

From Brain Drain to Brain Gain

January 12th -13th

Geneva

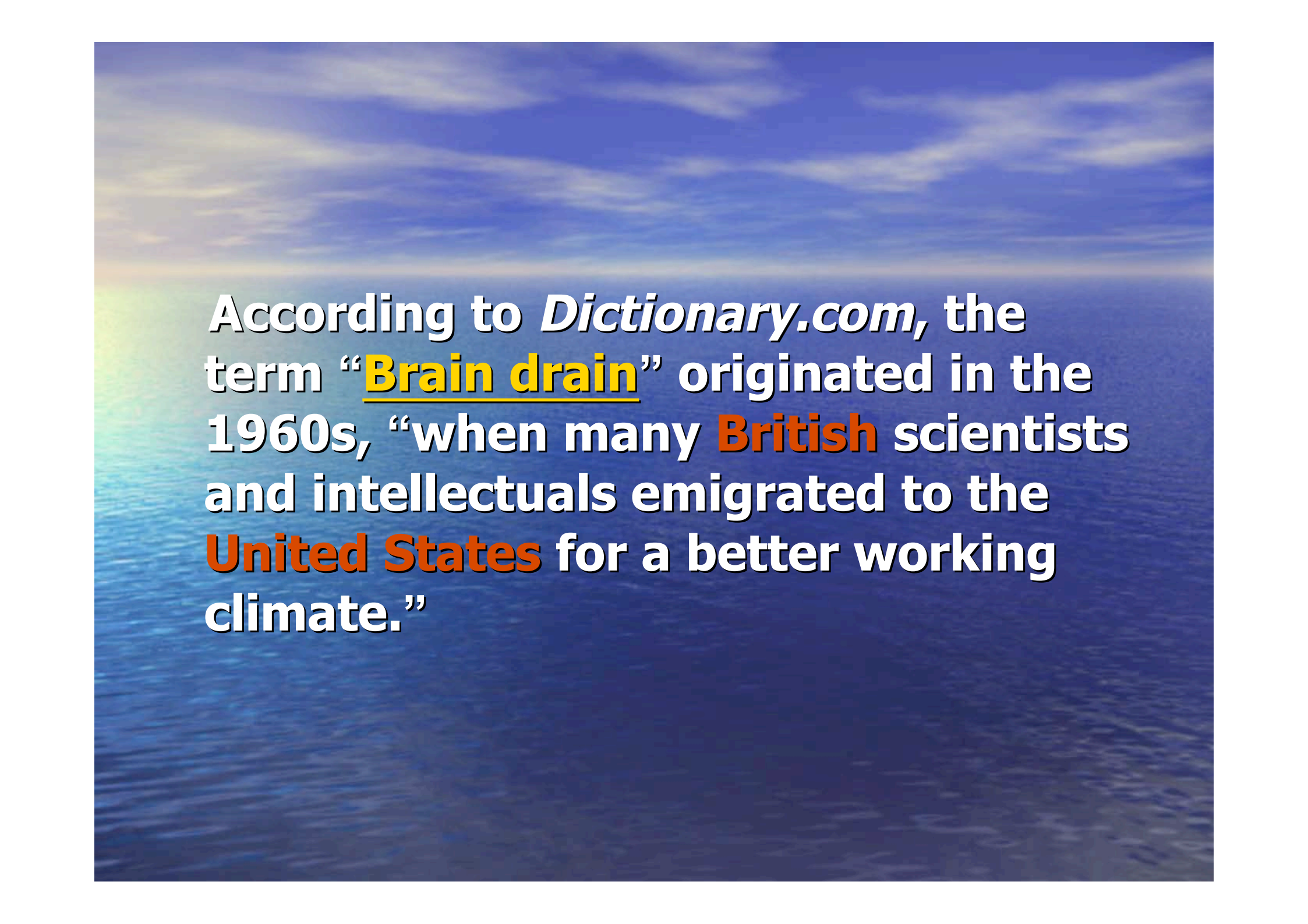
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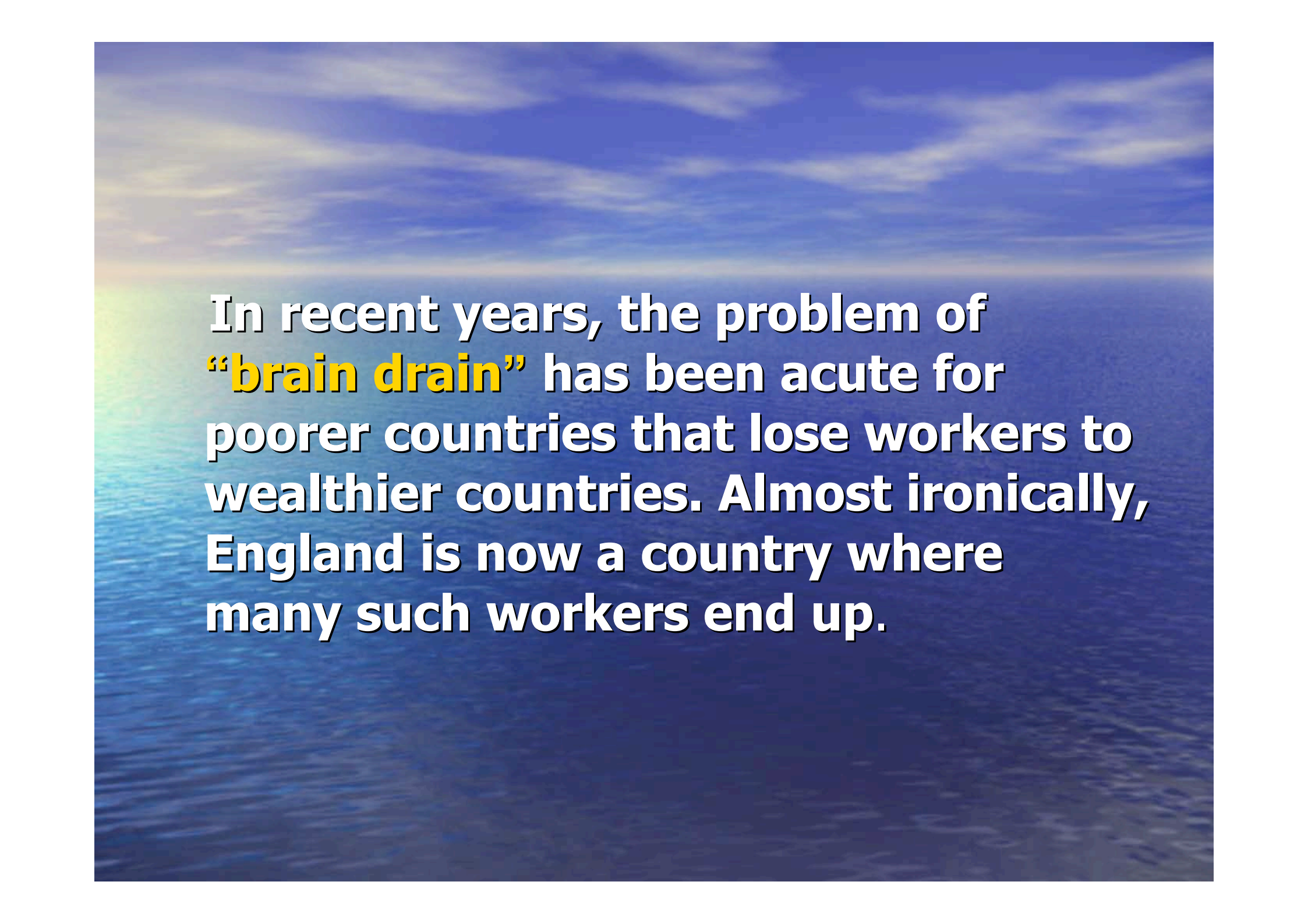
Zarqa, Jordan



**Brain drain or human capital flight is
a large emigration of individuals with
technical skills or knowledge**

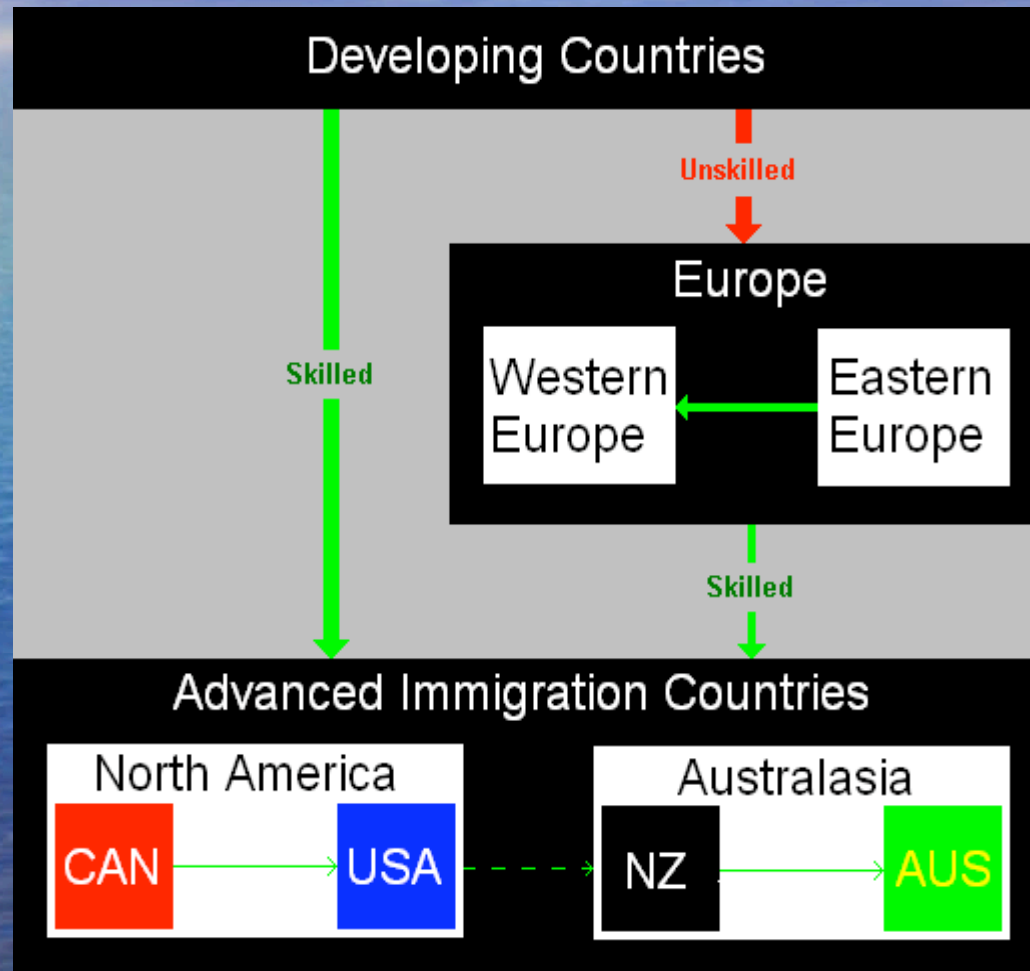


According to *Dictionary.com*, the term “Brain drain” originated in the 1960s, “when many **British** scientists and intellectuals emigrated to the **United States** for a better working climate.”



In recent years, the problem of **“brain drain”** has been acute for poorer countries that lose workers to wealthier countries. Almost ironically, England is now a country where many such workers end up.

Flow digram of net migration patterns



Western Europe Immigrants in 2006

Germany alone saw 155 290 people leave the country (though mostly to destinations within Europe). This is the highest rate of worker emigration since reunification.

Portugal is suffering the largest drain in Western Europe. The country has lost **19.5%** of its qualified population and is struggling to absorb sufficient skilled immigrants to cater for losses to Australia, Canada, Switzerland, Germany and Austria

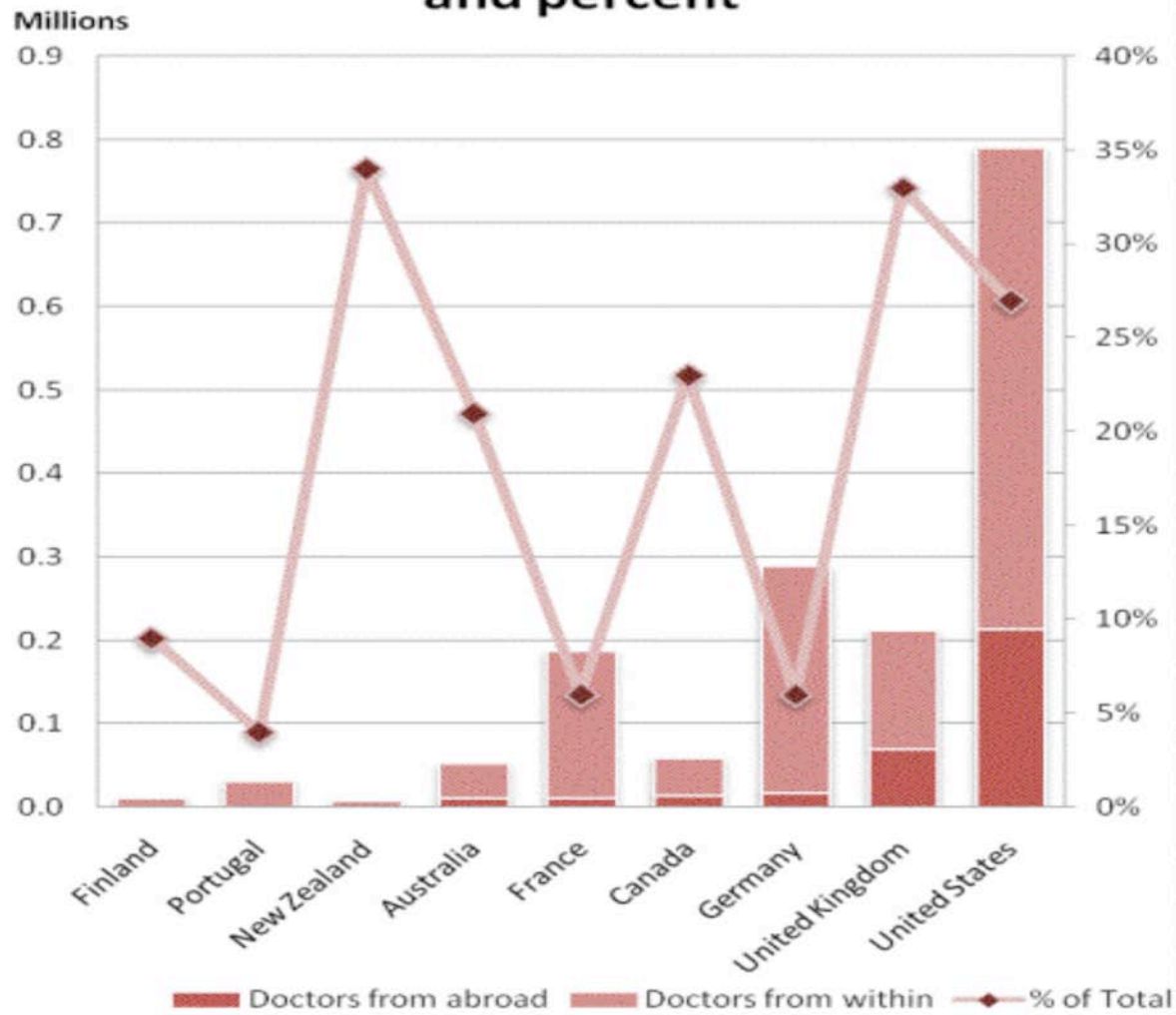
<u>Country</u>	<u>Number of immigrants</u>
<u>United States</u>	250 000
<u>Australia</u>	40 455
<u>Canada</u>	37 946
<u>New Zealand</u>	30 262



Example of Developing Countries Immigrants

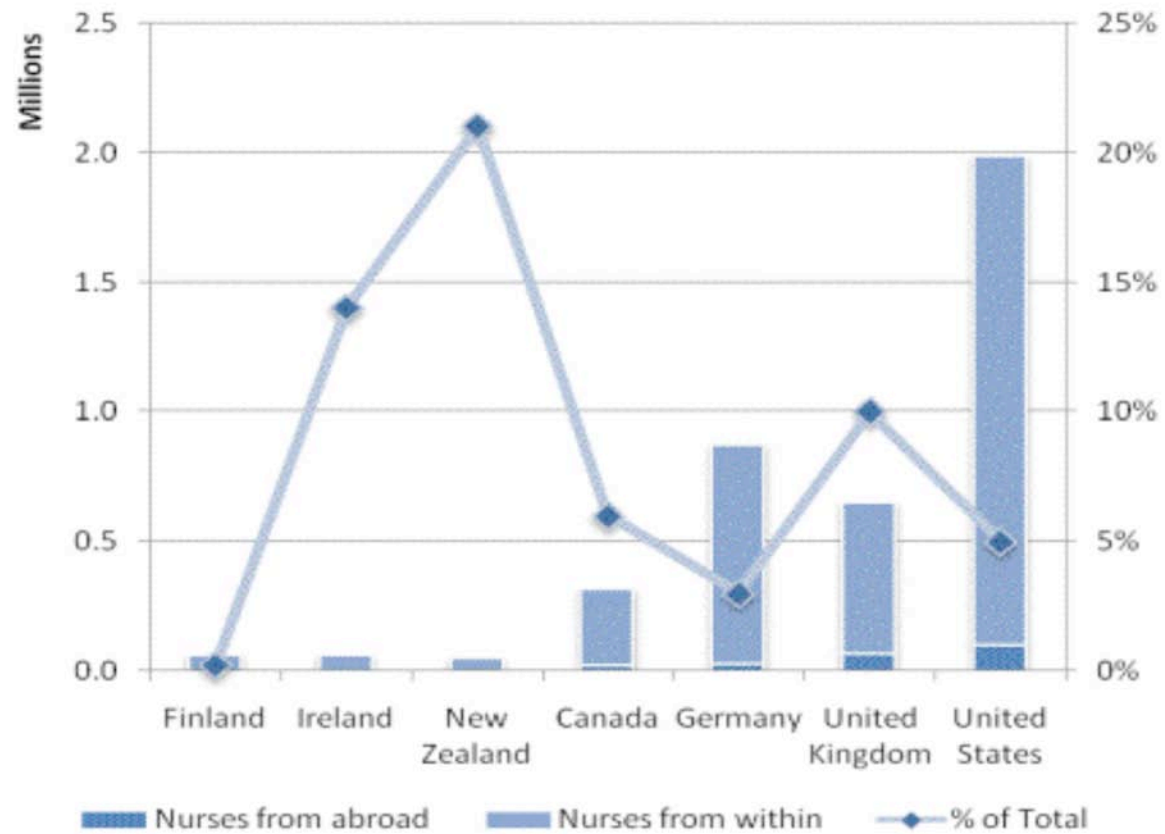
**Poor Countries Providing Rich With
Educated Workforce.... **healthcare
professionals** as an example**

Doctors from abroad in numbers and percent



Source: World Health Report 2006, WHO, Ch 5, p.98, Table 5.1

Nurses from abroad in numbers and percent



Source: World Health Report 2006, WHO, Ch 5, p.98, Table 5.1

Why leaving ?

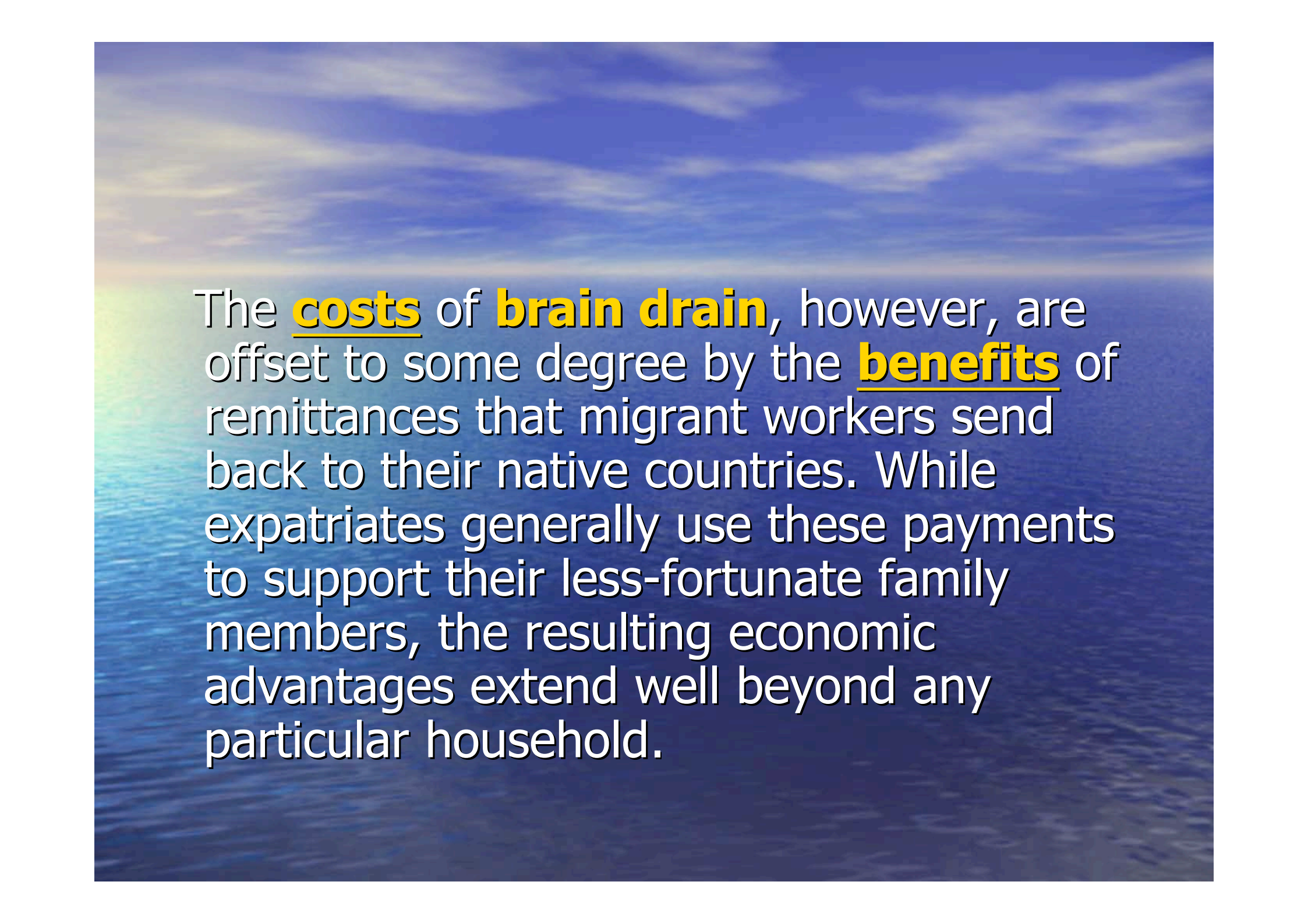
Escaping Difficult Conditions

number of reasons why workers moved to richer countries:

- **Workers' concerns about**
 - **Lack of promotion prospects,**
 - **Poor management,**
 - **Heavy workload,**
 - **Lack of facilities,**
 - **Inadequate living conditions, and**
 - **Conflict and political instability**
- **Prospects for**
 - **Better remuneration,**
 - **Upgrading qualifications,**
 - **Gaining experience,**
 - **A safer environment, and**
 - **Family-related matters**

The Cost.....

The principal cost of this migration, as far as developing countries are concerned, is its **"brain drain."** Those residents of developing nations, able to find work in the developed world are those who are **well educated**; unfortunately, these are also the **ones their native countries needs most**. The resultant brain drain hampers developing nations with **lower productivity, decreased levels of technical skill, a disproportionately-smaller tax base** (because higher-educated, higher-earning workers pay more in taxes than they receive in services).



The **costs** of **brain drain**, however, are offset to some degree by the **benefits** of remittances that migrant workers send back to their native countries. While expatriates generally use these payments to support their less-fortunate family members, the resulting economic advantages extend well beyond any particular household.

The Case of Jordan


- Jordan both export and import labor
- Official statistic that said 750,000 Jordanian work outside the country

this means that almost 15-20% of Jordan are out of the country, and most of these people are the well educated



- **Labor Emigration**

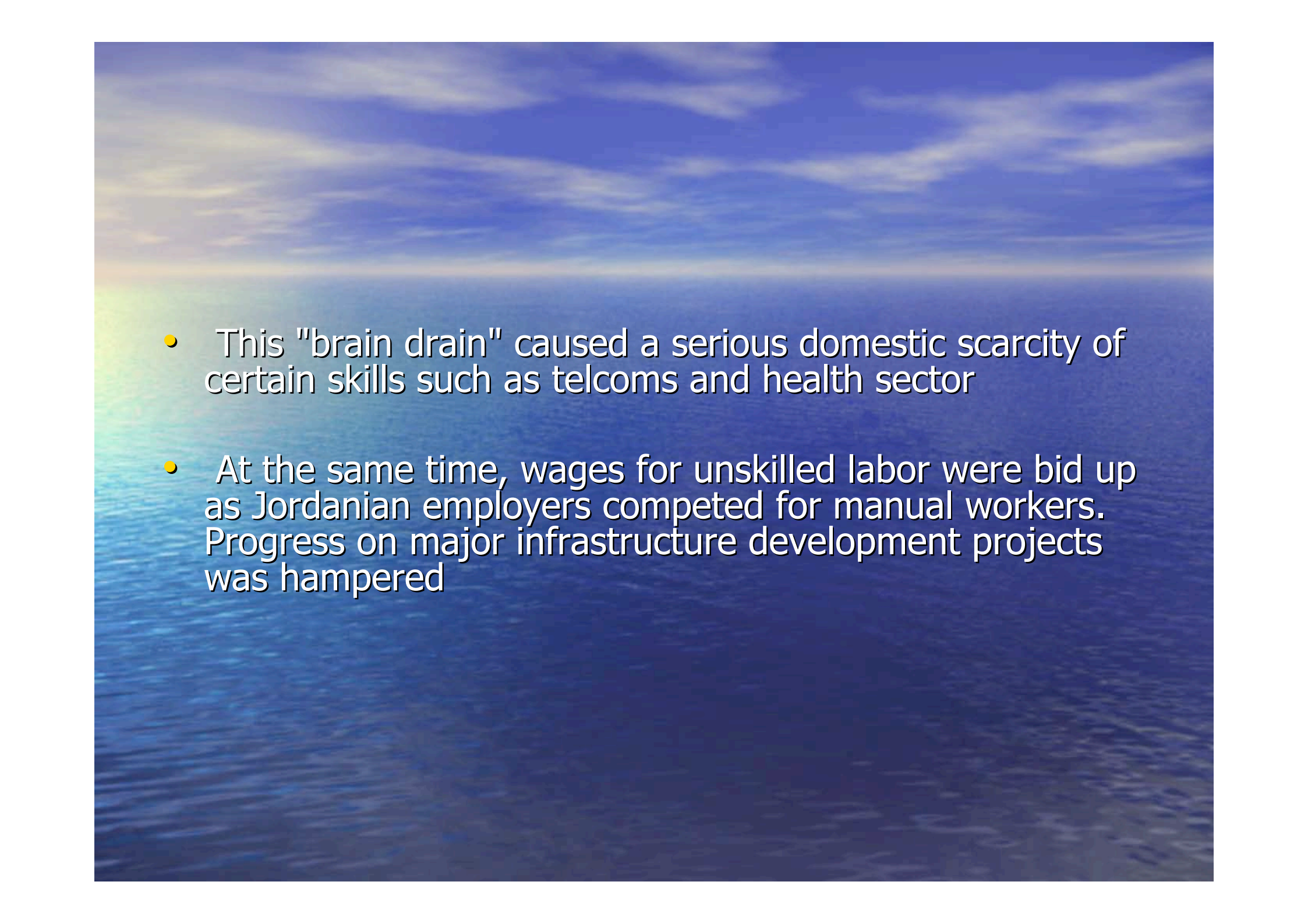
About 60 percent of Jordanian emigrants work in Saudi Arabia, followed by the United Arab Emirates, Kuwait, Qatar and Oman and other Arab Gulf countries .



Salaries in the Arab Gulf countries are **three to four times** what these people are paid in Jordan. It will be very tempting for professionals to look for jobs abroad to cover for their living needs

Remittance Income

Remittances to Jordan traditionally have been the **largest source of foreign currency earnings** and a pillar of economic prosperity

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- This "brain drain" caused a serious domestic scarcity of certain skills such as telcoms and health sector
 - At the same time, wages for unskilled labor were bid up as Jordanian employers competed for manual workers. Progress on major infrastructure development projects was hampered

Rising cost of living might fuel brain drain

The rise in the cost of living might cause more Jordanians to seek jobs abroad, experts believe, with some ruling out that it would cause significant brain drain.

At a time when official figures already show a rise in the number of highly skilled Jordanians working abroad, some of the experts expect the trend to go up if living expenses continue to rise.

Personal Experience

I got all my education (BS, MS and PhD) from the USA....Sophisticated research facilities were available

Returned back home to Jordan to work with a Jordanian University....

Sophisticated facilities are not available

Research culture is not mature enough

High teaching load

Funds are not available

To be adopted to the new situation

- Selected new research area that match with the National Priorities
- Learnt to work with less research facilities and infrastructure
- Found Partners (Europe and USA) for Joint Projects; EC, NATO, CIDA, SIDA
- Struggled to keep an International Publications Standard

At the Hashemite University

- Relatively new university (12 years old)
- Around 600 faculty members, 85% are USA graduates
- Most of those faculty members were on scholarship program to come back as faculty at HU

The Challenge we are facing now....How to keep those faculty members at HU? Already some of those who finished did not come back from USA, and some of them left for the rich Gulf Countries.

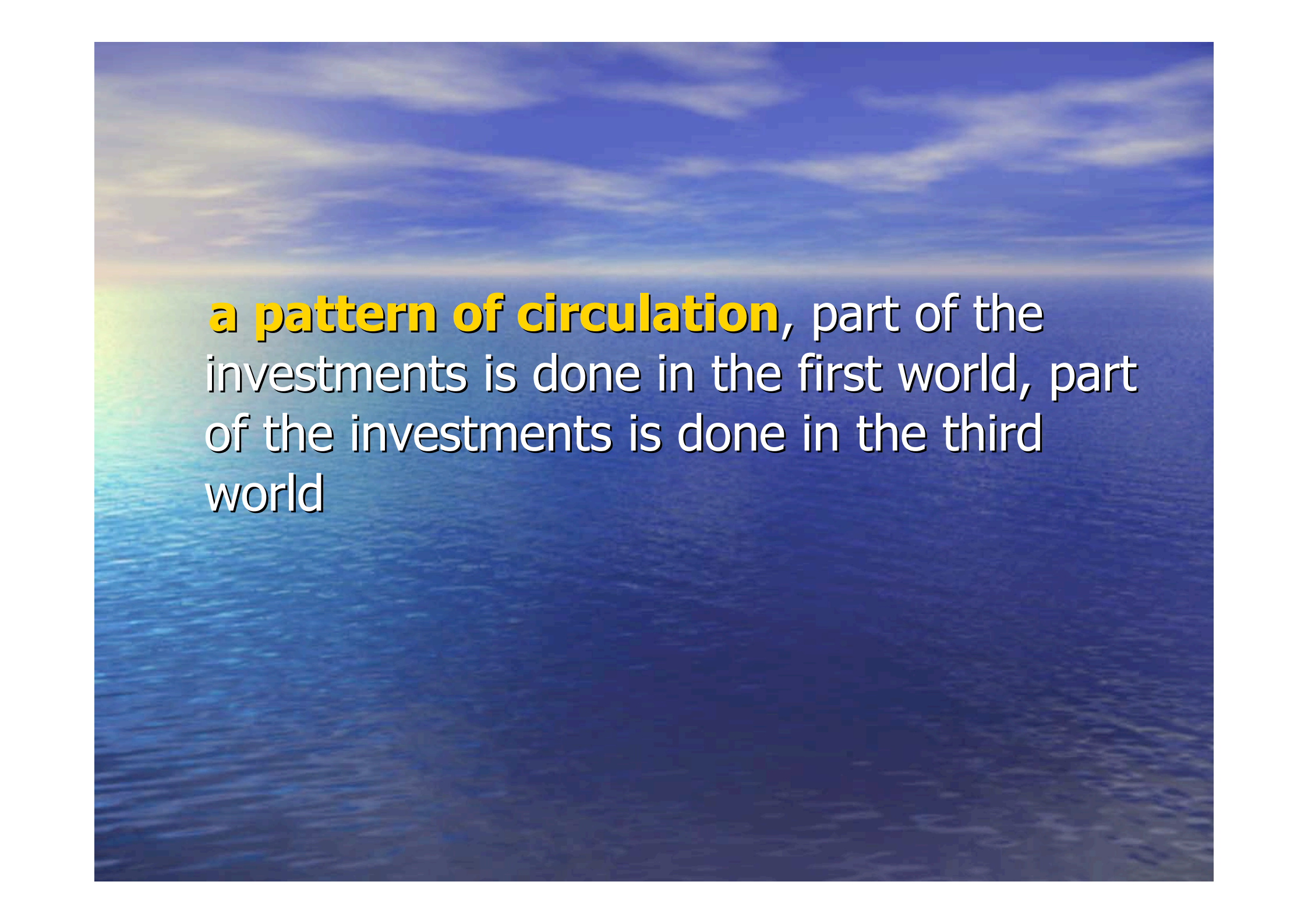
Brain drain can also be brain gain for some source countries

Talent mobility can bring benefits both to host and source countries.....**examples**

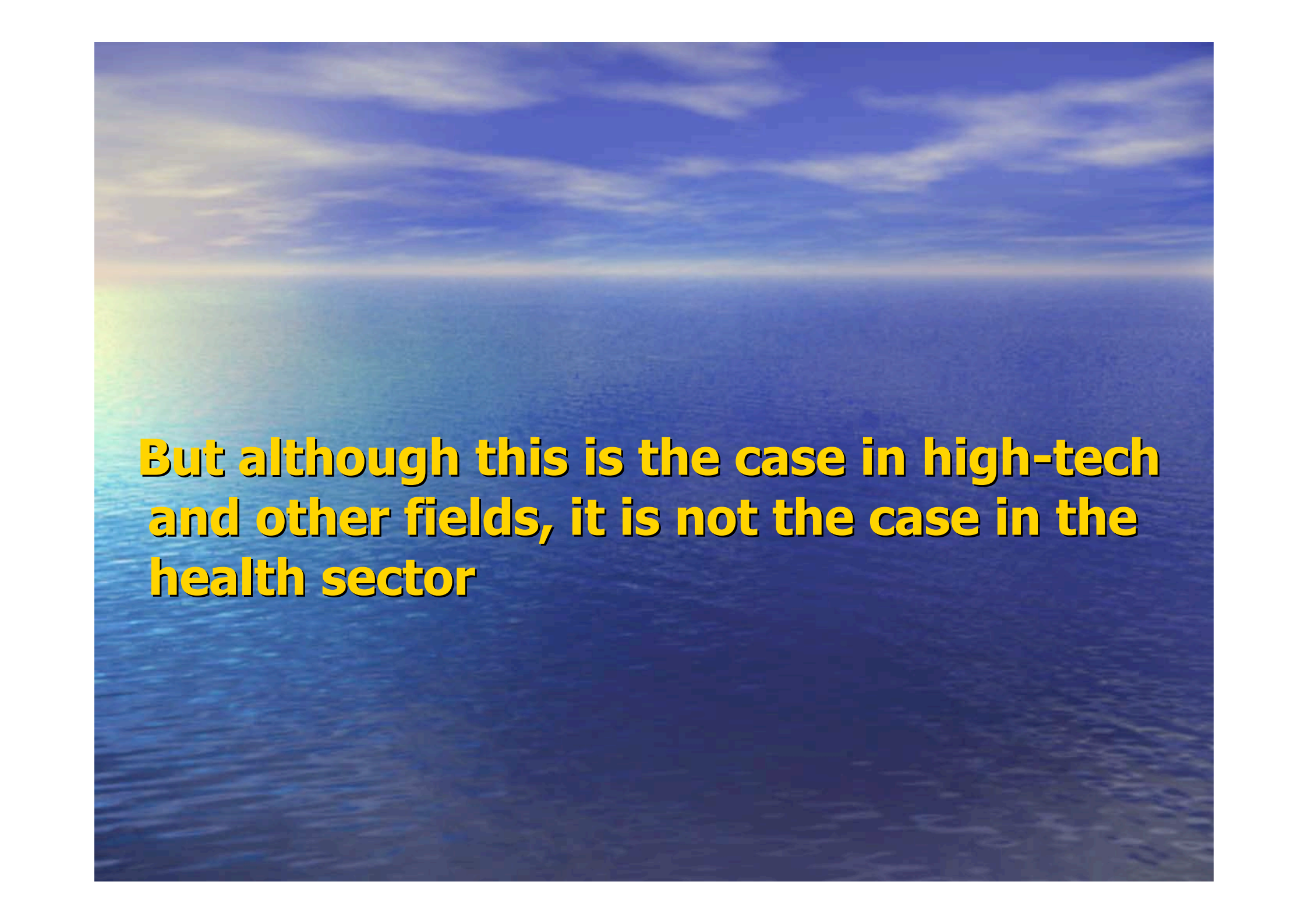
several successful Indians and Taiwanese in the high-tech industry in the United States who also set up hardware and software companies in their home countries, contributing to growth



a successful **mobile telephone company** founded by a Bolivian entrepreneur in the US which has already opened several plants in Latin American capitals.



a pattern of circulation, part of the investments is done in the first world, part of the investments is done in the third world



But although this is the case in high-tech and other fields, it is not the case in the health sector

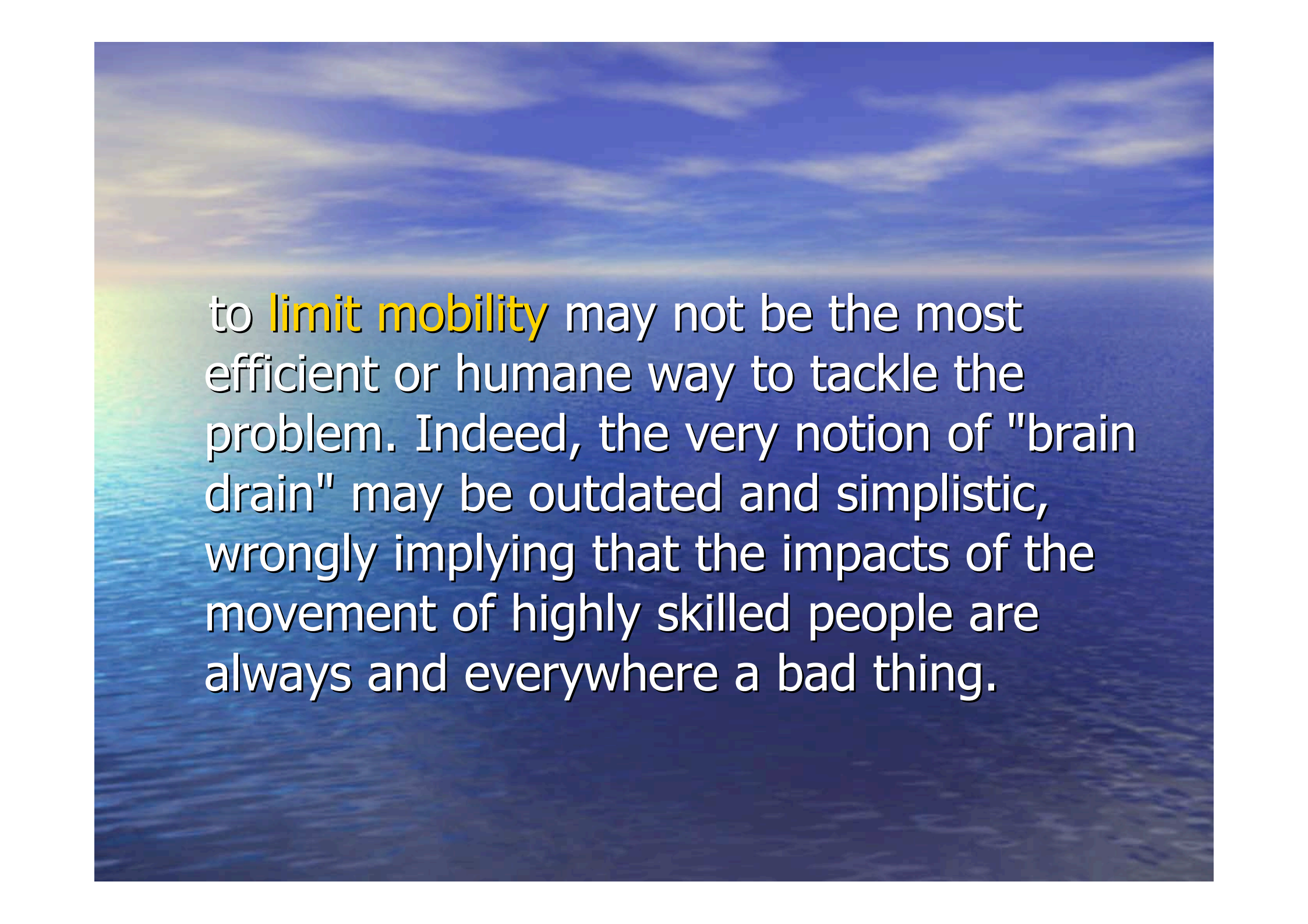


As **doctors, nurses and medical specialists** continue to leave African, Asian and Caribbean countries, the health services they leave behind become depressed and inadequate, especially in Africa, which is already suffering the toll of HIV/AIDS, malaria and other diseases that kill and impair economic development.


what should be done?

try to plug the drain

the departure of these key workers hurts the sending countries, so reducing the scale of emigration should ease the pain.



to **limit mobility** may not be the most efficient or humane way to tackle the problem. Indeed, the very notion of "brain drain" may be outdated and simplistic, wrongly implying that the impacts of the movement of highly skilled people are always and everywhere a bad thing.



Instead, what is needed are **better methodologies to assess the net impacts of migration** — including but not limited to the impacts of brain drain — as well as **more nuanced policies** that target particular problems where and when they arise.



Thank You