

ATUMUN SOMMERCAMP

2021

*United Nations Economic and Social
Council*



Position Papers for the topic of

Combating the issue of Brain Drain in LEDCS

Introduction

Dear Delegates,

The following documents are a collection of position papers for the countries represented in our ATUMUN conference on the topic of *Brain Drain*. We expect you to have read the Study Guide beforehand and hope that you've had the time to research by yourself as well. It is of great importance that you read the Position paper for your respective country before the session begins, as this will serve as the very basis of the negotiations.

When reading your Position Paper, it is important to note the central view that your country represents. We highly recommend you make your own research to complement your Position Paper. The Position Papers are kept short in order for you to make your own conclusions as well as the position that the paper reveals.

Finally, we would like to thank our fellow co-writers, Line Møller Jørgensen, Jesper Kuntz, and Julie Blom for taking their time to help us with writing these Position Papers. If you have any questions, we would like to remind you that our inbox is open, and if you need any help with your research, we would like to refer to *Questions a resolution should answer*, *Further reading*, and *Background information* in the Study Guide.

Sincerely from your Committee Directors,

Mathias Sejerkilde & Kristian Dahlmann Oddershede

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People's Republic of Bangladesh

The People's Republic of Bangladesh is a LEDC suffering from Brain Drain. In a survey made by the World Economic Forum, it was stated that around 82% of young Bangladeshi people aged 15-29 expressed their desire to leave the country. With over 1 million people having emigrated from Bangladesh in 2017 and approximately 10 million people of Bangladeshi origin living abroad, Bangladesh is the 5th country with the most emigrants¹.

The medical field is especially something that suffers acutely in Bangladesh, as it is not easy to find well-paying jobs as a healthcare professional within the country. Moreover, the Bangladeshi people generally prefer foreign healthcare for long-term medical treatments, due to a perception of it being a better and safer service. This highly discourages the local healthcare professionals and pushes them to leave. Furthermore, Bangladesh suffers from Brain Drain in the technology and information sector, due to MEDCs having more advanced and growing technology markets and are offering relevant training and education programmes. Therefore, workers within said field see a much brighter future abroad than in their home country.

Bangladesh currently has very limited policies to encourage migrants to return home, but some of these are offering dual citizenship for those migrants who do not wish to lose their foreign passport. Other strategies for solving the Bangladeshi brain drain could be things such as sponsoring migration costs and initiatives to prevent brain drain in the first place, the latter being, as an example, improving the Bangladeshi education system, especially within the medical and technological fields.

1

<https://databd.co/stories/brain-drain-creating-dangerous-skill-and-expertise-gaps-in-bangladesh-9233>

The People's Republic of China

The People's Republic of China is one of the leading countries in the world in terms of students studying in the United States of America. In 1984, the People's Republic of China was among the eleventh most represented countries in the United States of America in terms of foreign-exchange students, and only five years later it was the dominating country.²

From 1978 to 1993 the People's Republic of China sent at least 80.000 students off on exchange-studies with only an approximate number of 20.000 having returned to the People's Republic of China.³ From 2002 to 2007, the amount of students on foreign exchange-studies has grown to 100.000 with only between one-fourth to one-third returning home again.⁴

Chen Bo, a Shanghai-based human resources consultant with McAllen International, a corporate management consulting company, says that the main problem is that Chinese enterprises simply are not mature enough yet. The companies in the People's Republic of China struggle to compete with American or European firms as the foreign companies can offer a higher salary and better workplace benefits.⁵ On top of the economical problems that academics face in the People's Republic of China, many intellectuals have a fear of political alienation, poor living conditions, and insufficient or poor research facilities if they were to return home to the country of origin.⁶ Ever since the Tiananmen incident of 1989, intellectuals in the People's Republic of China have had a fundamental mistrust in the Communist Party.

However, for the People's Republic of China, there is a short versus long-term perspective at play as well. What may seem as a loss in the short term for the country sending students off on foreign exchange-studies, there may also be a long-term investment to reap. An example of this is Taiwan that now has many business connections outside of the island's borders.⁷

As the representative of the People's Republic of China, it is your duty to see that China, a country of immense growth, does not fall behind in terms of political and economical relevance in a world that is moving faster in terms of communication, travel, and economy. How does the People's Republic of China secure their place as a leading country in the world? That is now up to you.

² Broaded, C. (1993). China's Response to the Brain Drain. *Comparative Education Review*, 37(3), 277.

³ Broaded, C. (1993). China's Response to the Brain Drain. *Comparative Education Review*, 37(3), 277.

⁴ <https://www.industryweek.com/talent/article/21953426/china-suffers-from-worst-brain-drain-in-the-world>.

⁵ <https://www.industryweek.com/talent/article/21953426/china-suffers-from-worst-brain-drain-in-the-world>.

⁶ Zhou Yan. (1998) [Brain drain from Chinese universities in the 1990s](#). *Journal of Contemporary China* 7:17, pages 103-123.

⁷ Broaded, C. (1993). China's Response to the Brain Drain. *Comparative Education Review*, 37(3), 305.

The Federal Democratic Republic of Ethiopia

The Federal Democratic Republic of Ethiopia is one of the worst hit African countries for the flight of human capital. At all levels, Ethiopia has the lowest school attendance rate in the world, with 30% in primary school, 13% in secondary school and less than 1% on the tertiary level. This is partly what makes it so devastating to the country that Ethiopia has been providing the North and parts of Africa with highly skilled educated professionals.

The Ethiopian higher education system as we know today is fairly new, as it was not until the reign of Haile Selassie from 1930-1974 that the higher education system was modernised to compete with western standards. However, in order to obtain professionals, Ethiopia decided that they would send Ethiopians to other countries for them to get an education, most of them going to the United States, especially with the United States new status as one of the big powers after 1945⁸.

One of the most severe problems in Ethiopia are the medical brain drains, with the out-migration of Ethiopian medical staff currently being at 25.6%. The Ethiopian government has taken some initiative to try to reverse the negative effects resulting from brain drain. As an example, it had tried to mobilise its skilled professionals living in the Diaspora for development projects in Ethiopia. This has, however, only provided a low amount of returnees to Ethiopia⁹.

⁸ https://www.jstor.org/stable/1167091?read-now=1&seq=2#page_scan_tab_contents

⁹ http://www.ibgeographypods.org/uploads/7/1/6/2/2/7622863/cr_ethiopia.pdf

The French Republic

The French Republic is a MEDC who benefits from brain gain at the cost of brain drain in LEDCs in Africa, especially in Morocco. In 2011-2012, France hosted more than 284,000 foreign students 44% of whom were African. Students from The Maghreb (the Northwest Africa) alone represent 25% of the total number of students enrolled in French higher level education. Among these students, Moroccans are the most represented. The differences in income per-capita and the quality of higher education are the dominant factors which encourage the departure of students from Morocco to France. Brain drain has caused Morocco to suffer dire consequences, and the degree of openness via trade and foreign direct investments discourages. Academic exchange agreements and the creation of research centers funded by the two countries have been recommended to enhance the French economic development from high-skilled migrants without depriving Morocco of its human capital.¹⁰

During a visit to Rabat on January 31 2020, the French Minister of the Economy, Bruno Le Maire, announced a new Franco-Moroccan cooperation in new technologies for “*Avoid the brain drain*”.¹¹ The French Republic urges the MEDCs to consider lasting solutions, similar to the recommended plan of action in France and Morocco. A solution with the potential of enhancing a MEDC without depriving a LEDC, and making a fruitful collaboration between the two nations.

¹⁰The study of Brain Drain in Morocco:

https://www.researchgate.net/publication/263044483_Brain_Drain_or_Brain_Gain_The_case_of_Moroccan_Students_in_France

¹¹ <https://www.archyde.com/brain-drain-worries-in-morocco/>

The Republic of Germany

Even though Germany is a MEDC and one of the world's richest countries in the world, Germany also suffers the consequences of brain drain. More than 180,000 Germans leave the country each year whereof only 1 in 3 return back home. Gabriel Felbermayr, president of the Kiel Institute for the World Economy (IfW) believes the current development to be extremely harmful to Germany's economy: "Over the past 10 years we have lost half a million people, and three-quarters of them were highly skilled. That is not good news for an economy, like Germany's, that is so dependent on skilled workers."¹² On the other hand, Germany also experiences a high rate of migration, yet foreign workers cannot make up the difference. Most German migrants are engineers and doctors, and the loss of these individuals is estimated to have cost the economy 26.8 million US dollars¹³. Not to mention a critical shortage of trained professionals in various fields.

A study done by the German Federal Statistical Office shows that the main reason for leaving the country is the lack of career opportunities and the salary. Taxes are high in Germany, and at the same time the pay for highly qualified individuals is relatively low. In comparison, foreign research institutions - such as the universities in Switzerland - are better equipped and offer better professional opportunities. Therefore, the German government looks to countries such as Switzerland for inspiration on how to motivate citizens to stay. This includes focus on how to ensure job security and improve social security benefits, both to attract immigrants and to halt migrations.

In conclusion, Germany experiences both the loss of highly educated citizens, yet there is also a high rate of immigration. Yet, most immigrants are not as trained as those leaving the country, and this creates a cycle of brain drain from their native countries. All in all, instead of brain circulation both the recipient country and the native country is deprived of human capital. Therefore, it is of great importance to Germany to create solutions that benefit both MEDC and LEDC in collaboration.

¹²

<https://www.dw.com/en/germanys-emigration-trend-brings-gain-as-well-as-loss/a-51571299>

¹³ <https://www.thecasecentre.org/main/products/view?id=85726>

Republic of Kenya

During the last three decades, Kenya has suffered from massive emigration to more developed countries; MEDCs. Both the economic and socioeconomic loss due to emigration are catastrophic. For instance, educating just a single medical doctor from primary school to university adds up to 65,997 US\$ of which Kenya loses about 17,931 US\$ for every doctor that migrates to another country. In comparison, the cost of educating a single nurse from primary school to college is in total 43,180 US\$ of which Kenya loses about 38,868 US\$ worth of returns from the educational investment.¹⁴ Not to mention the socioeconomic consequences that are even larger.

There are several reasons why these emigrants choose to leave their native country or not to return after completing their degree, including limited career structures, political instability and threats of violence. Therefore, in order to reverse the current development, the government has launched several initiatives. This includes attempts to provide better employment and career opportunities to keep professionals in the country in the first place. Additionally, multiple programmes have been established to increase the motivation for emigrants to move back home. Yet, these initiatives have proven to have a limited effect, and MEDCs continually deprive Kenya of millions worth of dollars in investments in human capital.

If this development is not brought to an end, Kenya will not be able to achieve the Millennium Development goals, and it will continue to hinder the country from breaking the cycle of ill-health, poverty and instability. Furthermore, this contributes to the growing problem of the weak health care system and all in all a grave underdevelopment in Kenya. Because of this, it is of great importance that this unacceptable situation is reversed by joint action of all the countries in this committee, both LEDCs and MEDCs.

¹⁴ <https://bmchealthservres.biomedcentral.com/articles/10.1186/1472-6963-6-89>

United Mexican States

In 2012, the United Mexican States was ranked as the 4th major brain exporter in the world. The main problem in Mexico is that despite the amount of young adults graduating from outstanding universities continuing to grow each year, the country itself is not generating enough highly qualified, well-paid and satisfactory jobs for this part of the population.

College, Masters and PhDs graduates are more often finding themselves overqualified for the few openings they spot in the job market. In other words, Mexico's supply of educated people is growing five times faster than the population, however the job opportunities are not expanding as fast. This, along with low wages, have led to great frustration among the new generations¹⁵. Mexico currently has more than 30,000 nationals holding PhD degrees, but one third of this amount currently lives in the United States¹⁶. Another significant factor driving the Mexican human capital away is Mexico's low research and development support. In 2020, Mexico invested only 0.33% of its gross domestic product in research and development. As a comparison, the United States devoted 2.85%.

In order to solve this problem, some have stated that Mexico should retain and re-shore their talented and skilled diaspora back home. Furthermore, the Mexican government should look into devoting more of their GDP to research and development. However, in order to bring back the part of their highly-skilled human capital in the US, they must create the incentives to do so.

¹⁵

<https://policyinterns.com/2013/02/11/mexicos-brain-drain-a-different-side-to-the-story-of-immigration/>

¹⁶ <https://mexicotoday.com/2021/03/25/opinion-how-to-reverse-mexicos-brain-drain/>

The Federal Republic of Nigeria

The Federal Republic of Nigeria is a LEDC suffering from Brain Drain, especially within the medical field. An article from 2019 stated that it is estimated that 2000 doctors have left Nigeria over the past few years. The doctors themselves have blamed the mass exit on poor working conditions, as only 4% of Nigeria's budget is allocated towards health. A result of this is that the annual healthcare threshold per person is 6 \$US in Nigeria. In comparison, the annual healthcare threshold per person is 10,000 \$US in the US. Furthermore, Nigerian doctors are paid 200.000 Nigerian nairas a month, equivalent to 560 \$US, resulting on them moving to other countries where they can get paid better, ultimately meaning that 8 in 10 Nigerians are presently receiving substandard or no medical care at all¹⁷.

In order for the medical professionals to return back to Nigeria and prevent any further brain drain, Nigeria realises that they must take action sooner rather than later. However, in order for them to return back, several factors must be up to standard; as an example doctors being paid properly, creation of job opportunities, and first and foremost accountability in the governance. In Nigeria, corruption is no longer seen as an evil act and even the leader has been caught in the act of corruption. Most MPs (Member of Parliament) that have been corrupted are allowed to go free without any punishment¹⁸.

In conclusion, in order to solve brain drain in Nigeria one must look at the causes of brain drain in Nigeria and decide on the best way to solve them.

¹⁷ <https://www.aljazeera.com/features/2019/4/8/nigerias-medical-brain-drain-healthcare-woes-as-doctors-flee>

¹⁸ https://bscholarly.com/brain-drain-nigeria/#Proposed_Solutions_to_brain_drain_in_Nigeria

The Kingdom of Norway

As an MEDC, the Kingdom of Norway is in the fortunate position to have many of its universities ranked amongst the very best in the world. This includes the University of Oslo, the University of Bergen, the Norwegian University of Science and Technology in Trondheim and the Arctic University of Tromsø.¹⁹

The Rector at the Norwegian University of Science and Technology, Gunnar Bovim, underlines this fact in the following quote: “We want them to come here, study with us, but we want them to go back home afterwards. We don’t want to brain drain countries which need this talent more than we do.”²⁰. Bovim goes as far as to say that the Norwegian government ought to create an incentive for foreign exchange students studying in Norway to return home.

The Kingdom of Norway is one of the countries who are leading the fight towards global warming. Most of the power that supplied Norway comes from hydropower, it has a high carbon tax, is a leader in the transition to electrical cars and is pioneering carbon capture and storage as well as waste plants and cement factories.²¹

It is therefore in the interest of the Kingdom of Norway to have foreign exchange students come learn from the vast knowledge in the Norwegian universities and afterwards return to better their home countries. Bovim proudly points out a project that alumni from the Norwegian University of Science and Technology has helped create more power in Nepal: “Our alumni have recreated our hydro lab out there. There’s real potential, because in Nepal you have eight of the highest mountains in the world”

As the representative of the Kingdom of Norway, you now have to look towards an international solution which helps the countries suffering from human flight issues without being stressing on the current wealth and welfare of the Kingdom of Norway.

¹⁹ <https://www.topuniversities.com/university-rankings/world-university-rankings/2021>

²⁰ <https://sciencebusiness.net/news/we-want-foreign-talent-come-norway-then-go-home>

²¹ <https://sciencebusiness.net/news/we-want-foreign-talent-come-norway-then-go-home>

Islamic Republic of Pakistan

In the last couple of decades, the Pakistani society has experienced a major decrease in intellectual level due to brain drain, especially within the fields of medicine, engineering and information technology. Between 2017 and 2019, 884,000 young Pakistani have left the country. Therefore, it is urgent that the committee of ECOSOC acts urgently in order to halt the current development.

The field of engineering has been hit the worst as a clear example of why people choose to leave their native country: "There are almost no jobs in this field. That is the number one reason for engineers to leave the country," Javed Saleem Qureshi, Chairman of the Pakistan Engineering Council (PEC) explains. The main issues in Pakistan are the rising inflation, economic instability and high rate of unemployment. "There are 276,000 registered engineers in Pakistan, out of which more than 60,000 are jobless," the Chairman tells. Most leave for MEDCs in the region such as Oman, Qatar, Kuwait and Saudi Arabia. For example, reports show that more than 5.3 million Pakistani have immigrated to Saudi Arabia to seek better professional opportunities.²²

Furthermore, a report from The Asian Economic and Social Society concludes that in order to reverse the damages of brain drain the social, political and economic conditions of Pakistan must be improved. The report urges the international society to cooperate on creating bilateral student exchange programs and scholarships to convert brain drain into brain gain through brain circulation and motivating Pakistanis to return to their native country after finishing their degree.

All in all, the current loss of human capital hinders Pakistan from utilizing all human resources and developing both economically and socially. It will be in Pakistan's best interest to find solutions that not only create more professional opportunities, but also motivates Pakistanis to return home. Therefore, Pakistan strongly urges the committee to act by joint forces in order to truly ensure sustainable development both in MEDCs and LEDCs.

²²<https://tribune.com.pk/story/2121628/1-brain-drain-ten-million-pakistanis-greener-pasture>

Russian Federation

The Russian Federation currently is suffering heavily from problems related to brain drain post-soviet influence. Seven years after the fall of the Soviet Union, about 30.000 Russian knowledge workers were working abroad with permanent residence in their working country. A report published five years later in 2003 shows that 422.200 Russian knowledge workers were now working outside of the Russian Federation.²³

One of the main problems that brain drain has created for the Russian Federation is the loss of Russian scientists. In 2000, the number of scientists working off-shore was estimated to be between 25.000 – 30.000.²⁴ A report prepared by *Future Today* highlights that 85% of graduates from domestic Russian universities are considering emigration to foreign universities either as a temporary or permanent solution. This turns into a vicious cycle as the Russian universities continue to fall behind in the global university ranking; and without graduates staying to lift and improve the quality of education in the domestic universities, the Russian Federation will remain behind those universities that are at the very top of the ranking such as Stanford, Harvard, or Oxford.²⁵

Your president, Vladimir Vladimirovitj Putin, is already looking into the problem and has suggested two national solutions to the problem. These are “Either to close the country as it was during the Soviet times and impose additional obligations on professors, or [by] increasing payments to them.”[4]. Novgorod, a spokesperson for one of Russia’s leading universities in the Russian Volga region, proposes that the main way to fix the problem is by increasing the number of domestic jobs for graduates as “It is very hard to find a job in Russia amid current realities if you are not an IT expert.”

It is now up to you as the Russian delegation to look towards an international solution to the problem.

²³ http://pdc.ceu.hu/archive/00004817/01/rap_i_an_1506a.pdf (Abstract; Brain drain from Russia: the scale?)

²⁴ <https://www.universityworldnews.com/post.php?story=20200402141401228>

²⁵ <https://www.topuniversities.com/university-rankings/world-university-rankings/2021>

Swiss Confederation

The Swiss Confederation is a MEDC benefiting from brain gain much like its neighboring countries with the 5th lowest rate of brain drain globally²⁶. Since 1983, the population of the Swiss Confederation has increased with 2 million as the birth rate as well as the rate of immigration has increased, particularly for young academics from LEDC contributing significantly to brain gain. School enrollment has increased since 1983 with approximately 24 percent, which along with the increase in the younger population leads to a higher degree of education and therefore human capital concentrating in the nation.²⁷

The role the Swiss plays on the world stage in regards to brain drain is therefore one of benefiting from the global brain drain, benefiting from the loss of others. This exploitative dilemma is one that the nation takes seriously and despite the positive effect for the nation they are taking responsibility and are now starting projects trying to counter brain drain, such as the one co-developed between Swiss and Croatian universities, The Swiss Agency for Development and Cooperation and the Croatian ministry of Science and Education.

The Swiss Confederation has an open and global profile, which makes it easier to immigrate especially if it is onto the academic scene, greatly contributing to the brain drain of other countries despite having a more difficult process for students applying from outside the EU and even more so from a LEDC. There are a number of very prestigious and highly skilled Swiss Universities that are benefiting from the global attention to the Swiss academic scene and therefore want to continue the spotlight and educate the global profile of students. Therefore much of the Swiss focus on the problem of brain drain is not on projects like above mentioned in Croatia, helping to better standards of education and living there but instead on educating students from LEDC's and making it attractive for them to go back to their home countries and as such help their home countries with a new skilled and educated population.

²⁶ https://www.theglobaleconomy.com/rankings/human_flight_brain_drain_index/#Switzerland

²⁷ <https://data.worldbank.org/country/switzerland?view=chart>

Ukraine

Though Ukraine is currently listed as a MEDC, they suffer severely from Brain Drain. In August of 2020, there was officially 20,000 of Ukraine's total working population who qualified as highly skilled labour working abroad. Even though 20,000 people in many instances would seem like a negligible and insignificant portion, it had proven to be one of the factors why Ukraine consistently lags behind its neighbors²⁸.

Much of the Brain Drain in Ukraine can be traced back to a general lack of job opportunities, the ongoing war in the Donbas region and foremost the failure of the country's politicians to rein in corruption²⁹. The latter is a current work in progress for the Ukrainian government, as their new president Volodymyr Zelensky has created a reform agenda in order to lower the country's corruption in order to combat the Brain Drain in Ukraine.

First and foremost Zelensky's reform agenda sets to abolish MPs (member of parliament) parliamentary immunity from prosecution, as that traditionally has been one of the major factors driving political corruption. Even before winning the election, Zelensky recognised Brain Drain in the Ukraine as an acute problem in need of solving.

A recent survey shows that 60% of Ukrainian migrant workers wish to go home, suggesting they still feel strongly about their homeland³⁰.

In conclusion, it will be in Ukraine's best interest to figure out a way both to combat brain drain, for example by Zelensky's reform agenda, but also by making Ukraine more attractive for Ukrainian migrant workers to return home.

²⁸

<https://www.atlanticcouncil.org/blogs/ukrainealert/how-ukraine-can-go-from-brain-drain-to-brain-gain/>

²⁹

<https://theconversation.com/ukraine-why-brain-drain-is-a-national-crisis-and-how-new-president-can-help-it-117811>

³⁰ <https://oxbridgeapplications.com/kyc/ukraines-brain-drain/>

United Kingdom of Great Britain and Northern Ireland

The United Kingdom is a MEDC, though they have problems with brain drain themselves, mostly following Brexit. Since the UK left the European Union, Britons living in other EU countries who decided to obtain EU member state passports as well as their UK ones, have increased by more than 500% overall, and by 2,000% in Germany.³¹

At the same time, the UK is largely benefitting from brain gain from LEDCs, and compared to other European countries the United Kingdom has quite large foreign labour stocks, with the number rising above one million for the first time back in 1998. The amount of highly educated immigrants in the UK has only increased since, as well as the general amount of foreign workforce. This is partly due to changes in the process of Work Permits in the UK, which have made the process much more efficient, making it easier for applicants to receive a Work Permit in the UK. Yet, fairly little is known about the whereabouts of the highly educated immigrants' after they end their education in the UK. This is one of the major concerns of the British government; they do not have enough information about the students from LEDCs, who study in the UK and then emigrate after their exams. It is unclear which portion of the students who settle in either another MEDC or in their own country of birth. Therefore, the UK would encourage the establishment of a global system, with the agenda of tracking the highly educated individuals who originate from the LEDCs, to better understand the flow of the international human capital. The UK believes this to be crucial in combating the issue of brain drain from the LEDCs as well as from the UK.³²

³¹ [Brexit fuels brain drain](#)

³² [International migration papers](#)

United States of America

The United States of America is as a MEDC a nation that benefits from brain gain and does not suffer from brain drain nearly as much as LEDCs. In fact, a recent study shows that between 2011 and 2015, 48% of all immigrants who entered the United States were college graduates, compared to the 31% of US-born adults with college degrees. In 2017, 17% of the 66.7 million college-educated adults in the US were immigrants³³. Furthermore, immigrants with university degrees are overrepresented relative to the immigrant share to the overall population, mainly immigrants from Asia - India, China, and the Philippines in particular - with 1 in 2 immigrants from Asia being college graduates.

The same study showed that 44% of recently arrived immigrants with university degrees entered the US on temporary visas as either skilled workers or as international students, all of which mainly work or study within the STEM fields, being key to things such as innovation and labor productivity. However, given they enter the US on temporary visas, the path to gaining permanent legal status for these immigrants is long, costly and unpredictable, hence why many immigrants moving to work in other countries after receiving their education in the US, and oftentimes that does not include their home country³⁴.

This means that while the US benefits from brain gain, they also indirectly help other countries with brain gain with their difficult paths of gaining permanent legal status - however still leaving the immigrant's original countries with the same amount of brain drain as before.

³³ Study by the MPI from May 2017

https://www.migrationpolicy.org/sites/default/files/publications/RisingHumanCapital_FS-FINAL.pdf

³⁴ <https://www.cbsnews.com/news/commentary-the-great-american-brain-drain-is-coming/>