

1: Reverse the Brain Drain - Holmes Murphy

By attracting the best talent from around the world, we can create a vibrant and diverse society that fuels innovation and prosperity - which in turn attracts still more talent. To make this work, we must believe in people.

China is recruiting thousands of high-achieving overseas Chinese to come home through the 1, Talents program, one of many state efforts launched in recent years to reverse a decades-long brain drain. He was paid well as a researcher and enjoyed raising his family in Ann Arbor, a town he remembers as beautiful, friendly and highly educated. But an offer from a Chinese university for him to return home to Beijing was too generous not to consider. So in he moved back with his wife and two children. Chen, who earned a doctorate in physiology at Michigan in , has joined thousands of high-achieving overseas Chinese recruited to come home through the 1, Talents program, one of many state efforts launched in recent years to reverse a decades-long brain drain. Forbidden to study abroad until the s, Chinese students have been attending foreign schools in growing numbers. More than , studied in the U. Most of those students return to China, but the country has had difficulty regaining the most coveted graduates—those with advanced degrees and experience in science and engineering. A report by Oak Ridge Institute shows 85 percent of the 4, Chinese students who received doctorates in science and engineering from American universities in were still in the U. Still, that marked an improvement: The stay rate had been 98 percent a decade earlier. The 1, Talents program offers recruits salaries several times more than what a Chinese-educated local hire would receive, as well as heavily subsidized education for children and millions in start-up research funds. Similar programs have mushroomed at provincial and municipal levels. Researchers say 1, Talents and similar efforts have worked but with limited success. China is handicapped by a bureaucratic academic system, less-than-friendly political environment, inflexibility in immigration practices and other concerns including pollution. He said his research shows that full-time overseas recruits are generally better than homegrown talents, although the very best have yet to return to China. He blames that on the bureaucracy on Chinese campuses and in scientific labs, where administrators wield too much power and complicated interpersonal relations hinder research. In China, leaders are deliberating about reforming higher education and easing immigration policies, but for now, the money-dropping 1, Talents program serves as a quick solution. Still, it has had problems of its own. Some scholars kept overseas positions while taking full-time paychecks from Chinese schools, or had forged credentials, leading to measures to disqualify those who have been dishonest academically. Younger graduates such as Chen have been a focus of the program only in recent years. Previously, it only targeted senior academics in their 40s. They point to cases like a federal indictment in which several Chinese researchers—recruited by a Chinese university—were accused of stealing trade secrets from a California company and economic espionage. Such sentiments were on display last year when Tu Youyou won a Nobel Prize in medicine for the discovery of an effective malaria treatment. She was the first Chinese to win a science Nobel for work conducted in China, and she never studied abroad. They hope to introduce new practices and help set rules, often modeled after the U. Li Chenjian, a neurologist who studied at Purdue University and is now a vice provost at Peking University, is pushing for reforms. Li now considers himself more of a reformist educator and offers a course on critical thinking. He is pushing for more holistic evaluation of high school students in the admissions process, rather than relying solely on test scores from the annual college entrance exam, and he is building connections between Peking University and foreign universities. Shi Yigong, an accomplished professor of molecular biology at Princeton University, gave up his U. He says efforts such as 1, Talents make it easier for Tsinghua to hire top-notch researchers. Shi said that during his 18 years in America, "I felt like I had been a bystander, not a contributor. I wanted to be part of the progress. This summer, he is helping create a professional organization for biologists in China. There are lots of raw talents in China, and lots of students are willing to work with you," Chen said.

2: Reverse the Brain Drain

Tapping Talent in a Global Economy VIVEK WADHWA A Reverse Brain Drain The United States, long the beneficiary of talented immigrants, needs to act quickly to Although most of the national immigration debate originates with those who want to limit immigration, U.S. policymakers should be focusing on the more important task of attracting and.

Brain drain to brain gain In recent years, several countries in Asia have joined the global competition for talent and skilled workers. Both India and China have committed significant financial resources to lure back some of their best talent from abroad by providing incentives such as well-paid jobs, high socioeconomic status, and talent growth. China has developed a nation-wide policy of human resource development with initiatives such as the Thousand Talents Program. Launched in to attract 2, professors from foreign universities or research institutes over the span of 10 years, the program has succeeded in recruiting 4, so far. Other countries such as Japan, South Korea, the Philippines and Vietnam, are also beginning to invest heavily in policy changes to more effectively draw expatriates and skilled workers. The various policy changes include tax incentives, financial compensation, increasing the number of international schools, and reforms to visa and permanent residency requirements. As they compete, they are vying to retain the best and brightest, as well as compete with Western institutions for the top students and faculty members from other parts of the world. Top institutions from China, Japan, Singapore and South Korea are gaining global recognition with a rise in their global university rankings and increasing flows of international students. Demographic solutions Asia, particularly East Asia, is currently undergoing a major demographic transition with its rapidly aging populations and low fertility rates. To a lesser degree, various parts of Southeast and South Asia have also begun to observe similar trends. Reverse migration could help provide demographic stability to these countries, as well as a more favorable ratio of seniors to working-age people. Integration problems Leaders will need to prepare for the possibility of accelerated reverse migration becoming a force of disintegration for societies in Asia, particularly those that have long been homogeneous. Recent immigrant countries such as South Korea and Japan are already reporting stirrings of xenophobia towards foreign workers and cultural clashes with returning expats. Without a welcoming environment for its incoming migrants, the benefits of this trend will be short-lived. Negative fiscal impact Although the overall fiscal impact of immigration on OECD countries has been small but positive, countries with a relatively older, pension-receiving, immigrant population have reported negative levels of contribution. As such, Asian countries currently without a stable or quickly expandable social welfare infrastructure must prepare for the possibility of a negative fiscal impact with the influx of older migrants. Thus, receiving governments will be need to prepare adequate infrastructure for employment opportunities and credential transferability in order to prevent the negative fiscal impact of reverse migration. Figure 3 “Growing skill gap Description: Figure 3 “Growing skill gap Image showing the growing skill gap between industries expected in First, a decrease of its youthful immigrant, diaspora, or opportunity-seeking population means that Canada will be more vulnerable to the consequences of rapid aging and low fertility rates. Second, the trend of return migration will parallel the loss of significant talent and skilled workers. Immigrants to Canada have made major contributions in various sectors, including research, literature, and the performing arts.

3: Reverse brain drain: China engineers incentives for "brain gain" - www.enganchecubano.com

China tries to end brain drain, lure foreign-educated talent launched in recent years to reverse a decades-long brain drain. (AP Photo/Mark Schiefelbein) is not opposed to attracting.

In recent years, however, tens of thousands of people trained abroad have been returning to China. During the mid- to late 1990s, the average annual increase in the number of returnees was approximately 13 per cent, but since 2000, the rate of increase has risen sharply see figure 1. According to Saravia and Miranda, p. Research assistance was provided by Dr. Number of returned students, 25 20 15 Number 10 5 0 Year Source: China Statistical Yearbook, Beijing, p. Exploring the reasons for this flow of return migration, this article finds that central government policies and inter-city competition for foreign-trained scientists and academics have created a positive atmosphere that encourages returnees, while competition among universities, research laboratories and enterprises has given them excellent incentives. Indeed, many institutions now actively engage in encouraging return migration, while the central Government sets broad policy guidelines, allocates funding, and moulds an attractive socio-economic and political environment. Also, over the past 20 years, the different levels of government and organizations concerned have changed the way they view and recruit returnees. In the early 1990s, the central Government had to learn that, in order to improve science and technology in China, it had to let people go abroad freely, and then compete for them in the international marketplace by creating a domestic environment that would attract them back. And while universities, research laboratories and state-owned enterprises were uneasy about returnees because their knowledge threatened those who had not gone overseas, the internationalization of these institutions led them to value the contributions that returnees could make. For it also turns out that returnees are generally better than people who have not been abroad, partly because of their overseas training, but also because of a selection bias: However, individual calculations and circumstances remain critical when overseas students, scholars and business

Competing for talent: Government policies alone rarely cause people to return, but they certainly do contribute to the decision. The article is structured into eight sections. The first looks at how the environment in China has changed over the past two decades, while the second examines specific policies pursued by the central Government to encourage returnees. The next two sections survey the action taken by local government and individual institutions, respectively. The seventh section looks at the controversy over preferential policies for returnees, and a final section offers some concluding remarks. Different government authorities have espoused different views, based largely on their institutional interests. Also, changes in the domestic political and socio-economic environment led to shifts in policies on overseas education. Student demonstrations against the Government in 1989 resulted in tighter regulations on overseas study. This proposed to cut the flow of students going to the United States from 68 to 20 per cent of the total number of overseas students and pressure students in the United States to return. A year later, a debate ensued about whether China should continue to send students overseas. The Tiananmen crackdown reinforced the tendency to restrict the flow and led the State to view most overseas students as threats to the Communist Party. An inhospitable environment was therefore created for those who contemplated returning. Internal documents at that time became imbued with the language of class struggle, echoing the Cultural Revolution, so it was no surprise that most surveys of overseas scholars found that very few were willing even to consider returning to China Zhang, Some Chinese leaders took heed. Deng Xiaoping called upon overseas students to return to help the motherland. Deng reportedly tried to improve the climate for returnees in 1992, but strong opposition initially prevented him from instituting a new policy Englesberg, p. The new policy included: In August 1992, Li Tieying, chair of the State Education Commission, publicly raised a new character slogan that defined the changed perspective on returnees. Allowing returnees to work in cities other than those from which they had emigrated created a new talent market. This, in turn, stimulated inter-city competition for returnees, as cities could now use various incentives to attract overseas scholars who had emigrated from other cities. Such a policy could only increase the number of returnees. This enabled overseas scholars to see whether conditions in China warranted returning. President Jiang Zemin reinforced this position in 1995, at the Fifteenth Congress of the

Chinese Communist Party, he called for people to return even for a short visit and serve the country from overseas. In , the central Government increased investment in higher education and encouraged universities to use the additional funds to attract overseas talent. Other national policies contributed to making the domestic environment more welcoming for returnees to China. Now, those who wanted to return to China and establish a company could feel relatively confident that the State would not expropriate the firm after it became successful. Sheff, Possessing the very qualities that China needed to compete in the global economy e. Western business and legal knowledge , overseas students became valuable assets in the domestic economy. Accession to the WTO also brought many multinational corporations to China, which needed locals with 3 See Decision on several questions relating to the establishment of a socialist market economy. Not surprisingly, many were keen to return to China on expatriate terms. In particular, Jiang Zemin recognized that there was a global market for talent and that China must compete within that market, even for its own people. Singapore Straits Times, Globalization thus made reforms even more critical. In a document co-authored by numerous ministries, people overseas were encouraged to participate in projects in China in a variety of ways. While returnees needed to see concrete benefits " in terms of salaries and working conditions " if they were to be enticed back, an improved climate, created by a central Government that now valued human talent, has proved critical to their individual decisions to return. Today, the Ministry of Education has a plethora of organizations engaged in encouraging more returnees or in assisting those who have returned to settle in China more comfortably see figure 2. Ministry of Education organizations that encourage returnees The China Scholarship 62 Application agencies Council Chinese Service Centre 27 Subcentres for Scholarly Exchange Editorial Board of Shen Zhou xueren Shen Zhou xueren and its web site Ministry of Education National Research Committee 10 Subordinated committees of Overseas Studies Department of International Cooperation and Exchanges Training Centre for Overseas 11 Training divisions Study Education Sections in Chinese 55 Education Offices embassies and consulates in foreign countries in foreign countries Central Government policies to encourage more returnees The list of specific programmes and policies introduced by the Ministry of Education, the Chinese Academy of Sciences and other related ministries is too long to present here. Instead, this section gives a taxonomy of policy directions and discusses only the most important policies. In the 38 countries with the highest concentrations of overseas students, the Government set up 52 educational bureaus in embassies and consulates, which helped to establish over 2, Overseas Students Associations and over professional associations for overseas scholars. Science officers now organize overseas scholars to attend the Science and Technology Convention for Overseas Scholars held annually in Guangzhou in December. Articles in Chinese community newspapers abroad announce the impending arrival of such delegations, describing the extremely high salaries that companies in the delegation offer to returnees. However, the salaries or housing benefits often fail to materialize when the scholars return to China " particularly if they are moving to a university or research laboratory. In some cases, even after overseas scholars visit China for job interviews, no job ever materializes, generating a great deal of cynicism about the so-called overseas delegations. Established in , the Office for Work on Overseas Study and Returnees centralized both resources expended on returnees and efforts to attract them. This organization immediately began to encourage outstanding overseas scholars to return and serve the country. Financial policies Numerous state programmes give overseas students and scholars financial support if they return for a detailed discussion, see Cao, a. As mentioned above, the State also increased funding for universities and the Chinese Academy of Sciences, with the provision that a certain percentage of the additional funding was to be spent on enhancing the quality of researchers and faculty staff. Improving the flow of information To encourage people to return, the Government improved the dissemination of information about conditions in China and communication. 5 See Shen Zhou xueren: In , the Education Commission established Shen Zhou xueren magazine and its web site, as a bridge between overseas scholars and domestic organizations. Over the past few years, the MOE has expanded the annual Meeting of Overseas Chinese Scholars in Guangzhou, which introduces government agencies and domestic companies to overseas scientists who have projects with market potential. The eighth such annual meeting was held in December The MOE has also established several research organizations to direct policy. The Association holds annual meetings to analyse trends and suggest

guidelines in regard to overseas study; it also publishes a research magazine and yearly reports. Easing the process of returning The Government has adopted policies aimed at facilitating the return and resettlement of returnees. The Investment Affairs Departments of these Centres help expatriates to invest in China or bring back technology. The State also encourages cities to create schools for the children of returnees, whose weak Chinese language skills put them at a disadvantage relative to classmates whose parents have never left China. In , the Minister of Personnel announced plans to double the number of stations and increase the number of post-doctoral fellowships to between 12, and 15, The Foreign Ministry first gave these returnees longer-term visas. Shanghai then experimented with permanent residence status for this category of overseas scholars, which has since become national policy. However, these returnees are ineligible for most preferential policies unless they renounce their foreign citizenship. The aim of this policy is to give overseas scholars a taste of how China has changed and encourage them to return permanently. But even if they only bring back new information or technology, or transfer information to other overseas scholars or graduate students about conditions in China, the State still benefits. In November , a new programme encouraged people to return during their summer vacation and paid them as much as five times their overseas salaries. This shift clearly reflects the learning process that China has been through. Local governments compete for global talent As a result of pressures to boost local economic development and the close administrative links between local government and state-owned enterprises, local government authorities have become aggressive recruiters of overseas talent “inter alia to strengthen their own economic administration. New private enterprises, established by returnees, increase local employment and the government tax base. By , the reported number was , suggesting that 4, had come in two-and-a-half years. Inter-city competition for returnees thus emerged in the early s and has continued unabated ever since. The preferential policies instituted by local governments to enhance their technical development in this way include tax breaks for new firms, subsidized housing, tax-free imports of automobiles and computers, schooling for children of returnees, jobs for spouses, and long-term residence permits. City-government departments of personnel and education actively pursue overseas scholars, as do science and technology organizations, by sending delegations overseas. In some cases, so many different organizations join the fray that returnees have difficulty deciding which way to turn. Shenzhen instituted its own local policies only weeks after the Tiananmen crackdown. In , acting on central government policy, it offered returnees a bonus of yuan per month, in addition to the bonuses that individual organizations were encouraged to grant. Returnees were also eligible for a 20 per cent housing discount, import taxes exemptions including on cars , special schooling arrangements for their children, and a job for their spouse. In addition, they could transfer overseas any currency they earned while working in Weihai. And if the technology they brought back to China generated major economic or social benefits, the organization employing them was encouraged to give them a large bonus Ministry of Education, , p. Shanghai has been the most successful city in recruiting returnees. Through the networks of existing overseas scholar organizations these associations collected information about new organizations. Shanghai was also among the first cities to issue long-term residence visas for returnees with foreign passports. By , there were 14 such zones for overseas scholars, spread out around the entire city. Today, Beijing too has 14 development zones and is competing with Shanghai in this respect. The downside of these schemes is that local governments or the State-owned companies that are the legal owners of the incubators are often major investors in start-up companies, which can be a problem for returnees seeking separation from the State Hu, Indeed, newly arrived returnees, more than local entrepreneurs, dislike having to work with the Government. Yet returnees are forced to turn to local governments for assistance as they start up their company Vanhanocker, Zweig and Chung, forthcoming. Institutional efforts to attract overseas talent Universities and government-funded research organizations, particularly the Chinese Academy of Sciences CAS , actively recruit returnees. Indeed, it was only in , with the decentralization of control over educational exchanges, that individual universities became key players in sending students abroad Zweig, , p. Moreover, until then, scholars who had graduated overseas were typically forced to return to the organizations whence they had left.

4: Brain Drain to Brain Gain: Reverse Migration to Asia | Policy Horizons Canada

How can you help attract and retain talent in Nebraska? Several experts have some ideas, to include our very own Cameron Burt, Holmes Murphy Vice President.

By Asad Badruddin Oct. Many of these professionals leave their home countries for work opportunities abroad in industries such as medicine, IT, and engineering. This, in turn, contributes to a talent deficit in their native economies. Similarly, we estimate that 36, Pakistani professionals have migrated to other countries over the last 30 years, and at least 10, Pakistani doctors practice medicine in the United States and the Commonwealth. The main causes for this emigration include gaining better employment opportunities, fleeing political instability, and seeking a higher quality of life. While mainstream conversations center around whether or not developed countries should take in more immigrants, there is another, overlooked topic of discussion: We estimate that around 5, graduates return to Pakistan from universities in the United Kingdom, the United States, and Canada every year. Today, interest in the Civil Services is waning. Meanwhile, launching social ventures—businesses that also address important social problems—provides entrepreneurs with an alternative and often sustainable method to serve their home country. It also allows them autonomy and creative freedom to experiment—benefits they likely would not have if they worked for the government. But taking this route has many challenges, including the fact that it takes an average of three years to establish on-the-ground mentor and business relationships. Many who return to Pakistan, for example, report having little awareness of essential on-the-ground startup resources, such as quality accelerators and incubators, and graduates from MIT and Stanford find it harder to raise money for tech startups in Pakistan. Others have conflicting cultural expectations to deal with. Parents often have different career ambitions for their highly educated children, and urge them to work in socially admired multinationals or family businesses. Expat social entrepreneurs also lack community—an established network of people they can associate with and learn from. Our organization starts working with entrepreneurs before they move back. We host workshops in cities such as Boston and Toronto, organized by volunteer chapters that engage Pakistani students and professionals in their city. Over the past three years, we have engaged participants in this way. We then work with some of our best candidates, providing them with mentorship, as well as grants and investment or connections to other sources of funding where appropriate. Before attending our workshop, Hira Rizvi, a Georgia Tech graduate and Fullbright Scholar, did not consider herself an entrepreneur. But during a brainstorming session, she remembered her childhood experience of carpooling to school in Pakistan. Her parents had to coordinate rides with her friends instead of letting her use public transport, which they and many others considered unsafe for women. After graduation, she moved into an accelerator program in Pakistan and successfully launched her service. Pakathon continues to offer mentorship and support for her growing company, which now employs three people and has provided more than rides. Other initiatives that support returning expats focus on awareness and networking. The government hopes that a skills-based, manufacturing economy can reach an annual economic growth rate between 12 to 14 percent—and that this economic opportunity convinces Indian professionals to stay instead of seeking opportunities abroad. A recent Make in India event in Mumbai attracted 11, companies and 65, participants. Another initiative is the Israeli Tech Challenge, which runs programs that takes talented Jewish engineers around the world on short trips to Israel, where they can network with startups and large tech companies, and hopefully secure job offers so that they can relocate to Israel. Successful efforts to reverse brain drain can influence progress in many other areas of social change, especially those that require specialized expertise. The best universities in Pakistan fill shortages of teachers in humanities and higher-level STEM courses by inviting Pakistani professors from abroad to teach for part of the year. And when investors and entrepreneurs from Silicon Valley move back to their country of origin, entrepreneurship ecosystems bloom. By increasing funding resources and attention, we can help countries attract talent that can put them on the path to progress. Asad Badruddin is the co-founder and President of Pakathon, a nonprofit seed fund reversing the brain drain.

5: Reverse Brain Drain – Indian National Interest

Mysore: Hoping to reverse brain drain, Infosys chief mentor N R Narayana Murthy has offered to bring talented professionals from across the world to India.

That goal has been enshrined as a major national policy; the authorities see it as a key shortcut to putting China at the cutting edge of technology and boosting the country to the next level of economic development. Four reasons illegal immigration from Mexico to the US has dropped Beijing has a lot to work with. In the United States , 22 percent of foreign students come from China. Economic shifts lure migrants home More than 1. Now the tide is turning, according to Ministry of Education figures: Last year, , came back, nearly 40 percent more than in Their reasons vary, but one stands out: Bai, sipping a latte in a Beijing Starbucks one recent Saturday morning. He returned home to China last November and signed on with Lenovo. Those who come back even have a nickname, "sea turtles," a play on the Chinese words for "returnee. It spawned dozens of similar incentive schemes around the country that "have really geared up the momentum," says Wang Huiyao, head of the Center for China and Globalization. As many as 15, top talents have come back to take advantage of these benefits, he estimates. One they have hooked – but it took two tries – is Han Jie. He lasted just one year, stifled by the official red tape and political interference from above that Mr. Zweig says scares away most of the best Chinese expatriate scientists. But the real reason he came back to China was because "I saw a chance to combine a technology I knew about from America with the huge market opportunity in China. It is not easy for a Chinese to handle the market in the US. So I moved back to China. She had made a fortune as a fund manager in New York , she says; now she wants to figure out "my next step. The service is better. The political system is better. The water is better, and the food is safer. But now – I have to learn more about China, and I can only do that if I am based in China," she says. Apart from anything else, she points out, "China is one of the few bright spots" in the world economy. Zhang, he feels valued; in Australia he found it hard to fit in. When his work mates chatted around the water cooler about rugby or cricket, for example, he "had no idea what they were talking about," he recalls, ruefully. Abroad, he felt underappreciated, underused; back home, he can make a contribution. Indeed, returnees are playing leading roles at almost every level of Chinese society, except in politics: The ruling Communist Party seems mistrustful of cadres who have had too much foreign experience, and a paltry 6 percent of the full members of the current Central Committee have had any overseas education. Brain gain breaks down walls "People familiar with two worlds have become front-runners in China," says Mr. A study he conducted earlier this year, for example, found only 46 percent of returning entrepreneurs shared the standard Chinese collectivist outlook that attaches more importance to the community than to the individual. As she sniffs out investment opportunities, she finds "more companies run by – returnees that are run in a more professional way, more transparently. They understand the importance of corporate governance. People used to tell me that contracts were nonsense. Most important, perhaps, is the bridging role that people like Han and Tao will play as China struggles to find its place in the world. Get the Monitor Stories you care about delivered to your inbox. By signing up, you agree to our Privacy Policy and European users agree to the data transfer policy.

6: US 'reverse brain drain' to India now in full swing - BBC News

The north-south brain drain of tech talent is finally being reversed. We've seen hints of this trend over the last couple of years, but a new survey by MaRS provides clear evidence.

More recently, they have been among the primary negative effects of the lopsided globalization that has long favored the developed world at the expense of developing economies. The brain-drain phenomenon occurs when skilled, educated people migrate to pursue better living standards and quality of life, higher wages, more personal freedom, access to the latest cutting-edge technologies and solutions, and more stable sociopolitical and economic conditions. This movement of talent, capabilities and experience has varying effects on the places left behind. For instance, medical professionals leaving in droves have decimated health care in developing countries already suffering from poor funding, loose regulations and nonexistent oversight. The departure of precious human capital compounds the problem, especially during virus outbreaks, natural disasters, events with mass casualties and other health crises. In education, departing teachers, professors and even administrators do not make it easy for yet another extremely crucial but underfunded, poorly regulated and mostly neglected sector. Unfortunately, the brain-drain problem is a tough challenge. According to the Pew Research Center, nearly million people live outside their birth country. In nine countries, 20 percent or more of those born there now live elsewhere. Many, of course, are fleeing war and political instability. In the Arab world, pervasive fears of a massive surge in departures by skilled professionals and young adults have turned into reality, particularly with the intensification of Arab Spring protests, escalations in the war on terror, religious extremism, poor economic conditions, severe income inequality and high unemployment, especially among the young. Besides poor economies, violence and war, internal strife and instability have created tens of thousands of refugees, asylum seekers and other migrants. Such manufactured humanitarian crises worsen the brain drain, as it makes migrants of those not originally planning to leave. Migrants are quickly assimilated into new societies, immediately reaping the benefits of stability, relatively high incomes, wider access to health care and education, personal freedoms, welfare and even opportunities in fields largely unsupported or underfunded in their countries of origin, like the arts. The result is that about a quarter of young Arabs want to migrate elsewhere for better opportunities. Palestine, Syria, Egypt, Jordan, Morocco and Lebanon suffer most from the departure of skilled talent to developed countries; more than 75 percent of Egyptian emigrants, for instance, have a university degree. On the other side of the brain-drain phenomenon, however, is the brain gain, whereby developed or emerging countries reap enormous benefits from the movement of skilled, competent and experienced professionals from other countries. The UAE, Kuwait, Bahrain, Qatar, Oman and Saudi Arabia have benefited enormously from attracting talents and skills from neighboring Arab countries, given their relative economic and political stability, and the availability of better income-earning opportunities. The success of the GCC in attracting talent should present an enormous opportunity for reform-minded Arab governments to design and implement appropriate brain-gain policies to create the necessary environments to attract talent by developing economic opportunities, political stability, public services like health and education, and open societies that give great personal freedom for the new arrivals to live their personal lives as they wish. It is also important for those immigrants who have had an enormous positive impact on the development of these Arab countries to feel they have a stake in the future of these societies beyond just a paycheck. It is, therefore, very wise that new policies aim at giving them a path forward toward some kind of permanent legal status and property rights in these countries. It is worth remembering that every country throughout history that opened its arms to immigrants has benefited from them and succeeded greatly. Immigration is simply a net gain for host countries. He is also senior adviser at the international economic consultancy Maxwell Stamp and at the geopolitical risk advisory firm Oxford Analytica, a member of the Strategic Advisory Solutions International Group in Washington DC and a former adviser to the board of the World Bank Group.

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Reverse brain drain is a form of brain drain where human capital moves in reverse from a more developed country to a less developed country that is developing rapidly. These migrants may accumulate savings, also known as remittances, and develop skills overseas that can be used in their home country.

Explore the latest strategic trends, research and analysis In , while studying at the Mons Officer Cadet School in the United Kingdom, I needed to visit a hospital. There I met a doctor who, to my surprise, spoke fluent Arabic. I learned that he was new to the UK, so I asked if he intended to stay long or return home. He replied with an Arabic saying that translates as: These countries spend scarce resources educating doctors, engineers and scientists, in the hope that they will become engines of prosperity. Then we watch with dismay as they migrate to the West, taking with them the promise of their talent. We understand why they go. Talent is drawn " like a magnet " to opportunity. For the countries left behind, however, it feels like an endless vicious cycle: One in nine university graduates from Africa now lives and works in the West. Many will not return: But now something remarkable is happening. In some countries, the brain drain has reversed its flow. The causes are fascinating, and there is reason to be optimistic that the vicious cycle can be broken, transforming the balance of hope and opportunity between developing and developed economies. Topping the list as a destination for talent is my own country, the United Arab Emirates, with a net talent gain of 1. Most interesting, fewer than one-third of net talent importers are developed countries. Rich countries that until recently had been tempting away our brightest minds are now sending us their own. Of course, this is only one study, and many poor countries still suffer from a chronic talent exodus. We do know that brain drain is often a function of safety and security as much as economic opportunity. Part of the tragedy playing out in Middle Eastern countries beset by conflict and instability is that if only their most talented sons and daughters could apply their skills at home, they would become part of the solution: This makes it all the more important to examine how some developing countries succeeded in reversing the outward flow. The basic ingredient is opportunity. Talent flows naturally to countries that create an environment for economic growth; that make life easy for enterprise; that attract and welcome investment; and that nurture a culture of achievement. Skills are attracted to challenge and possibility. Opportunity on this scale is becoming a scarce commodity in many parts of the West. But this is not the case in the developing world " at least among countries with the appetite and determination to deploy strong governance and continually raise their competitiveness. Second, quality of life matters greatly. We have shown that the business of reversing brain drain is also the business of creating a better life for citizens and residents. Building happiness is, after all, the primary business of good government everywhere. Ours is a story of great hope for the Middle East in particular, where generations of conflict and despair have driven high levels of outward migration. I have always argued that, besides good governance, the best solutions to the divisions and strife of the Arab world lie in grassroots development and economic opportunity. Now, we have shown that it is possible to reverse the forces that had driven away our most talented young people. Another source of hope is that this turnaround can happen remarkably quickly. Research shows that small countries suffer disproportionately from brain drain. But we have shown that even for a small country like the UAE, and even in a region divided by conflict, it is worth building an island of opportunity. But let me be clear: It means turning a vicious cycle into a virtuous one. By attracting the best talent from around the world, we can create a vibrant and diverse society that fuels innovation and prosperity " which in turn attracts still more talent. To make this work, we must believe in people. Human beings " their ideas, innovations, dreams, and connections " are the capital of the future. Published in collaboration with LinkedIn Author: People from different nationalities are seen in Dubai October 9,

8: Gulf states can teach the Arab world about brain gain | Arab News

ment on brain drain period and its effort in re-attracting its overseas talents. Then cies were introduced to reverse the brain drain. To financially fund the.

9: New incentives to attract scientists to Turkey, reverse brain drain - anew

By increasing funding resources and attention, we can help countries attract talent that can put them on the path to progress. Asad Badruddin is the co-founder and President of Pakathon, a nonprofit seed fund reversing the brain drain.

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