors, graduates from different sectors in a way that it become sure about which sector it lacks in skill people and which sector it over flow the demand and thus promote its human resource to go abroad or staying. Bangladesh as a developing nation both remittance flow and domestic productivity both are equally vital. So a long term human resource planning is very significant for sustainable development.

Globalization is affecting everywhere, like everything it does have merits and demerits. Human capital flight is one of its consequences. But with the proper study and analyzing pull and push factors that play major roles, countries can work out on specific aspects for future developments.

Developing countries, like Bangladesh can take effective measures that help to build a unique frame work without hampering or even increasing the flow of remittance and taxes at the same bringing back or refraining specific brains to achieve its vision and long term sustainable economic development.

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