



THE IMPACTS OF BRAIN DRAIN AND THE SOCIO-ECONOMIC CONDITIONS OF FOREIGN JOB HOLDERS' FAMILIES IN KANYAKUMARI DISTRICT

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1. Introduction

Brain drain is the process in which a country loses its employable, most educated, skilled, competent and technically sound workers to other countries through migration in the name of land of opportunities. At the outset, people move from one country to another just to make both ends meet. This trend is considered a problem, because the most highly skilled and competent individuals leave the country, and contribute their expertise to the economy of other countries. The country they leave can suffer economic hardships because those who remain, within their country, don't have the 'know-how' to make the difference. More often than not, the movement occurs from developing countries to developed countries or areas. A country that is tagged developing remains developing.

1.1 Causes of Brain Drain

There are various causes of brain drain. However, they differ depending on the country that's experiencing it. The main causes include seeking employment or higher paying jobs, political instability, and to seek a better quality of life. Causes of brain drain can be categorized into push factors and pull factors.

The push factors are negative characteristics of the home country that forms the impetus for intelligent people migrating from Lesser Developed Countries (LDC). In addition to unemployment and political instability, some other push factors are the absence of research facilities, employment discrimination, economic underdevelopment, lack of freedom, and poor working conditions.

Pull factors are the positive characteristics of the developed country from which the migrant would like to benefit from. Lucrative job offers and a luxury life are examples of pull factors. Other pull factors include superior economic outlook, the prestige of foreign training, relatively stable political environment, a modernized educational system to allow for superior training, intellectual freedom, and rich cultures. These lists are not complete; there may be other factors, some of which can be specific to countries or even to individuals.

1.2 Effects of Brain Drain on the Home Country

When brain drain is prevalent in a developing country, there may be some negative repercussions that can affect the economy of the country concerned. These effects include but are not limited to:

- Loss of tax revenue.
- Loss of potential future entrepreneurs.
- A shortage of important, skilled workers.
- The exodus may lead to loss of confidence in the economy which will cause persons to desire to leave rather than stay.
- Loss of innovative ideas.
- Loss of the country's investment in education.
- The loss of critical health and education services.

Brain drain is usually described as a problem that needs to be solved. However, there are benefits that can be derived from the phenomena. When people move from LDC countries to developed countries, they are exposed to many new things such as learning new skills and expertise. This exposure can be utilized to the advantage of the home economy when they return. Another benefit is remittances; the migrants send the money they earn to their home country. This can help to stimulate the home country's Economy.

2. Objectives of the Study

- To study the demographical profile of the migrated people from Kanyakumari District.
- To find the major factors induced the respondents to migrate other countries from Kanyakumari District.
- To analyze the impact of brain drain and the socio economic conditions of migrated families in Kanyakumari District.
- To analysis the changes happened to migrated families after migration in Kanyakumari District

3. Research Methodology

Type of research: Descriptive research
Types of survey: Sample survey
Types of sampling: Non probability sampling
Sampling techniques: Convenience sampling techniques
Sampling size: 400 respondents

4. Data Analysis and Interpretation

Table no 1,Gender of the respondents

| Gender | No. of Respondents | Percent |
|--------------|--------------------|------------|
| MALE | 378 | 94.5 |
| FEMALE | 22 | 5.5 |
| TOTAL | 400 | 100 |

Source: Primary Data

Majority 94.5 percent of the respondents are male respondents in the study.

Table no 2,Age Wise Distribution

| Age | No. of Respondents | Percent |
|--------------|--------------------|------------|
| 20 - 25 | 65 | 16.25 |
| 25 - 35 | 171 | 42.75 |
| 35 - 50 | 127 | 31.75 |
| Above 50 | 37 | 9.25 |
| TOTAL | 400 | 100 |

Source: Primary Data

Majority 42.75 percent of the respondents are belongs to the age group of between 25 – 35 years in the study.

Table no 3,Religion Wise Distribution

| Religion | No. of Respondents | Percent |
|-----------|--------------------|---------|
| Hindu | 73 | 18.25 |
| Muslim | 184 | 46 |
| Christian | 143 | 35.75 |
| Total | 400 | 100 |

Source: Primary Data

Majority 35.75 percent of the respondents are Muslim respondents in the study.

Table no 4,Educational Qualification of Respondents

| Education | No. of Respondents | Percent |
|--------------|--------------------|---------|
| Diploma | 121 | 30.25 |
| UG | 61 | 15.25 |
| PG | 45 | 11.25 |
| Professional | 173 | 43.25 |
| Total | 400 | 100 |

Source: Primary Data

Majority 43.25 percent of the respondents are professional holders in the study.

Table no 5,Marital Status Wise Distribution

| Marital Status | No. of Respondents | Percent |
|----------------|--------------------|---------|
| Married | 324 | 81 |
| Unmarried | 76 | 19 |
| Total | 400 | |

Source: Primary Data

Majority 81 percent of the respondents are married respondents in the study.

Table no 6, No. of Children Wise Distribution

| No. of Children | No. of Respondents | Percent |
|-----------------|--------------------|---------|
| No child | 13 | 3.25 |
| One | 97 | 24.25 |
| Two | 184 | 46 |
| Three | 23 | 5.75 |
| > Three | 7 | 1.75 |
| Total | 324 | 81 |

Source: Primary Data

Majority 46 percent of the respondents are having 2 children in their family.

Table no 7, No. Of Family Members in their Family

| No. of Family Members | No. of Respondents | Percent |
|-----------------------|--------------------|---------|
| Up to 3 | 114 | 28.5 |
| Four to six | 207 | 51.75 |
| > Six | 79 | 19.75 |
| Total | 400 | 100 |

Source: Primary Data

Majority 51.75 percent of the respondents are having 4- 6 members in their family.

Table No 8, Family Type Wise Distribution

| Family Type | No. of Respondents | Percent |
|-------------|--------------------|---------|
| Nuclear | 126 | 31.5 |
| Joint | 274 | 68.5 |
| Total | 400 | 100 |

Source: Primary Data

Majority 68.5 percent of the respondents are from joint family.

Table No 9, Work Category Wise Distribution

| Work Category | No. Of Respondents | Percent |
|---------------|--------------------|---------|
| Semi-skilled | 121 | 30.25 |
| Skilled | 106 | 26.5 |
| Professional | 173 | 43.25 |
| Total | 400 | 100 |

Source: Primary Data

Majority 43.25 percent of the respondents have migrated to professional work category from India.

Table No 10, Abroad Experience Wise Distribution

| ABROAD EXPERIENCE | NO. OF RESPONDENTS | PERCENT |
|-------------------|--------------------|---------|
| BELOW 5 YEARS | 81 | 20.25 |
| 5 - 10 YEARS | 164 | 41 |
| 10 - 20 YEARS | 87 | 21.75 |
| ABOVE 20 YEARS | 68 | 17 |
| TOTAL | 400 | 100 |

Source: Primary Data

Majority 41 percent of the respondents have been working for 5 – 10 years in abroad.

Table No 11, Method of Finding First Job

| Method of Finding First Job | No. of Respondents | Percent |
|-------------------------------------|--------------------|---------|
| Personal connections | 166 | 41.5 |
| Random application | 65 | 16.25 |
| Recruitment by agencies/ consultant | 71 | 17.75 |
| Advertisements | 59 | 14.75 |
| Employer | 39 | 9.75 |
| Total | 400 | 100 |

Source: Primary Data

Majority 41.5 percent of the respondents are migrated by their personal connections.

Table No 12, Reason For Migration

| Reason of Migration | No. of Respondents | Percent |
|---------------------|--------------------|---------|
| Unemployment | 151 | 37.75 |
| Family situation | 121 | 30.25 |
| Self - esteem | 28 | 7 |
| Relations in abroad | 57 | 14.25 |
| Political factors | 29 | 7.25 |
| Others | 14 | 3.5 |
| Total | 400 | 100 |

Source: Primary Data

Majority 37.75 percent of the respondents are migrated because of unemployment problem.

Table No 13, Before and After Migration

Null Hypothesis:

H0 – there is no difference in respondents' life style between before and after migration .

| S.NO | Before Migration | Number (EG. 0/1/2/..N) | After Migration | Number (EG. 0/1/2/..N) | T Value |
|------|-------------------|------------------------|-------------------|------------------------|---------|
| 1 | OWN HOUSE | 94 | OWN HOUSE | 217 | 5.47** |
| 2 | CAR | 72 | CAR | 194 | 4.76** |
| 3 | BIKE | 327 | BIKE | 362 | 3.61** |
| 4 | AGRICULTURAL LAND | 42 | AGRICULTURAL LAND | 67 | 2.43** |
| 5 | PLOT LAND | 85 | PLOT LAND | 298 | 3.09** |
| 6 | FLATS | 6 | FLATS | 32 | 4.27** |
| 7 | SHARES | 54 | SHARES | 132 | 4.19** |

Note :

** denotes significant level at 1%

- ✓ It is evident from the table, ** since p value is less than 0.01, the null hypothesis is rejected at 1% level with regard to respondents' life style between before and after migration in kanyakumari District. Hence there is significant difference in respondents' life style between before and after migration with regard to own house, car, bike, agricultural land, plot land, flats, and share in kanyakumari District. . It concludes that after migration their properties levels are increased than before migration.

Table No 14, Life Changes After Migration

| Fctors | Variables | Mean | Avg Mean | Rank |
|-----------------------------------|--|-------------|-----------------|-------------|
| BASIC / PHYSIOLOGICAL NEEDS | Financial status | 4.2 | 4.114 | 2 |
| | Food expenses | 4.1 | | |
| | Education expenses | 4.5 | | |
| | Medical expenses | 3.9 | | |
| | Cloth expenses | 3.87 | | |
| SAFETY & SECURITY NEEDS | Savings in bank | 3.65 | 3.7875 | 4 |
| | Investment | 3.78 | | |
| | Assets | 3.69 | | |
| | Cash on hand | 4.03 | | |
| SOCIAL NEEDS | Spending time with family members | 2.01 | 2.802 | 5 |
| | Spending time with relatives / friends | 1.45 | | |
| | Relationship with relatives | 3.17 | | |
| | Relationship with friends | 3.42 | | |
| | Relationship with family members | 3.96 | | |
| SELF-ESTEEM | Family status | 4.51 | 4.27 | 1 |
| | Life style | 4.71 | | |
| | Respect from society | 3.59 | | |
| SELF - ACTUALIZATION | Power among family members | 4.01 | 3.995 | 3 |
| | Power among friends circle | 3.98 | | |

From the table, the mean scores reveal the changes of migrated people's life style after their migration. Basic or physiological needs expenses, self esteem, safety & security and self actualization are somewhat improved in their life after their migration except their social needs.

From this table, self esteem got high mean score (4.27) that is after migration in the migrated people the huge changes are happened in their self esteem factors. Following that physiological need expenses got high mean score (4.114) that represent their basic needs expenses are improved after their migration. likewise, their security need (3.78) and self actualization (3.995) also improved after their migration. But social needs (2.8) represent to satisfying their social needs are somewhat hard after migration.

5. Findings

- Majority 94.5 percent of the respondents are male respondents in the study.
- Majority 42.75 percent of the respondents are belongs to the age group of between 25 – 35 years in the study.
- Majority 35.75 percent of the respondents are Muslim respondents in the study.
- Majority 43.25 percent of the respondents are professional holders in the study.
- Majority 81 percent of the respondents are married respondents in the study.
- Majority 46 percent of the respondents are having 2 children in their family.
- Majority 51.75 percent of the respondents are having 4- 6 members in their family.
- Majority 68.5 percent of the respondents are from joint family.
- Majority 43.25 percent of the respondents have migrated foe professional work category from India.

- Majority 41 percent of the respondents have been working for 5 – 10 years in abroad.
- Majority 41.5 percent of the respondents are migrated by their personal connections.
- Majority 37.75 percent of the respondents are migrated because of unemployment problem.
- from the t table, ** since p value is less than 0.01, the null hypothesis is rejected at 1% level with regard to respondents' life style between before and after migration in kanyakumari District. Hence there is significant difference in respondents' life style between before and after migration with regard to own house, car, bike, agricultural land, plot land, flats, and share in kanyakumari District. It conclude that after migration their properties levels are increased than before migration.
- Basic or physiological needs expenses, self esteem, safety & security and self actualization are somewhat improved in their life after their migration except the social needs. That is, self esteem got high mean score (4.27) that is after migration in the migrated people the huge changes are happened in their self esteem factors. Following that physiological need expenses got high mean score (4.114) that represent their basic needs expenses are improved after their migration. likewise, their security need (3.78) and self actualization (3.995) also improved after their migration. But social needs (2.8) represent to satisfying their social needs are somewhat hard after migration.

6. Suggestions and Conclusion

The drawbacks of brain drain outweigh the benefits. So there are some moves the governments can bring into effect to reduce the number of highly educated and skilled workers who relocate to other countries. Governments can ensure that its skilled workers are provided with better prospects and safety to help them stimulate the economic activity.

Other solutions include higher wages, creating a better educational system so that citizens do not have to go overseas for higher education. Also, when paying for higher education, governments can withhold the award of the degree until the individual returns and agrees to work in the home country.

Brain drain can be significantly reduced if a feeling of national pride is induced among the students in an early age. If in case, the student is provided any scholarship by the Government, he should be made to work in his home country for a certain period. This is mainly because the Government institutions bear a huge part of students' fees in order to promote their education. Students should therefore also take it as their moral responsibility and they should be gratitude enough to pay-back the country by working in the country and hence for the development of the country.

Providing better infrastructure by creating an environment of industriousness, conducive to entrepreneurship, research, innovation, transparent administration, instilling work ethics in schooling, providing decent incentives for top performers in every field of the economy will curb brain drain for sure.

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