1.1 INTRODUCTION

Brain drain is a significant global issue where experienced and talented persons emigrate from one country to another, affecting the socio-economic dynamics of both the source and destination countries. This study explores the various dimensions of talent mobility, analysing its origins, outcomes, and the complex relationship between the movement of skilled individuals and socio-economic progress. In recent years, there has been a significant increase in the movement of highly trained people across borders, as they actively pursue opportunities outside of their native nations. The study's introduction acknowledges the widespread occurrence of brain drain and its impact on the socio-economic structure of nations. This statement highlights the crucial importance of human resources in determining the future of countries, specifically emphasising the influence of talent migration on the developmental path of both the countries where the talent originates and the countries that receive it. The pursuit of improved possibilities and chances is a major catalyst for brain drain. Talented individuals frequently relocate to nations with strong economies, state-of-the-art research facilities, and a favourable atmosphere for career development. This study examines the push and pull factors that contribute to this migration phenomenon, specifically focusing on economic disparities, limited opportunities for career advancement, and political instability as significant push factors. Conversely, superior job markets, well-developed research infrastructure, and a high quality of life are identified as key pull factors. The consequences of brain drain reverberate through multiple domains. The study explores the repercussions encountered by countries undergoing talent exodus, including a reduction in skilled labour, impeded innovation, and decelerated economic growth. Concurrently, it examines the effects on the countries hosting these individuals, which typically experience advantages from an influx of varied skills but may encounter difficulties pertaining to assimilation, cultural disparities, and potential underutilization of intellectual capabilities. Moreover, the study examines the ethical aspects of talent movement, delving into issues of social accountability and worldwide fairness. The text examines whether the brain drain worsens global inequality and explores possible policy frameworks to alleviate its negative impacts. The study aims to achieve a harmonious equilibrium between the individual's entitlement to pursue enhanced prospects and the shared obligation to tackle global inequalities. This paper investigates the impact of talent movement on socio-economic dynamics. It analyses case studies and empirical evidence from various regions to provide a thorough comprehension of how brain drain influences economic and social landscapes. This study examines cases of successful talent migration management by nations, which have resulted in reciprocal advantages. It also compares these cases with situations where brain drain has caused long-term socio-economic difficulties. Ultimately, this study seeks to provide significant understanding of the complex network of brain drain and its socio-economic consequences. This study aims to provide policymakers, researchers, and stakeholders with valuable insights into talent migration. It examines the underlying causes, consequences, and ethical implications of this phenomenon. The ultimate goal is to identify effective strategies that can maximise the advantages of human capital mobility while minimising its negative impact on a nation's socio-economic progress.

1.2 STATEMENT OF THE PROBLEM

The phenomenon of brain drain, or talent migration, poses significant challenges to both the source and destination countries, creating complex socio-economic dynamics. The statement of the problem aims to address the multifaceted issues associated with this migration of skilled individuals from developing to developed nations. The primary concern lies in the adverse impact on the source countries, as they face a depletion of valuable human capital crucial for economic growth and development. This study seeks to investigate the root causes and driving factors behind brain drain, exploring economic, social, and political dimensions. Additionally, it aims to analyze the consequences on source countries' workforce, innovation, and overall productivity. The impact on destination countries, in terms of talent influx and potential economic gains, will also be scrutinized. The study further delves into policy implications, assessing existing measures and proposing strategies to mitigate the negative effects of brain drain while fostering global cooperation. By examining the socio-economic dynamics surrounding talent migration, this research intends to contribute valuable insights for policymakers, educators, and practitioners to formulate effective strategies that balance the interests of both source and destination countries in the face of this intricate challenge.

1.3. SIGNIFICANCE OF STUDY

This study on brain drain and the socio-economic dynamics of talent migration holds significant importance in understanding the global movement of skilled individuals. As nations increasingly experience the outflow of talented professionals, comprehending the underlying factors becomes imperative for policymakers, economists, and society at large. The significance lies in unraveling the intricate connections between talent migration and socio-economic dynamics. By examining why and how skilled individuals choose to migrate, we gain insights into the impact on both the source and destination countries. The study explores the potential loss of human capital, economic implications, and the broader societal consequences associated with brain drain. Furthermore, understanding the push and pull factors behind talent migration aids in devising effective strategies to mitigate brain drain's adverse effects. This research contributes to informed decision-making, fostering policies that can potentially retain and attract skilled individuals. It also sheds light on the role of education, job opportunities, and quality of life in shaping migration patterns. In essence, this study provides a nuanced perspective on the multifaceted phenomenon of brain drain, offering valuable knowledge to address its challenges and harness the benefits of global talent mobility.

1.4 OBJECTIVES OF STUDY

A. To study the term brain drain of professionally qualified persons

B. To identify the factors of choice influencing the professionally qualified persons decisions to work abroad.

C. To study the benefits the professionally qualified persons look for while deciding to work abroad.

D. To find out the obstacles that disturb the professionally qualified persons while taking decisions to work abroad.

E. To check the consequences on tax revenue loss of home country in the context of brain drain of the professionally qualified persons .

1.5 RESEARCH METHODOLOGY

The data is obtained through both primary and secondary sources. Primary data was collected using questionnaire. A structured form of questionnaire was created via google forms was circulated among the respondents. Convenient sampling method is used in this study. 60 samples were collected from different groups of people. Study was conducted during the month of February and the questionnaire was distributed to the public from February to March. Percentages, graphs, pie charts, bar charts, tables, Chi square test was used for data analysis.

1.6. SCOPE OF THE STUDY

The scope of the study may include analysing the factors that influence migration, assessing the impact of talent mobility on both the economies of the countries of origin and destination, and exploring the policy implications that arise from brain drain and socio-economic dynamics. Examining trends in certain skills, economic inequalities, and investigating possible remedies would enhance our comprehensive knowledge.

1.7 LIMITATIONS OF STUDY

1. Only socio economic factors is studied.

2. The sample choosen is not a true representative of the population.

3. The bias of the respondent will affect the authenticity of data.

4. The data is collected through online.100% accuracy cannot be guaranteed.

5. There were constraints in finding out professionally qualified people working abroad.

1.8 CHAPTERISATION

Chapter 1: Introduction

The opening chapter provides an overview of the study, presenting the context and significance of exploring brain drain and its impact on socio-economic dynamics. It outlines the objectives, scope, and methodology of the research, setting the stage for a comprehensive examination of talent migration.

Chapter 2: Theoretical Framework

This chapter delves into the theoretical underpinnings of brain drain, drawing on existing literature to establish a conceptual framework. It explores various models and perspectives that elucidate the factors driving talent migration and the subsequent economic and social consequences.

Chapter 3: Historical Perspectives

Examining the historical context of brain drain, this chapter traces the evolution of talent migration patterns. It scrutinizes key events and trends, providing insights into how historical factors have shaped the current landscape of brain drain.

Chapter 4: Causes of Brain Drain

This section analyzes the multifaceted causes behind brain drain, considering factors such as economic disparities, educational opportunities, and professional prospects. It explores the push and pull factors that influence individuals to migrate in pursuit of better opportunities

Chapter 5: Economic Impact

Focusing on the economic ramifications, this chapter investigates the effects of brain drain on both the source and destination countries. It assesses the loss of skilled labor, economic productivity, and potential avenues for mitigating the negative impacts.

Chapter 6: Social Consequences

This chapter shifts the focus to the social dynamics resulting from talent migration. It examines the impact on communities, families, and societal structures, exploring issues such as the "brain gain" for destination countries and the social challenges faced by source countries.

Chapter 7: Policy Responses

Analyzing the strategies employed by governments and international bodies to address brain drain, this chapter evaluates policy frameworks aimed at retaining talent, fostering skills development, and promoting equitable global collaboration.

Chapter 8: Case Studies

Drawing on real-world examples, this chapter presents in-depth case studies of countries grappling with brain drain. It offers a nuanced understanding of how different regions navigate talent migration challenges and the lessons that can be gleaned from their experiences.

Chapter 9: Future Trends and Recommendations.

The penultimate chapter forecasts future trends in talent migration and proposes recommendations for mitigating the adverse effects of brain drain. It suggests proactive measures for governments, institutions, and individuals to foster a more sustainable global talent ecosystem.

Chapter 10: Conclusion

The final chapter synthesizes the findings, revisits the research objectives, and underscores the implications of the study. It concludes by highlighting the importance of a balanced approach to talent mobility that considers both individual aspirations and global socio-economic dynamics.

2. LITERATURE REVIEW

1.Anthony-Claret Onwutalob(2020),This paper discusses the issue of brain drain or skill migration from developing countries to industrialized ones, highlighting the challenges Africans face in utilizing their resources effectively. It proposes the establishment of the International Academy of African Academics and Professionals in Diaspora (IAAPD), which will have a Talent Bank, professional resource centers, and enabling environments for academics and professionals to use their Sabbaticals, vacations, and exchanges to serve other African countries. The paper concludes that a project like IAAPD can help reclaim lost skills and contribute to the development of African countries.

2. Mirko Savić and Stojanka Dakić( 2016), The Danube Region has experienced a decline in population over the past two decades, with unfavorable demographic indicators. This paper evaluates the effects of demographic decline on key labor market variables and models their behavior. It concludes that population growth is compensated by migration flows and longer working life for the active labor force.

3. Oleg Tolstoguzov & Maria Pitukhina (2020), According to the study Science has become a direct productive force, with capital shifting towards the periphery and investment in innovative countries. This leads to increased science funding and human capital quality. To ensure knowledge concentration, stimulate innovation, regulate knowledge flows, develop institutions, research schools, and modernize education processes. Both state roles and responsibilities have strengthened in the innovative economy and growing market competition.

4.Driouchi, Ahmed and Boboc, Cristina Zouag and Nada (2009),This research contributes to the literature on skilled labor migration, focusing on determinants and impacts on developing economies. It tests the relevance of recent economic models and uses data from international organizations. Results confirm the role of relative wages, job availability, living conditions, and attractive working conditions in migration. The study suggests that local, national, regional, and international economic policies should consider these new trends.

5.Kar-yiu Wong a & Chong Kee Yip b (1999), The paper uses a two-sector overlapping-generations model to examine the impact of brain drain on growth, education, and income distribution. It reveals that brain drain reduces economic growth rates and negatively impacts non-emigrants, suggesting that government spending on education could mitigate these effects.

6. Matei, M., & Iordache, M. (2023), The paper analyzes healthcare professional migration patterns among Romanian doctors across European countries. It reveals socio-demographic and professional attributes, revealing four distinct clusters based on medical specializations, income levels, marital statuses, and durations of stay. The findings can help in healthcare workforce planning, recruitment strategies, and policy development, highlighting the need for further research.

7. Akyildiz, B. E. (2023), Brain drain refers to the transfer of human capital, particularly highly educated individuals, from developing countries to developed countries. Developed countries often use temporary skilled migration programs to attract skilled individuals, with the USA being a successful example. A study using H-1B Visa Turkish holders found a causal relationship between income, education, and life expectancy index to brain drain.

8. Cubas, G., Ravikumar, B., & Ventura, G. (2016), A labor quality theory based on the division of labor between unskilled and skilled workers and investments in skilled workers reveals that countries differ in talent and total factor productivity (TFP). The study uses PISA scores to measure talent and finds that labor quality in rich countries is twice as large as in poor countries. The model also shows smaller implied disparities in TFP levels compared to Mincerian measures.

9. FAN, Q., & DAVLASHERIDZE, M. (2019), The study uses a county-level recursive dynamic computable general equilibrium model to analyze the economic impacts of migration and brain drain after Hurricane Katrina. It finds that permanent population and skilled labor loss led to a 33.57% decline in county-level gross regional product in 2012, with skill loss causing a larger decline.

10. Zlatina Karadzhova (2021), This paper analyzes the brain drain in Bulgarian tourism, focusing on the management of human resources and the changes in values and beliefs. It highlights the negative economic impact on Bulgaria as a tourist destination. Young people with multiple seasons of work experience, particularly those with foreign language skills, are disappointed with low pay and attitude in the tourism industry. They emigrate to well-developed destinations for professional development and decent pay, potentially leading to a "domino" effect.

11.Bhardwaj, B., & Sharma, D. (2023), This review synthesizes 75 studies on skilled migration, brain gain, and brain drain across borders. It supports theories on international migration, including wage differentials, employment, better earning, and family life. The review provides a conceptual framework for understanding brain drain and brain gain outcomes, paving the way for future research.

12. Gurinder Kaur , Gian Singh , Dharampal , Rashmi , Rupinder Kaur , Sukhvir Kaur , and Jyoti (2021) ,The study from 1951-2019 reveals brain drain, capital drain, and demographic dividend loss. 96.62% of 15-45-year-olds migrated, mostly after secondary education. Reasons included unemployment, earning, better living conditions, and peer pressure. Two-thirds of migrants sent no remittances, leading to household debt.

13. Jingjing Li (2023), The study explores the evolving intentions of Eastern Chinese university students to study abroad, highlighting the need for collaboration between government, universities, intermediaries, and families to provide macro-guidance, promotional assistance, and rational education.

14. Vera P. Samarina, Tatiana P. Skufina , Aleksandr V (2019) , The research reveals a contradiction between the geopolitical and economic importance of the Russian Federation's northern regions and the simultaneous aggravation of social and economic losses due to urbanization and accelerated migration processes. Four contradictions form the basis for local problems: the objective contradiction between real public processes causing the effect of "northern rise in prices" in economy and social sphere functioning and the need to secure funds for further economic development and social development. The research also finds that population settlement is largely influenced by social and economic development indicators, and that some northern regions can be considered frontier territories.

15. Edgar R. Eslit( 2023) , This qualitative study explores diaspora, migration, and brain drain in the Philippines, revealing social, cultural, and psychological dimensions. It offers policy recommendations for sustainable development and social well-being.

3 THEORITICAL FRAME WORK

Brain drain refers to the emigration of skilled individuals such as scientists, engineers, doctors, academics, and professionals from their native countries in search of better prospects overseas. These individuals have valuable skills, knowledge, and expertise gained through education and training, making them highly sought after in global labour markets. The concept of "brain drain" highlights the impact on the source country, which dedicates resources to educating and developing its human capital, only to have it move to other places. Brain drain, a concept introduced in the 1960s, describes the movement of highly skilled and educated people from one country to another, often from less developed to more developed countries. This phenomenon has significant impacts on both the source and destination countries, influencing a range of socio-economic factors. Exploring the complex phenomenon of brain drain, we analyse its definitions, causes, consequences, and potential solutions in detail. The phenomenon of brain drain continues to create a reliance on foreign expertise and remittances, limiting the sending country's capacity to attain self-sufficiency and sustainable development. Investing in the education and training of skilled professionals sometimes does not result in returns for the country that provided the education, as these individuals end up contributing to the progress of other nations. On the other hand, brain drain has some positive aspects as well. It provides a chance for the receiving countries to address labour shortages, promote innovation, and boost economic growth. Skilled individuals contribute varied viewpoints, information, and skills, enhancing the cultural and intellectual environment of the places they settle in. Contributing to scientific research, technological advancements, and entrepreneurship helps strengthen the competitiveness of the receiving country's economy. In order to reduce the negative impacts of brain drain, countries of origin need to tackle the root causes that push people to leave. Investing in education, healthcare, infrastructure, and job creation is essential to keep skilled professionals and offer them opportunities for growth. Implementing policies to boost economic development, combat corruption, and enhance governance can also play a role in retaining skilled individuals.

Causes of Brain Drain

There are several interconnected factors that contribute to brain drain.

1. Economic Disparities: Disparities in economic opportunities between countries lead people to look for higher-paying jobs and better living standards overseas. Skilled professionals are often attracted to higher salaries, improved working conditions, and access to advanced technology and infrastructure in other countries.

2. \*Political Instability:\*\* The presence of political instability, conflict, and lack of security in the source country drives individuals to seek refuge or better prospects in more stable nations. Many individuals are motivated to move to a new country due to their desire for personal safety and a supportive environment for professional development.

3. \*\*Limited Opportunities:\*\* Inadequate career prospects, limited research funding, and a lack of infrastructure for innovation and development can prompt skilled individuals to migrate to countries offering more conducive environments for their professional advancement.

4. \*\*Quality of Life:\*\* Various factors like healthcare, education, housing, and overall quality of life are crucial in influencing individuals' choices to move. Migrating for better healthcare systems, educational opportunities for their children, and improved living standards is a strong motivator.

5. \*\*Globalisation and Technological Advances:\*\* Globalisation and technological advancements have made it easier for talent to move across borders. Improved connectivity, travel convenience, and the increasing availability of remote work have enabled skilled professionals to explore job prospects in different countries.

Impact of Brain Drain

Brain drain has significant impacts on both the countries losing talent and the countries gaining talent:

1. \*\*Depletion of Skilled Workforce:\*\* Countries of origin suffer from a reduction in their skilled labour pool, impacting economic growth and development. This loss is especially harmful in sectors like healthcare, education, science, and technology, where skilled professionals have crucial roles.

2. \*\*Economic Impacts:\*\* Brain drain may impede economic development and innovation in countries of origin, resulting in decreased growth rates and competitiveness in the global market. Moreover, the resources spent on educating and training individuals who later move away result in a depletion of valuable assets for the home country.

3. \*\*Social Implications:\*\* Migration can worsen social inequalities and disparities in countries of origin, as those who can afford to leave often abandon communities that lack access to crucial services and opportunities for progress. This may lead to social unrest and discontent among marginalised communities.

4. Brain Gain in Destination Countries: Brain drain presents challenges for countries of origin, but it can lead to brain gain for receiving countries, which gain skilled professionals who enhance their economies, innovation, and cultural mix.

Socio-economic dynamics

The interaction between social and economic factors influences different aspects of human behaviour, decision-making processes, and outcomes in a society. When considering talent migration, socio-economic dynamics play a crucial role in shaping the movement of professionally qualified individuals between countries and the effects on both the origin and destination nations.

One crucial element of socio-economic dynamics in talent migration involves the factors that motivate individuals to pursue opportunities in other countries. Conditions or circumstances in the home country can compel individuals to leave, while attractions or opportunities in the destination country can entice individuals to migrate. Consider these factors: economic opportunities, political stability, quality of life, educational and career prospects, social networks, and cultural factors.

Furthermore, the socio-economic aspects of talent migration also consider the effects of migration on the economies, societies, and labour markets of both the countries of origin and destination. In the home country, the emigration of skilled individuals can result in a depletion of talent, worsening skill deficits, impeding economic progress, and fueling a "brain drain" trend. These changes can impact a wide range of sectors, such as healthcare, education, research, and innovation.

On the other hand, skilled migrants arriving in destination countries can boost economic growth, foster innovation, and enhance cultural diversity. Skilled individuals frequently address labour shortages in important sectors, boost entrepreneurship and innovation, and improve the overall competitiveness of the economy. Nevertheless, they might encounter difficulties like entering the workforce, having their qualifications acknowledged, and being socially included.

Moreover, the socio-economic aspects of talent migration also involve the wider social and political consequences of migration, such as identity, belonging, cultural integration, social cohesion, and diversity. Migration can result in tensions and conflicts, but it also brings opportunities for cross-cultural exchange, collaboration, and mutual understanding.

Talent migration

When talented individuals leave their home countries for better opportunities elsewhere, it can lead to a loss of valuable human capital for the home country. This phenomenon is known as talent migration, brain drain, or human capital flight. Migration can happen for a variety of reasons, such as economic, social, political, and cultural factors. Given the current post-COVID scenario, talent migration has become a focal point because of the shifting global landscape and alterations in work patterns.

The dynamics of talent migration have been greatly affected by the COVID-19 pandemic. It has accelerated trends like remote work and digital nomadism, while also bringing attention to disparities in healthcare, economic stability, and social support systems across different countries. Professionals may reconsider their career and lifestyle decisions, causing changes in talent migration trends.

Various factors contribute to talent migration, which can differ based on personal situations and worldwide patterns. Professionals are often drawn to migrate abroad due to economic factors like higher salaries, better job prospects, and access to advanced technology. Factors like quality of life, healthcare, education opportunities, and cultural diversity are crucial in decision-making. Furthermore, political stability, safety, and opportunities for career advancement are essential factors for professionals looking to work.

Talent migration can have a significant impact on the tax revenue loss of the home country. When experienced professionals depart, it can result in a lack of qualified workers in crucial industries, affecting productivity and economic development. Moreover, the decrease in tax revenue from these individuals' incomes and their contributions to the economy may put pressure on government budgets and impede investment in crucial services and infrastructure.

However, talent migration is a multifaceted socio-economic phenomenon influenced by a range of factors such as economic prospects, social advantages, political conditions, and personal choices. It is essential for policymakers, businesses, and societies to grasp the dynamics of talent migration in order to minimise its adverse effects and leverage its potential advantages for sustainable development.

Reasons for Migration

Migration, especially talent migration, also known as "brain drain," is caused by many things, many of which are connected to the way the economy works. These reasons can be broken down into two groups: push and pull factors. Each of these plays a big part in getting properly qualified people to look for work abroad.

push factors

1. Poor economic opportunities: People often move because they can't find work in their home country. This could mean lower wages, not enough job prospects, or an unstable economy.

2. Political Unstability: People may leave for countries that are more stable and fair when they are afraid of political unrest, corruption, or a lack of political freedom.

3. Social Factors: Discrimination, social unrest, or cultural restrictions may make people look for better places to live elsewhere.

4. Educational Opportunities: People may move in search of better educational opportunities if they can't get a good education or specialised training programmes where they live.

5. Health care: People may move to a country with better health care systems if they can't get good medical care where they live or if the health care facilities they have aren't good enough.

Pull factors

1.Higher Wages:A big draw for professionals who want to improve their financial situation is the promise of higher pay and better living standards.

2. Job Opportunities: Access to better job opportunities, chances to move up, and professional growth can bring talented people to countries where industries are doing well.

3. Quality of Life: People may move to countries with a higher standard of living if they have better infrastructure, healthcare facilities, education systems, and general quality of life

. 4. Research and Innovation: Professionals in STEM areas can be drawn to places with state-of-the-art research facilities, innovation hubs, and chances to work together.

5. Stability in politics and safety: Countries with stable governments, the rule of law, and safety give people a sense of safety and stability, which makes them appealing places to move to. Professionally qualified persons

Professionally qualified individuals are those who have obtained specialised knowledge, skills, and credentials by a higher education, training, or professional experience in their specific areas of expertise. These professionals have specialised knowledge and skills in specialised fields, such as medicine, engineering, IT, finance, law, academia, and other industries. Professionals in their respective fields usually possess degrees, certifications, or licences that serve as proof of their skills and enable them to practise or work in their chosen occupations.

Professionally qualified individuals are indispensable contributors to the labour force and have a vital impact on stimulating economic growth, fostering innovation, and promoting development in both their home nations and the places they migrate to. They frequently hold high-level positions that demand advanced technical or professional knowledge, leadership capabilities, and problem-solving aptitude.

Professionals that have obtained the necessary qualifications generally have highly sought-after specialised knowledge that is in high demand worldwide. Consequently, individuals may opt to explore chances overseas in order to pursue career progression, increased remuneration, enhanced working conditions, access to state-of-the-art technology and resources, professional growth prospects, or an improved standard of living for themselves and their family.

Post-COVID situation

The term "post-COVID situation" denotes the period that comes after the initial effect and handling of the COVID-19 epidemic. This phase involves the processes of recovery and adaptation that society, economies, and individuals undergo after the initial period of the pandemic. It entails navigating the consequences of the health crisis, confronting its socio-economic impacts, and adapting to the new reality defined by the enduring effects of the epidemic.

In the aftermath of the COVID-19 epidemic, nations and sectors are facing the difficult task of both restoring damaged economies and reorganising workforce structures that have been disturbed by the crisis. The global economy undergoes fluctuations in employment trends, with certain sectors witnessing significant expansion while others face challenges in their recovery. Professionals, especially those possessing highly desirable talents, are reevaluating their career decisions and opportunities for relocation in response to the changing employment markets and work environments influenced by the effects of the epidemic.

During this time, the patterns of talent movement, which include brain drain, are undergoing substantial changes due to the insights gained from the epidemic. Factors such as the implementation of remote work arrangements, the process of digitization, and the changing job preferences of individuals may potentially modify the conventional patterns of talent mobility. Professionals should reassess the compromises involved in working domestically vs pursuing chances overseas, taking into account variables such as employment stability, equilibrium between work and personal life, and availability of healthcare in various nations.

Factors that influence professionally qualified people to work abroad.

1. Economic opportunities:The main factor motivating highly skilled persons to seek employment overseas is the desire for improved economic prospects. Foreign countries typically draw people due to economic factors such as increased income, improved employment opportunities, and access to modern technology and infrastructure. Often, individuals believe that their abilities and certifications are highly esteemed and compensated in international markets, prompting them to consider job opportunities elsewhere.

2. Career Advancement: The desire for career progression is a significant factor that motivates highly skilled individuals to pursue job chances in foreign countries. A significant number of people believe that employment in international organisations or prestigious foreign corporations can provide them with a wider range of experiences, professional advancement, and chances to enhance their skills. The potential to acquire a wide range of experiences, engage in demanding initiatives, and connect with experts from around the world acts as a compelling motivation for talent migration.

3. Standard of living: Talent migration is also motivated by the aspiration for an enhanced standard of living. Professionals with the necessary qualifications frequently give high importance to issues such as healthcare amenities, educational systems, safety, and overall quality of life when evaluating chances in foreign countries. Nations that provide superior living standards, encompassing enhanced infrastructure, environmental conditions, and work-life equilibrium, allure those who aspire for an elevated quality of life for themselves and their loved ones.

4. Political and Social Stability: The decisions of professionally qualified individuals to work overseas are also influenced by the political and social stability in the target nations. Individuals may be compelled to pursue employment in more stable and secure surroundings when faced with countries marked by political turbulence, social unrest, or a lack of safety. Furthermore, elements such as cultural variety, tolerance, and inclusivity enhance the appeal of specific countries as favoured choices for talent migration.

5. Professional Connections and Opportunities: The availability of professional networks and career prospects significantly influences the choices of highly skilled persons to pursue employment in foreign countries. Networking possibilities, mentorship programmes, and channels for collaboration with industry professionals are commonly seen as useful resources in international markets. Countries that have flourishing enterprises, research institutions, and innovation hubs are more attractive to talented individuals looking to migrate.

6. Individual and Familial Factors: The decisions of professionally qualified individuals to work overseas are significantly influenced by personal and familial factors. The selection of a destination country is influenced by factors such as the proximity to family, the availability of educational possibilities for children, and overall lifestyle choices. People frequently consider the advantages of working in another country in comparison to the difficulties of leaving their current lives and adjusting to a new setting, while also considering the welfare and contentment of their families.

Professionally qualified people working abroad are looking for the following benefits:

1. Higher Income Potential: Professionals often look for better pay and job advancement opportunities that aren't easy to find in their home countries.

2. Professional Development: Having access to cutting-edge technology, study facilities, and a variety of work environments helps you grow as a professional and improve your skills.

3. Global Networking chances: Working abroad gives you access to a larger network of professionals, which makes it easier to share knowledge, work together, and find new job chances in the future.

4. Quality of Life: Better healthcare, education, infrastructure, and safety are just a few of the ways that higher standards of living make the lives of workers and their families better.

5. Exposure to different cultures: Being immersed in different cultures broadens your views, helps you understand other cultures better, and makes your own experiences better.

6. Work-Life Balance: Some countries put a lot of emphasis on work-life balance by providing flexible work hours, parental leave rules, and fun activities that are good for everyone's health. 7. Chances for Innovation: Being exposed to different points of view and new environments can help people be more creative and think like entrepreneurs.

8. Access to State-of-the-Art study Facilities: People who work in academia and study fields can use cutting-edge research facilities and work together with well-known scholars.

9. Global Citizenship: Working abroad gives you the chance to help with global projects, do charity work, and support social causes.

10. Language Acquisition: Being immersed in a foreign language setting is a great way to learn or improve language skills, which are becoming more and more valuable in today's global market.

11. Career Flexibility: Being able to try out different job roles, industries, and career paths makes you more flexible and adaptable in your work.

12. Planning for retirement: Professionals looking for long-term security may move abroad to find better pension schemes, retirement perks, and financial stability.

13. Professional Recognition: Having your credentials, certifications, and skills recognised around the world makes your professional image and credibility stronger.

14. Tax benefits: Some countries give tax breaks or lower tax rates to expatriates, which makes working abroad a more attractive financial option.

15. Travel Opportunities: Being close to a variety of scenery, historical sites, and fun things to do makes travelling and exploring easier.

16. Family Safety: Professionals' families are safe and healthy because they have access to better schools, health care systems, and safety measures.

17. Chances to be an entrepreneur: Professionals may be more likely to start their own businesses abroad if they can get access to startup capital, the government is friendly to businesses, and there is a demand in the market.

18. Job Stability: In some countries, job security and stability are helped by stable economies, rules that protect workers, and low unemployment rates.

19. Professional Independence: Professionals can be independent in their careers if they have the chance to do their own study, make decisions, and take on leadership roles.

20. Exposure to Global Markets: People who work in marketing, sales, and business development can learn a lot from seeing how people in different markets behave and how businesses work.

Problems Professionally Qualified People Face While working abroad.

1. Restrictions on visas: Tough rules on visas and immigration make it hard for qualified workers to find work abroad. People often don't look for work in other countries because the visa process takes too long and is too difficult

2. Language Barriers: Many jobs require you to know how to speak the language of the country you are going to. Language barriers can make it harder for eligible people to communicate and join the workforce, which can hurt their chances of getting a job.

3. Getting used to a new culture: Professionally qualified people who move abroad may find it hard to get used to a new cultural setting. Differences in work culture, social norms, and way of life can make people feel alone and lost, which can hurt their job happiness and performance.

4. Recognising Qualifications: In other countries, it can be hard to get recognition for professional and academic credentials earned in your home country. The process can take a long time and be complicated. If your qualifications aren't recognised, it could hurt your chances of moving up in your job.

5. Discrimination in the workplace: In the foreign job market, qualified workers may be turned down because of their nationality, race, or ethnicity. People who are hired unfairly and are treated differently at work can make it harder to advance in your job.

6. Not enough social support: When people move to a new country, they often have to leave behind their family and friends, who they used to talk to and hang out with. Lack of support can make feelings of isolation and loneliness worse, which can have an effect on mental health and job happiness.

7.Cost of Living: If qualified workers move to a country with a higher cost of living, especially in big cities, they may not be able to take advantage of any salary increases that might be available. Some people may not look for work abroad because they are afraid of the high costs of housing, healthcare, and schooling.

8. Job Insecurity: Qualified workers may not want to move abroad if they don't know if they will have a job or if they can see themselves working there for a long time.

9. Legal and Regulatory Compliance: People who want to work abroad may find it hard to understand and follow complicated legal and regulatory systems, such as tax laws and labour regulations. Compliance standards make the process of making decisions even more difficult. 10. Family Obligations: Caring for elderly parents or supporting dependents are examples of family obligations that can make it hard for skilled professionals to move. Concerns about uprooting family members and keeping family bonds may affect a person's choice to work abroad.

11. Political Unstability: If there is political unrest or social unrest in the target country, qualified professionals may not want to move because they are worried about their own safety. 12. Access to Health Care: Different countries may have very different levels of access to high-quality health care services and medical insurance. People who already have health problems may be hesitant to work abroad if they are worried about how easy it will be to get medical care and how much it will cost.

13. Work-Life Balance: The general quality of life for qualified professionals may be affected by differences in work culture and expectations about work-life balance in other countries. Finding a balance between work goals and personal well-being is an important part of making decisions.

14. Professional Networks: It can be hard for qualified professionals to make professional links and build networks in a new country. If you can't get to networking events, it could slow down your job growth and development.

15. Restrictions on Work Permits: In some countries, it can be hard for qualified professionals to get work permits or residency permits. This is especially true in fields with a lot of rules.

16. Reputation Risk: People may not go after opportunities overseas if they are afraid that failed international tasks or bad work experiences will hurt their professional reputation or career path.

17. Dependence on Sponsorship: Qualified professionals who count on employer sponsorship or help for work visas and residency permits may feel vulnerable and dependent, which can make them less mobile and independent.

18. Uncertainty in the global economy: Changes in the world's markets and economies can affect the security of jobs and the need for skilled workers in destination countries. If you're not sure about the economy, it might affect your choice to work abroad.

19. Psychological Factors: Fear of failing, homesickness, and cultural shock are some of the psychological factors that can have a big effect on the mental health and resilience of skilled professionals who work abroad.

20. Professional Identity: It can be hard for qualified professionals to keep their professional identity and sense of purpose when they move to a new culture and organisation, especially when they work in a very competitive and diverse workplace.

Tax revenue loss

Tax revenue loss is the decline in the government's income derived from taxes as a result of different events, including economic fluctuations, policy choices, or demographic changes. When highly skilled individuals emigrate to other countries, a phenomenon known as "brain drain," it can lead to substantial tax income decline for their country of origin. This loss arises when these individuals, who usually possess more earning capacity and make a larger contribution to the tax revenue, migrate to other nations where they frequently pay taxes within the local jurisdiction. Consequently, the government foregoes the tax money that would have been generated from these individuals if they had stayed in their native country.

The consequences of tax revenue loss extend beyond the significant loss in government income. It can result in fiscal shortfalls, less allocation of resources for public services and infrastructure, and impeded economic expansion. Moreover, it can worsen pre-existing disparities as the weight of taxation disproportionately affects individuals who stay in the nation, especially those with lower earnings. Hence, it is important for policymakers to comprehend the consequences of brain drain on the depletion of tax income. This comprehension will aid in formulating ways to reduce its impact and retain proficient individuals within their respective nations.

Consequences of tax revenue loss of professionally qualified persons

The impact of brain drain on the loss of tax revenue can be significant and varied. Skilled persons that emigrate sometimes result in a reduced tax contribution to their home country, resulting in a decline in tax revenue. Several factors can be ascribed to this loss.

1. Decreased Income Tax Revenue: Proficient individuals with advanced expertise generally receive higher incomes, resulting in substantial income tax revenue for their nation of origin. Once they depart, this source of income decreases.

2. Elimination of Corporate Taxes: Professionals frequently work for global firms that are subject to corporate tax obligations in their respective home nations. The phenomenon of brain drain can result in a depletion of tax revenues, as corporations may choose to relocate their operations to other countries in order to retain talented individuals, open branches overseas, or reduce their workforce due to a shortage of competent labour.

3. Reduced Consumption Taxes: Professionals contribute to consumption taxes through their purchases and expenditures. Upon relocation, individuals may cease their contributions to taxes in their native nation, so leading to a further decrease in revenue.

4. Effect on Social Security Contributions: The phenomenon of brain drain can also have an impact on social security contributions, as professionals may abstain from making contributions to retirement funds or healthcare systems in their country of origin.

5. Consequences for the Economy in the Long Run: The phenomenon of brain drain can have major consequences on the economy, such as a decline in investment in education and research, diminished levels of innovation and productivity, and a loss of competitiveness in international markets. These issues can ultimately result in a decline of economic growth and increase revenue difficulties.

Role of Government policies and interventions.

Government policies and actions are essential in dealing with brain drain and reducing its socio-economic consequences. Firstly, governments can enact policies to enhance the domestic environment for highly skilled persons, such as allocating resources to education, healthcare, infrastructure, and fostering job prospects. By improving the appeal of the local surroundings, governments can mitigate the incentives that motivate individuals to emigrate. In addition, governments can enact policies aimed at retaining skilled individuals by offering attractive salaries, fostering career growth prospects, and cultivating friendly work atmospheres. Additionally, governments have the ability to form alliances with other nations in order to encourage the sharing of knowledge, transfer of technology, and collaboration. This can help enable the movement of skilled individuals without causing a loss of talent. In order to optimise the advantages for both source and destination nations and mitigate the adverse effects of brain drain, it is crucial to implement efficient government policies and initiatives to manage talent movement effectively.

ANALYSIS AND INTERPRETATION

4.1 GENDER WISE CLASSIFICATIONS

The following table shows the grouping of respondents on the basis of their gender.

Table4.1.1

|  |  |  |
| --- | --- | --- |
| GENDER | NO.OF RESPONDENTS | PERCENTAGE |
| Male | 28 | 44% |
| Female | 36 | 56% |
| Others | 0 | 0% |
| Total | 64 | 100% |

Figure 4.1.1

INTERPRETATION: The table shows that majority of the respondents are females.

4.2 AGE WISE CLASSIFICATION

The following table displays the classification of respondents on the basis of their age.

Table 4.1.2

|  |  |  |
| --- | --- | --- |
| AGE GROUP | NO.OF RESPONDENTS | PERCENTAGE |
| Less than 20 | 0 | 0% |
| 20 - 30 | 39 | 61% |
| 30 - 40 | 23 | 36% |
| 40 - 50 | 2 | 3% |
| Total | 64 | 100% |

Figure 4.1.2

INTERPRETATION: The above table shows that out of 64 respondents, 61% of them are between the age group of 20-30, 36% belongs to 30-40, and only 3% comes under the group of 40-50.

4.3 OCCUPATION WISE CLASSIFICATION

The following table displays the classification of respondents on the basis of their occupation.

Table 4.1.3

|  |  |  |
| --- | --- | --- |
| OCCUPATION | NO.OF RESPONDENTS | PERCENTAGE |
| Full time employed | 37 | 58% |
| Part time employed | 13 | 20% |
| Self employed | 1 | 2% |
| Others | 13 | 20% |
| Total | 64 | 100% |

Figure 4.1.3

INTERPRETATION:According to the figure, majority of the respondents are full time employees.

4.4 EDUCATION WISE CLASSIFICATION

The following table displays the classification of respondents on the basis of their educational qualifications.

Table 4.1.4

|  |  |  |
| --- | --- | --- |
| EDUCATIONAL QUALIFICATION | NO.OF RESPONDENTS | PERCENTAGE |
| UG | 35 |  |
| PG | 25 |  |
| Diploma | 4 |  |
| Total | 64 |  |

Figure4.1.4

INTERPRETATION:The diagram shows that 34 of respondents are degree holders, then 24 of them are post graduates, 4 comes under diploma and 2 of respondents having SSLC qualification.

4.5 GRAPH SHOWING WHETHER THE RESPONDENTS ARE WORKING AS PER THEIR QUALIFICATION.

Figure 4.1.5

INTERPRETATION:Out of 64 respondents, 64% are working as per their qualification and 36% are not.

4.6 GRAPH SHOWING WHETHER THE RESPONDENTS WORKED IN INDIA OR NOT.

Figure 4.1.6

INTERPRETATION: Out of 64 respondents , 47 have worked in India and the rest 17 have not.

4.7 GRAPH SHOWING HOW LONGER HAS BEEN THE RESPONDENTS WORKED IN INDIA

Figure 4.1.7

INTERPRETATION:The graph shows that the majority of the respondents have worked 3 – 4 years in India.

4.8 GRAPH SHOWING THE PAST INDIAN ANNUAL INCOME OF RESPONDENTS.

Figure 4.1.8

INTERPRETATION:The graph shows that the majority of the respondents have the Indian annual income of between 2 – 3 lakh.

4.9 GRAPH SHOWING WHETHER THE RESPONDENTS ARE TAX PAYER OR NOT.

Figure4.1.9

INTERPRETATION:The graph illustrates that out of 64 respondents , 62% are tax payers while the remaining 38% were not.

4.10 GRAPH SHOWING THE INDIAN INCOME RANGE OF RESPONDENTS.

Figure 4.1.10

INTERPRETATION: Out of 47 respondents, 24 comes under income range below 2,50,0000 , 12 comes under the range of 5,00,001 – 10,00,000 , 9 comes under the range of 2,50,001 – 5,00,000 and left 3 comes under the income range of > 10,00,000.

4.11 GRAPH SHOWING HOW LONG HAVE BEEN THE RESPONDENTS WORKING ABROAD.

Figure 4.1.11

INTERPRETATION: The graph shows that out of 64 respondents 33 have been working abroad for 1 year , 13 respondents for 2 years , 7 for 3 years and left 11 for 4 years.

4.12 GRAPH SHOWING THE OPINION OF PEOPLE ON WHETHER THEY WILL RETURN BACK IF THEY GET BETTER OPPURTUNITIES IN THEIR HOME COUNRTY.

Figure 4.1.12

INTERPRETATION:Out of 64 respondents 72% says that they would return to their home country when they get better opportunities and the balance 28% says they would not return to their home country.

4.13 GRAPH SHOWING WHAT SOCIAL FACTOR INFLUENCES THE RESPONDENTS TO WORK ABROAD.

Figure 4.1.13

INTERPRETATION:Higher salaries and better compensation packages abroad were the most influential social factors for working abroad.

4.14 GRAPH SHOWING THE PERCEPTION OF PEOPLE TOWARDS WORK LIFE BALANCE IN THEIR COUNTRY.

Figure 4.1.14

INTERPRETATION:The graph illustrates that out of 64 respondents 53% are perceive the work balance in their country to be adequate.

4.15 GRAPH SHOWING THE WILLINGNESS OF PEOPLE TO TAKE A PAY CUT FOR BETTER JOB OPPORTUNITIES ABROAD.

Figure 4.1.15

INTERPRETATION: Out of 64 respondents, 69% say that they would be willing to take a pay cut for better opportunities abroad, depending on the situation.

4.16 GRAPH SHOWING THE SATISFACTION LEVEL OF VARIOUS PARAMETERS ASSOCIATED WITH JOB.

Figure 4.1.16

INTERPRETATION:By analyzing the satisfaction level of people, the majority are satisfied with their salary and benefit package and neither dissatisfied with the tax system and both satisfied and neither dissatisfied with cost of living.4.17 GRAPH SHOWING THE PERCEPTION OF PEOPLE TOWARDS MIGRATION.

Figure 4.1.17

INTERPRETATION: The majority of the 67% of respondents perceive the migration phenomenon as an opportunity , 33% of respondents perceive it as both an opportunity and a threat.

4.18 GRAPH SHOWING THE BIGGEST OBSTACLE OF WORKING ABROAD.

Figure 4.1.18

INTERPRETATION:Out of 64 respondents, the majority 21 respondents stated that being alone in unknown place is biggest obstacle to working abroad and 15 stated that finding a job that matches their qualification.4.19 GRAPH SHOWING THE AWARENESS LEVEL OF DIFFERENT FACTORS ASSOCIATED WITH MIGRATION.

Figure 4.1.19

INTERPRETATION:Out of 64 respondents the majority state that they are aware of risks involved in part time job and the rules and regulations of the country in which they are worked.

4.20 GRAPH SHOWING THE RANK PREFERENCE OF PEOPLE FOR VARIOUS FACTORS.

Figure 4.1.20

INTERPRETATION:The above graph shows that the careen advancement opportunities was choosen by 17 respondents as rank 1, 14 respondents as rank 2 and 4 , 15 respondents as rank 3 and the 4 respondents as rank 5.

Higher salary was choosen by 19 respondents as rank 1, 11respondents as rank 2 , 14 respondents as rank 3, 16 respondents as rank 4and 4 respondents as rank 5.

Better work-life balance was choosen by 16 respondents as rank 1, 13 respondents as rank 2 and rank 3, 15 respondents as rank 4 and 7 respondents as rank 5.

Availability of job choosen by 11 respondents as rank 1, 17 respondents as rank 2 and rank 3, 13 respondents as rank 4 and 6 respondents as rank 5.

Access to better resources and education abroad was choosen by 14 respondents as rank 1, 13 respondents as rank 2 , 17 respondents as rank 3, 14 respondents as rank 4 and 6 respondents as rank 5.

Experience diverse cultures and lifestyles was choosen by 9 respondents as rank 1, 19 respondents as rank 2 , 14 respondents as rank 3, 16 respondents as rank 4 and 6 respondents as rank 5.

4.21 GRAPH SHOWING THE WILLINGNESS OF PEOPLE TO SUGGEST WORKING ABROAD TO OTHERS.

Figure 4.1.21

INTERPRETATION:Out of 64 respondents 69% of respondents suggest others to work abroad and 29% of respondents choose may be.

CHAPTER 5

FINDINGS, SUGGESTIONS AND CONCLUSIONS **CHAPTER 5**

**FINDINGS, SOLUTIONS AND CONCLUSION**

**5.1 FINDINGS**

•From the study shows that (44.8%) of the respondents are males and (55.2%) of respondents are females.

•As per the classification that the highest number of respondents belongs to the age of range 20-30 (60.3%).

•The majority of the respondents are full-time employed (57.8%).

•Majority of respondents are under graduate (54.68%).

•out of 64 respondents (64.1%) are working as per qualification and (35.9%)-not

•As per the response, 47 have worked in India before going abroad, and the rest (17) have not.

•The majority (43%) say they have worked 3–4 years in India.

•The majority of the respondents have the Indian annual income of between 2 – 3 lakhs.

•Among the respondents, the percentage of taxpayers is 62%, while 38% are non-tax payers.

•Out of 47 respondents, 24 comes under income range below 2,50,0000, 12 comes under the range of 5,00,001 – 10,00,000, 9 comes under the range of 2,50,001 – 5,00,000 and left 3 comes under the income range of > 10,00,000

•As per the response, 33 have been working abroad for one year, 13 for two years, 7 for three years, and 11 for four years.

•The majority of respondents (72%) state that they would return to their place if they found better opportunities in their home country.

•Higher salaries and better compensation packages abroad were the most influential social factors for working abroad.

•The majority of respondents (53.1%) perceive the work-life balance in their country to be adequate.

•Out of 64 respondents, 68.8% say that they would be willing to take a pay cut for better opportunities abroad, depending on the situation.

•By Analysing the satisfaction level of people, the majority are satisfied with their salary and benefit package and neither dissatisfied with the tax system and satisfied and neither dissatisfied with the cost of living.

•The majority of respondents 67.2% perceive the migration phenomenon as an opportunity, and 32.8% perceive it as both an opportunity and a threat.

•As the biggest obstacle to working abroad, the majority of respondents (43.8%) stated that being alone in an unknown place is the biggest obstacle, and 34.4% stated that finding a job that matches their qualifications

•The majority of respondents state that they are aware of the risks involved in a part-time job and the rules and regulations of the country in which they are working.

•Respondents ranked career advancement opportunities, higher salaries, better work-life balance with a ranking of 1, availability of job opportunities with a ranking of 1 and 2, access to better resources and education abroad with a ranking of 3, and experience diverse cultures and lifestyles with a ranking of 2.

•The majority of respondents (68.9%) suggest others work abroad, and 28.1% choose maybe

**5.2 SUGGESTIONS**

1. **Target young and educated professionals:** Implement initiatives that specifically focus to individuals between the ages of 20 and 30 who have completed undergraduate degrees.

2. **Provide attractive remuneration and incentives:** Adapt to the main motivating effect, which is the need to compete with global compensation packages.

3. **Enhance work-life balance:** Recognise the significance of work-life balance and support for programs that foster an effective connection between work and personal life.

4. **Highlight the availability of career progression prospects:** Show clear paths for professional development within the country.

5. **Enhance job accessibility:** Guarantee an adequate number of relevant job opportunities for individuals returning to the workforce.

6. **Allocate resources and priorities education:** Ensure access to innovative tools and educational opportunities that are on line with international standards.

7. **Establish a network of support:** Lower concerns about feeling isolated by providing support systems for professionals who are returning.

8. **Facilitate regulations for skilled immigrants:** Simplify the procedures for skilled workers to find suitable employment opportunities.

9. **Foster cultural involvement:** Point out the unique cultural elements of working in one's native country.

10. **Highlight outstanding achievements:** Present success stories of professionals who excelled upon their return to their home country.

**5.3 CONCLUSIONS**

The research on the socio-economic dynamics of talent mobility, also known as brain drain, highlights the complex character of this phenomenon. By examining the factors that impact the migration choices of highly skilled individuals, it becomes clear that a combination of push and pull factors is responsible for driving this pattern. The appeal of enhanced professional chances and opportunities elsewhere entices skilled individuals, but obstacles such economic instability, insufficient recognition, and restricted job prospects in their native nation contribute to their choice to migrate. The act of migration not only affects the individual involved, but also has considerable consequences for the country of origin, such as a decrease in tax revenue and a potential loss of intellectual talent. To tackle brain drain, it is essential to implement comprehensive policies that focus on retaining skilled persons and fostering an environment that supports their professional advancement. This will result in a mutually advantageous situation for both individuals and their home nations.

**BIBLIOGRAPHY**

**BIBLIOGRAPHY**

1. <https://www.researchgate.net/publication/339751029_Effect_of_Brain_Drain_or_Skilled_Labor_Migration_on_Economic_Development>
2. [https://www.researchgate.net/publication/315345081\_Demographics\_Migration\_and\_Brai n\_Drain\_in\_The\_Danube\_Region](https://www.researchgate.net/publication/315345081_Demographics_Migration_and_Brai%20n_Drain_in_The_Danube_Region)
3. Tolstoguzov, O., & Pitukhina, M. (2020, April 4). INTERNATIONAL HIGH-SKILLED PROFESSIONALS MIGRATION: FACTORS, DYNAMICS, PROSPECTS. The EUrASEANs: Journal on Global Socio-Economic Dynamics, 2(21), 44–61. <https://doi.org/10.35678/2539-5645.2(21).2020.44-61>
4. <https://mpra.ub.uni-muenchen.de/21567/>
5. <https://www.sciencedirect.com/science/article/abs/pii/S0165188998000402?via%3Dihub>
6. [https://www.researchgate.net/publication/376894967\_Journal\_of\_Economics\_Finance\_an d\_Management\_Studies\_Beyond\_Borders\_Socio-Economic\_Dynamics\_and\_Demographi c\_Profiles\_Shaping\_Migration\_Patterns\_of\_Romanian\_Doctors\_Across\_EU](https://www.researchgate.net/publication/376894967_Journal_of_Economics_Finance_an%20d_Management_Studies_Beyond_Borders_Socio-Economic_Dynamics_and_Demographi%20c_Profiles_Shaping_Migration_Patterns_of_Romanian_Doctors_Across_EU)
7. AKYILDIZ, B. E. (2023, July 11). SOCIO-ECONOMIC DETERMINANTS OF BRAIN DRAIN FROM TURKEY TO THE UNITED STATES: THE CASE OF H-1B VISA. Yönetim Ve Ekonomi Araştırmaları Dergisi, 21(2), 22–38. <https://doi.org/10.11611/yead.1217194>
8. <https://www.sciencedirect.com/science/article/abs/pii/S109420251500040X>
9. <https://ideas.repec.org/a/wsi/ccexxx/v10y2019i01ns2010007819500040.html>
10. Karadzhova, Z. (2021, October 1). THE BRAIN DRAIN ECONOMIC IMPACT ON THE DEVELOPMENT OF THE BULGARIAN TOURISM. Academia Letters. <https://doi.org/10.20935/al1081>
11. <https://www.sciencedirect.com/science/article/abs/pii/S0263237322001773>
12. Socio-economic and Demographic Analysis of International Migration from Rural Punjab: A Case Study of Patiala District. (2021, March 23). Indian Journal of Economics and Development, 55–67. <https://doi.org/10.35716/ijed/20083>
13. Li, J. (2023, September 19). The Dynamics of Talent Drain in China: A Study on Eastern Chinese University Students’ Study Abroad Intentions. Qeios. <https://doi.org/10.32388/46xro1>
14. <https://euraseans.com/index.php/journal/article/view/180/170>
15. Eslit, E. R. (2023). Exploring the Impact of Diaspora and Skilled Migration on Developing Countries: A Case Study of Brain Drain in the Philippines: A Case Study of Brain Drain in the Philippines. SSRN Electronic Journal. <https://doi.org/10.2139/ssrn.4497165>
16. <https://doi.org/10.1016/S0304-3878(00)00133-4>

**JOURNALS**

1. Brain Drain- Brain Drain or Brain Gain? The New Economics of Brain Drain Reconsidered by Jan Brzozowski
2. From ‘Brain Drain’ to ‘Capital Gain’: Indian Skilled Migration to the UAE by Noor Khan and Omar Bortolazzi <https://doi.org/10.1016/j.emj.2022.12.011>
3. Roudgar, I. (2012). Public Policy and Highly Educated Migration around the World. Social Science Research Network 2173102 1. Retrieved 21, May, 2014, from <http://ssrn.com/abstract=2173102>

**ANNEXURE**

**ANNEXURE**

**QUESTIONNAIRE**

1. Name

2. Gender

* Male
* Female
* Others

3. Age

* Below 20
* 20 – 30
* 30 – 40
* 40 - 50

4. Occupation

* Full time employed
* Part time employed
* Self
* Other

5. What is your education qualifications?

* UG
* PG
* Diploma

6. Are you working as per your qualifications?

* Yes
* No

7. Have you worked in India?

* Yes
* No

8. If yes, how long have you worked in india?

* < 1 year
* 1 year - 2 year
* 2 year - 3 year
* 3 year - 4 year

9. How much was your annual income in India?

10. Are you a tax payer?

* Yes
* No

11. Could you please mention under which income range in India you were?

* < ₹ 2,50,000 - Nil
* ₹ 2,50,001 to ₹ 5, 00,000 - 5%
* ₹ 5,00,001 to ₹ 10,00,000 - 20%
* > ₹ 10,00,000 - 30%

12. How long have you been working abroad?

* 1 year
* 2 years
* 3 years
* 4 years

13. If you find any better opportunities in your home country would you return back your place?

* Yes
* No

14. What social factors influenced your decision to work abroad?

* Career advancement opportunities unavailable in my home country
* Higher salary and better compensation packages abroad
* Better work-life balance and quality of life abroad
* Desire to experience diverse cultures and lifestyles
* Availability of job opportunities matching my qualifications abroad
* Concerns about political instability or safety in my home country
* Influence of family members or peers who have already migrated for work

15. How do you perceive the work life balance in your country?

* Excellent
* Adequate
* Poor

16. Are you willing to take a pay cut for better job opportunities abroad?

* Yes, if it enhances my career prospects.
* Maybe, depending on the situation
* No, salary is non-negotiable

17. Rate your satisfaction level for the following parameters

* Salary and benefit package
* Tax system
* Cost of living

1. Very satisfied
2. Satisfied
3. Neither dissatisfied or satisfied
4. Dissatisfied
5. Very dissatisfied

18. How do you perceive the migration phenomenon?

* As a threat
* As an opportunity
* Both an opportunity and a threat

19. What do you perceive as the biggest obstacle to working abroad?

* Finding a job matches to my qualification
* Mental stability being alone in unknown place
* Work pressure
* Financial Liabilities
* Others

20. State the awareness level for the following factors

* Are you aware about risk involved in Part time job
* Are you aware of the rules and regulations of the country you are working

1. Very aware
2. Aware
3. Neither aware or unaware
4. Unaware
5. Very unaware

21. Rank the following statements 1 2 3 4 5

* Career advancement opportunities
* Higher salary
* Better work-life balance
* Availability of job opportunities
* Access to better resources and education abroad
* Experience diverse cultures and lifestyles

22. Would you suggest others to work abroad?

* Yes
* No
* Maybe