

Brain Drain and Communication Factor

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ABSTRACT: Brain drain the process in which every country loses its most educated workers to other countries through migration. It has negative consequences on tax revenue and employment, loses potential entrepreneurs. The purpose of this research is to show that we are faced with lost skilled workers and push factors are lack of communication, political instability and less professional interest. Little is known about the role of communication in this process-effective communication of information and decision is an essential component for managing relations and misunderstanding between them causing capital flight. Three case studies have been reviewed for matter of this paper: England- It is problem in developed and wealthy nations, they seen a large number skilled professionals leaving for work abroad. Iran-Their model of brain return, because today Iran is doing to keep their skilled professionals at home, and the Ethiopians physicians, engineers and scientist brain drain. This study recovers the mobilization and productivity of Diaspora as a knowledge networks and initiatives in sample countries and their role. Human capital is a key in the social development of any society. Communication factor is very important in diaspora working process and we can consider it as a communication opportunity. Mainly, the overall image will be about intellectual brain drain as a major headache for every country and some part of the study will include the power of communication in it to avoid losses of skilled workers.

KEYWORDS: Communication, Migration, Diaspora, Society.

Introduction

Brain drain is the process in which every country loses its most educated workers to other countries through migration. It has negative consequences on tax revenue and employment, loses potential entrepreneurs. The purpose of this research is to show we are faced with the threat of losing skilled workers and push factors are less communication, political instability and less professional interest all this are related to communicational misunderstanding. There are several benefits for allowing migration: they gain more experience and knowledge, which can be used when they return and set up business in their native countries. This study is an examination of the analysis and critical approach about brain drain, literature shows that it is a serious issue and less is known about communicational factor in it. The intellectuals of any country are some of the most expensive resources, most importantly, because of the lack of opportunities.

The first time we face communicational challenge is when technical skills and knowledge leave the company. Another name is Capital Flight. Communication is a core part of the human experience and we are still struggling with it. The problem consists in human

capital is key in the social development of any society. To avoid brain drain, only effective communication skills enable HR professionals to make their business case and keep their skilled workers.

Another useful way is the communication of the government to build up a relationship with students and give chance to get internships or stable jobs, which automatically prevents country from skilled workers drain. Government needs to think about possible ways, create organizations which encourage entrepreneurs and future generations.

Every year, tens of thousands of highly specialized professionals and academics leave the developing world for what they believe to be a better quality of life in countries of north. The majority- doctors, engineers, lecturers, researchers and senior managers as well as students. Government use scarce resources to subsidize the education and specialized training of workers who then take the potential economic and social spin-offs with them when they depart. . In Latin America for example, enrolment in medical schools is high, but countries in the region still have a chronic shortage of doctors. (Association, 2006)

The issue of brain drain is a major headache for the world's universities. In addition, funding cuts in academic infrastructures science and technology subjects or teaching/ learning materials and equipment drive a growing number of graduates and researchers out of academia to take up lucrative posts in the private sector. This is also communicational challenge, every student need special teaching equipment's and is an extremely important element in modern university education. (Association, 2006)

Brain drain has advantages and disadvantages: Effects of the brain drain: The loss of highly educated individuals can impose at least three kinds of specific losers on those left at home. First, the loss of skilled and innovative people often means the loss of their ideas for productivity and governance and the benefits they would otherwise provide to their co-workers students and fellow citizens. (Docquier, n.d.)

Second, in many countries a significant portion of the cost of education is paid for our fiscal revenues. The departure of highly educated emigrants then represents an export of human capital in which the nation has invested. In addition, there is a loss of potential tax revenue that might have been raised from the income of the emigrant, though this needs to be balanced against diminished public spending on the emigrant and his or her family as well as transfers to the home economy via remittances. (Dodani & LaPorte, 2005)

Third, the loss of key personnel makes the delivery of critical social services such as health care and education, more difficult. (NCBI, n.d.)

A series of theoretical papers over the past 15 years, summarized that it is possible that high-skilled emigration can lead to rise in human capital levels in the home country. The case studies share two notable features. First, these studies consider populations whose migration is constrained by policy barriers and communicational problems, so that not all who would like to migrate are able to. Second, these studies consider cases in which the supply of schooling can easily absorb the added demand for more educationally. These

factors are likely to apply to the cases of secondary education and undergraduate tertiary education in many countries, but may not hold when it comes to talking about doctors, scientists, and other high ability professionals.

The benefits a sending country might receive from high-skilled immigration are usually listed in terms of return flows of income, investment and expertise from migration back to the sending country. As we seen, brain drain rates are highest from countries with small population and those experiencing political instability and poor prospects for career success. (John Gibson, 2011)

In 22-23 developing countries high brain drain are worsened by coordination failure. In 2000 almost 170 million people, or 2,9 % of the world's population were living outside their country of birth for more than years.

In 1972, about 6 % of the world's physicians were located outside their countries of origin over three-quarter were founded in only three countries: In order of magnitude the USA, UK and Canada. The main donor countries reflected colonial and linguistic ties, with a dominance of Asian countries: India, Pakistan and Sri-Lanka. (Dodani & LaPorte, 2005) The country's most highly skilled workers are emigrating because they can earn money and enjoy better standards of living overseas, according to university college London. The most popular destinations were Australia, where there is an estimated 1.2 million Britons, the United States, and Canada. Most of this emigration was to seek work in a more favorable climate. Many young university graduates are among those leaving, which has caused the phenomenon to be labelled the "talent drain".

The British government decided to go ahead with a plan to boost salaries for scientists and post-doctorate researchers by 25 %, and to increase funding for university professors. After the shock result of the U.K's referendum on its future in The European Union has thrust the region into renewed uncertainty. "If the U.K takes the opportunity to make itself more attractive for business and easier for skilled workers around the world to immigrate we will see the opposite of a brain drain".

Iranian Model of Brain Return

According to the International Monetary Fund, the Islamic Republic of Iran had a substantial drain of highly educated individuals. In recent years several measures have been taken to slow down the brain drain by providing work and research facilities for academics and highly skilled workers. . Iran has tried to compensate for the brain drain by introducing the Graduate Record Bill, which calls for internationalization and expansion of education at the graduate level, thus increasing the number of graduates. "At least 40% of top-performing students with undergraduate degrees in science and engineering left the country to pursue advanced degrees". " A government-run organization that supports academically gifted and high-achieving students." The return of the Iranian Diaspora coincided with the growing investment of international and domestic private companies, which created job opportunities for educated and talented Iranians. Very important is iBridges is actively fostering and engaging and international network of and investors hoping to collectively build the very kind of knowledge-based economy Iran so desperately needs.

Communicational challenges traditionally not means the different categories of communication the most important is what miscommunication causes. So often when we feel misunderstood it creates feelings of isolation. We tend to retreat because we feel unknown or unseen. While communication is critical in any business, misunderstandings can cause more harm than good.

Diaspora

Diaspora and identity are interconnected and the link becomes stronger as a result of the growth of global communication technologies such as satellite TVs, radio channels, cell phones, and computers and the Internet. This entry tries to show how communication technology played an important role in creating and recreating the diasporic identity through the case study. Internet-based media seem especially suited to fulfill the diasporic desire to communicate as their structures are able to support communication within groups that are widely scattered across countries and continents. (Filipović, 2011)

It is important to emphasize the role of Diaspora in both influencing governments to tailor just smart and practical STI policies, in which Diaspora is represented, and to recognize Diaspora, especially its intellectual and entrepreneurial parts, as potential donor, broker and participants in the project.

Third part is the Ethiopian physicians, engineers and scientist brain drain. The African contain as a whole is losing many highly qualified professionals trained in other fields, which has significant economic ramification Ethiopia, Nigeria, Kenya and South Africa are currently suffering the worst brain-drain of any country in the world. According to a recent study presented at the National Symposium on Ethiopian Diasporas, Ethiopia has lost 75% of its skilled professionals during the past ten years. (Firsing, 2016)

Ethiopia is entering into an irreversible development program at GTP 2. This is the positive challenge for the nation. The government has made structural and policy commitments not only curb the pressing brain drain but also to ensure that citizens and foreign citizens of Ethiopian origin take a meaningful participation in the development of the nation. (Dibaba, 2015)

The government of Ethiopia should closely support the diaspora volunteer program, which facilitates brain circulation to offset brain drain for the diaspora who do not want to return to the country permanently and also for those who have the time, talent and resources, but do not have the money to realize their dreams to be involved in countries development program.

Therefore, there should be a partnership within the Ethiopian diaspora to create a network of Ethiopian diaspora scholars that would serve as a think-tank group to create, co-ordinate and foster partnerships between Ethiopian diaspora and their host institution.

In line with this, the government should focus on giving solutions to constraints mentioned above.

Conclusion

In conclusion, every country needs to avoid brain drain. The government has to motivate entrepreneurs, scholars, students and will give them the source to avert those difficulties. They need to think widely as it is mentioned above, brain drain has influence of a country's economy. Depends on my countries examples, three of them has different political structure, religious variety and economic stability. Diaspora can play linker role between those who left their country and which heading the country.

Also I want to highlight we cannot sustain those skilled workers who left country and accept they well-known as 'brain return' they need environments which will be equal of their education. Every skilled-workers need a reason to stay, to know what skills they have, because their role is so crucial. Education is the key of everything, every university needs modern infrastructures, trainings, think-tanks, practical works, exchange programs, summer or winter schools to give them chance to know what is good and what needs to change. If all students have supports and well-educated professors there is less chances to live country. Itself for every professor it is important to have motivated students.

It seems like chain reaction, the great way is to build team, which makes relation stronger. Besides, provide better job opportunities irrespective of caste, race of nationality or religious background. Provide adequate research facilities and attractive salaries to highly qualified people on the basis of their experience.

In personal life, we need to communicate to deal with various concerns and problems of daily life. In professional life also, it is communication that helps us to build healthy relations and credibility with co-workers. The inability to communicate can lead to a lot of problems both personally and professionally.

Afterwards we need to know that all of us are unique with our responsibilities and skill and we need a wide way to strengthen it.

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