

Anatomy of Brain Drain: A Painful Reality

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ABSTRACT

Brain drain, the migration of skilled and educated labour, is a painful reality for developing countries like Nepal. The causes of brain drain can be attributed to various pull and push factors, including limited job opportunities, better standards of living, higher salaries, access to advanced technology, and more stable political conditions in developed countries. The development of the industrial sector in a country is hindered by a shortage of qualified and skilled workers, which slows down overall development. The editorial perspective provides a comprehensive overview of the brain drain phenomenon, including its causes, effects, and possible solutions. The editorial perspective highlighted the need for appropriate policy responses to address the issue and convert brain drain into wisdom gain. The role of management in managing brain drain is crucial for the country's sustainable economic development and growth. Management can contribute to addressing the issue by developing and implementing policies to attract and retain skilled professionals, investing in research and development, implementing returnee programs, addressing societal factors, and collaborating with the government and other stakeholders. The painful reality of brain drain in Nepal demands urgent attention and action from policymakers, academics, and other stakeholders. By taking appropriate measures to address the root causes of brain drain, Nepal can harness the knowledge and expertise of its skilled professionals and achieve its sustainable economic development goals.

Keywords: Brain drain into wisdom gain, Cause, Impact, Effect, Management

Brain Drain

"Brain Drain" describes the process when individuals leave their home country to seek higher education or employment opportunities elsewhere. This phenomenon is often driven by factors such as political instability and economic challenges, significantly affecting developing countries (Mishra, Ghimire & Aithal, 2023). Brain drain primarily involves the migration of highly educated individuals, and it is influenced by factors like political stability and technological progress. "Brain Drain," also known as "human

capital flight," refers to the mass migration of highly educated, skilled, and talented individuals from less economically advanced countries to more developed nations. This phenomenon has deep historical roots, with the term "Brain Drain" emerging in the 1960s when intellectuals, including scientists and engineers, emigrated from the United Kingdom to the United States (Docquier & Rapoport, 2008 as cited in Docquier, F., Lowell, B. L., & Marfouk, A., 2009). The challenge of Brain Drain is not limited to any specific region; it's a global issue. Individuals leave their home countries

in search of better opportunities, including island nations in the Caribbean, former African colonies, and areas like the former Eastern Germany, where skills were undervalued. While this phenomenon was less severe before the 1960s, it intensified when a significant number of individuals from less developed regions migrated to West Germany and North America.

Factors such as the desire for improved living standards and access to higher education motivate young individuals to leave their countries for education abroad. In 2000, around 175 million people, or 2.9% of the global population, lived outside their country of birth for over a year (Dodani & LaPorte, 2005). The number of international migrants increased from 75 million to 190 million between 1960 and 2005. Developed countries, facing a shortage of specialized human resources, often recruit and retain skilled individuals from across the globe. This movement of skilled labor has significant implications for the welfare and growth of sending economies. This reallocation of skilled labor was seen as detrimental to sending economies because it reduced the productivity of those left behind and had negative fiscal consequences (Groizard & Lull, 2007). A considerable portion of brain drain involves skilled migration. Docquier and Marfouk (2006) define a country's brain drain rate for a particular education level as the percentage of individuals aged 25 and over with that education level who were born in that country but now live abroad. In their data, they find that the brain drain rate for tertiary-educated individuals is significantly higher than for those with primary or secondary education. For instance, 2.6% of Cambodians with primary education live abroad, compared to 5.9% of those with secondary education and 18.3% of those with tertiary education (Gibson & McKenzie, 2011). This phenomenon of skilled migration disproportionately affects low-income countries, particularly small, poor countries in the tropics. Brain drain rates have increased in the 1990s, with some countries losing over 80% of their highly skilled population. These countries include Haiti, Jamaica, and smaller states with fewer than one

million residents. About 20 other countries lose between one-third and one-half of their college graduates, primarily in sub-Saharan Africa and Asia. A few high-income countries, such as Hong Kong and Ireland, also experience significant brain drain (Docquier, Lowell, & Marfouk, 2009).

Impact of brain drain

The impact of brain drain on a source country's welfare and development can be positive or negative. However, evidence suggests that, in developing countries, there are more losers than winners. Whether a country benefits or suffers depends on specific factors, including migration patterns, development levels, and other characteristics like population size, language, and geography. Policymakers must carefully assess the costs and benefits of brain drain to formulate appropriate responses (Docquier, Lowell, & Marfouk, 2009). As highlighted by Gibson and McKenzie (2011), brain drain is not a new problem and has been a subject of significant concern in top economic journals due to its profound impact. Economists have a responsibility to scrutinize this issue because it affects not only a single country's economy but also the global economic system. An imbalance between supply and demand can occur if supply outstrips demand, with developing countries often facing more significant challenges due to brain drain. Skilled workers often move to more developed countries to practice their professions, which has fiscal implications as students who relied on government subsidies leave and cease to contribute as taxpayers. Research highlights the concerning outflow of highly qualified individuals from less developed countries, particularly in Africa, to developed nations. This trend poses a significant threat to the continent's human resources. Urgent action is needed by African leaders to address this issue, as the consequences of brain drain jeopardize overall development. This research emphasizes that lasting economic growth is unattainable without a focus on professional, expertise, entrepreneurial, and managerial skills and investment in the real sector of the economy. The study reveals a negative relationship between brain drain, remittances, and economic growth

but a positive correlation between human capital development and economic growth in Ethiopia, Kenya, and Nigeria. In light of these findings, the study recommends policies that encourage migrants and their families to invest remittances in projects that benefit the broader economy. It also calls for programs that enable youth to discover their potential. After completing their education in India, many individuals migrate to foreign countries in search of better working conditions and higher salaries due to unemployment. This phenomenon, often referred to as "brain drain," has afflicted Asian countries as the West opened up job opportunities. The allure of a better lifestyle and the opportunity to work in developed countries has led many to leave their native places. Recognizing the value of merit is crucial to address this issue. Inaction may exacerbate this trend, with other countries benefiting from this brain drain to further their own interests. While remittances are quantitatively essential, their contribution to the economy remains uncertain. However, retaining these skilled workers in the country necessitates the provision of adequate work opportunities and improved living conditions. Developed nations should provide essential resources to developing countries, fostering the vision that every individual on the planet can enjoy a better life, and each country can present itself as a developed nation. To achieve sustainable development, addressing the brain drain issue is essential.

The determinants of brain drain among healthcare professionals in developing countries are primarily linked to low wages, challenging working and living conditions in their home countries, and the pursuit of better salaries, in the context of professional emigration (Dovlo, D. ,2004). Traditional theories often overlooked the potential for immigrant professionals to return to their home countries and contribute significantly to their development. However, the reality is quite the opposite, with returning professionals making valuable investments and economic contributions to their home countries, leading of positive outcomes. The emergence of a transnational perspective within the field of immigration has shed light on

these dynamics. It has helped in understanding the conditions that facilitate professional cyclic returns and knowledge transfers. Moreover, the essay discusses the implications for future efforts to attract foreign professionals to countries like the United States and other advanced nations. This perspective emphasizes the potential benefits of a more nuanced approach to brain drain and professional mobility. Chang's 1992 study explores the causes and potential solutions for brain drain by examining the case of Taiwan. Over the years, Taiwan has grappled with brain drain, particularly concerning its students who complete their graduate studies in the United States, as more than 80 percent of them opt to stay there. Many of these individuals find employment in American educational institutions, research organizations, and industries. This article delves into the origins of brain drain in Taiwan and the government's responses to this phenomenon. The study uncovers several key findings. Firstly, it reveals that elite emigration in Taiwan is the result of a complex interplay of academic, social, economic, and personal factors. Second, it differentiates Taiwan's brain drain as primarily a case of "education and migration" rather than a mass exodus of trained scientists and engineers. Consequently, the short-term impact on Taiwan's manpower isn't as severe as cases where experienced professionals depart. Importantly, the research highlights that while a significant number of college graduates leave Taiwan each year to pursue education abroad, a much larger portion of the graduating class chooses to remain in Taiwan.

To address Taiwan's brain drain issue, the government of the Republic of China (ROC) has already implemented an ambitious program aimed at recruiting highly trained Taiwanese talents from overseas. This proactive approach has been relatively successful and could serve as a model for other developing countries facing similar challenges.

Causes of Brain Drain

Shrestha's 2017 study sheds light on the multifaceted causes of brain drain, recognizing

that these causes vary depending on the country experiencing it. The primary drivers can be categorized into two main groups: push factors and pull factors. Push factors encompass the negative aspects of the home country that compel skilled individuals to migrate from Lesser Developed Countries (LDC). These factors encompass issues like unemployment, political instability, lack of research facilities, employment discrimination, economic underdevelopment, restricted freedoms, and poor working conditions (Shrestha, 2017).

Conversely, pull factors represent the positive

attributes of developed countries that attract migrants. Higher paying job opportunities and an enhanced quality of life are prominent examples of pull factors. Additionally, developed countries offer benefits such as a stronger economic outlook, the prestige associated with foreign training, political stability, advanced educational systems, intellectual freedom, and rich cultural experiences. It's important to note that these lists are not exhaustive, as there may be other factors that are specific to certain countries or even individual preferences (Shrestha, 2017).

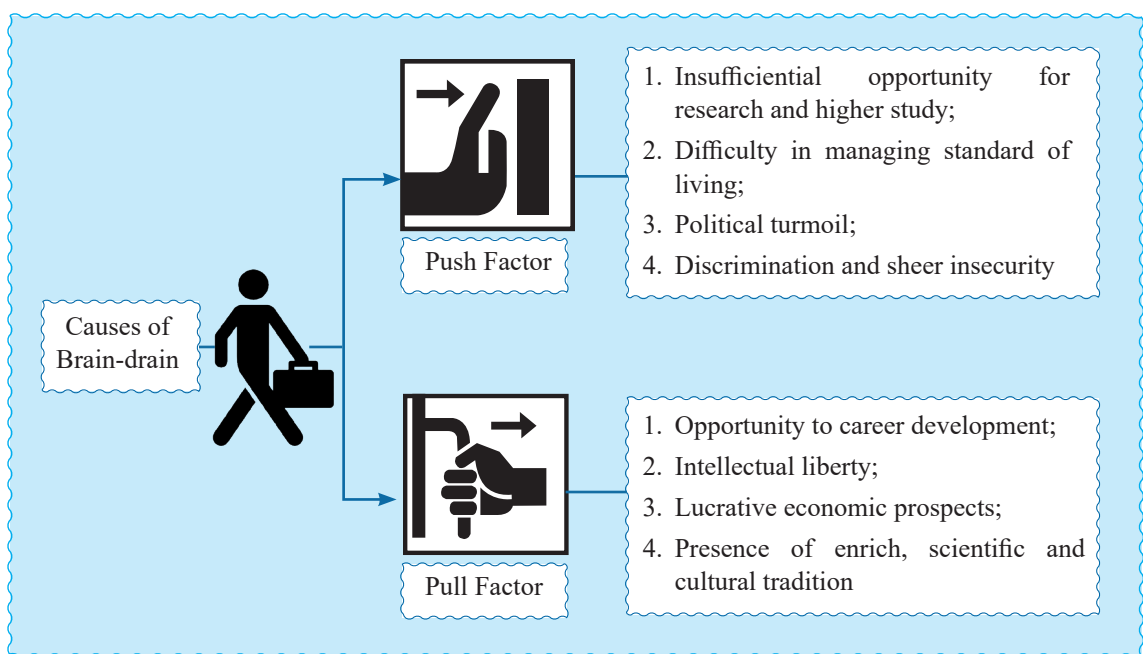


Figure 1 Causes of Brain-Drain(Source: Shrestha, 2017)

In a 2019 study by Dohlman and Laudanski, the Maslow Theory of Motivation was applied to delve into the motivations behind brain drain. Low-income countries often suffer from a shortage of physicians, and the emigration of these healthcare professionals to other nations can significantly impact healthcare accessibility in the source country. Despite efforts by academic and non-governmental organizations from high-income countries to bolster healthcare capacity in low-income nations, stemming physician migration has proven challenging. The study found that one of

the major motivational factors behind physician emigration is the pursuit of financial security, aligning with Maslow's hierarchy of human needs.

Effects of Brain Drain

Brain drain, despite some positive effects, generally brings about more negative consequences for both the countries experiencing the drain and the economies of the nation's receiving skilled professionals. Firstly, it impedes the progress of developing countries, as talented individuals who were born, raised, and educated in their homeland

choose to seek employment elsewhere. The primary motivations for their departure are career prospects, social injustice, and compensation, with career prospects being the most significant at 66%. This exodus deprives the country of individuals who could contribute to economic growth and overall development. Highly skilled professionals play a vital role in the global economy (Das, D. K. (2019). In 2000, individuals with university or graduate school educations were six times more likely to migrate legally than those with less than a high school education (Das, D. K., 2019). Consequently, developing countries continue to grapple with issues such as poverty, technological stagnation, and limited opportunities.

It is termed as 4P industry i.e proud in public and pain in private (Mishra & Nepal, 2022). Brain drain has the potential to set off a perilous domino effect. The excessive influx of highly educated workers into developed nations, coupled with the simultaneous depletion of such workers from developing nations, harms both sides. The following data highlights the types of occupations held by educated migrants, who often originate from developing countries.

The healthcare sector and nursing profession face significant challenges due to the migration of nurses seeking better employment conditions, resulting in adverse effects on public health (Pretorius, 2018; Dywili et al., 2013). This shortage of personnel in the source country negatively impacts not only health managers but also the nurses at the grassroots level and the patients who rely on the services provided by skilled nurses. Those nurses who remain in the source country are burdened with increased workloads, leading to chronic job dissatisfaction, demoralization, and burnout (Pretorius, 2018).

Similarly, the healthcare sector in Egypt experiences a severe shortage of qualified healthcare professionals, especially nurses, as evident in Egyptian studies (Bakr, 2012; Mahran et al., 2017). A significant reason for this shortage is the voluntary migration of nurses to developed countries, contributing to the weakening of the

healthcare system, economic losses, and delays in providing care. This migration poses a primary threat to achieving health-related sustainable development goals, jeopardizing the well-being of vulnerable populations and the effectiveness of global health interventions (Mokoena, 2017).

Solutions to Prevent Brain Drain

Brain drain is a prominent issue in Pakistan, characterized by a significant outflow of highly qualified and skilled workers where the majority (71%) expressed dissatisfaction with their jobs, professional isolation, poor economic prospects, and a lack of proper workforce planning as push factors for leaving. Almost half (48%) cited limited opportunities for further studies, development, and research as driving factors. Political instability and threats to personal safety were identified by 33% as the main reasons for emigrating, while 23% mentioned family considerations and a desire for improved living standards.

Various solutions were proposed to address the issue of brain drain. Thirty-five percent of emigrants suggested creating more employment opportunities, while 10% emphasized the need for basic facilities. Advocating educational reforms to curb brain drain was recommended by 15%. Additionally, 38% of respondents believed that offering a secure and conducive working environment with research facilities would be effective, and 23% proposed fair recruitment practices, respect for merit, promotion, and maintaining justice in rules and laws. Moreover, 30% of emigrants saw addressing economic issues and offering better economic returns as a key solution, while 29% stressed the importance of encouraging respect, equal opportunities, and improved social behavior toward qualified personnel. Finally, 5% recommended initiating awareness campaigns, and 8% suggested combating political corruption.

While brain drain can be transformed into a valuable resource with effective management, Dodani and LaPorte (2005) define it as the migration of health personnel in pursuit of a better quality of life, higher incomes, access to advanced technology, and political stability in various

destinations worldwide. The migration of health professionals, both within and across international borders, poses increasing concerns due to its impact on health systems in developing countries. This phenomenon raises questions about why talented individuals leave their home countries and explores the consequences, particularly on the education sector. The article aims to identify key issues and provide solutions that enable immigrant health professionals to contribute their knowledge, skills, and innovation toward enhancing the economic development of their home countries.

Chang (1992) presents a case study from China, shedding light on the growing issue of brain drain, particularly in the context of China's overseas education, which gained prominence after the Tiananmen incident in June 1989. In this scenario, many students faced challenges when contemplating a return to their home country. Some feared potential political repercussions upon their return, while others viewed this as an opportunity to secure permanent overseas residency. Beijing encountered various hurdles in addressing the brain drain predicament, including the discontent and resistance of students abroad, as well as dissuasion from family members about returning. Moreover, the existing incentives to encourage students to come back were deemed insufficient.

In response to these challenges and in light of the brain drain concerns, Beijing is reevaluating its foreign study policy. Among the policy alternatives, it seems that continuing with an open policy remains the optimal choice, albeit with the need for certain adjustments. Additionally, there are technical solutions that merit consideration in tackling the brain drain problem.

Brain Drain in Nepal

Kattel and Sapkota's study (2018) on brain drain among agriculture and veterinary graduates in Nepal highlights the significant challenges faced by less developed countries, such as Nepal, due to the outflow of skilled manpower to more developed nations. This migration, driven by attractive incentives, scholarships, and superior services abroad, has led to a substantial loss for countries

like Nepal. While remittances have provided a notable contribution to the national GDP, their long-term impact has been detrimental to human welfare and the country's economic growth. A growing trend in the migration of agriculture and veterinary graduates has resulted in a shortage of skilled professionals in these sectors.

The study aimed to quantify the brain drain of Nepali agriculture and veterinary graduates and identify its determinants, revealing that high-skill migration has become a predominant aspect of globalization and international migration. Their findings indicated that approximately 52% of students intended to go abroad, either for advanced studies or better job opportunities and livelihood. Push factors like Nepal's underdeveloped higher education system (42.7%), socioeconomic conditions (29.8%), and the desire to go abroad (25%) were the key drivers of brain drain. Conversely, factors pulling skilled professionals abroad included higher income and improved living standards (29.7%), better job prospects and working environments (25.6%), family future security (17.4%), personal freedom (9.9%), and political stability in foreign countries (10.7%).

The study's logit model revealed that factors such as the respondent's age and the migration of household members abroad were positively and significantly associated with brain drain, while total household income had a negative impact, even after controlling for other socioeconomic variables. This suggests that a majority of students studying agriculture and veterinary sciences in Nepal aspire to go abroad, whether for better education or improved living standards and job prospects. This highlights the individual nature of brain drain in a least developed country like Nepal, emphasizing the need for government policies that consider the potential consequences on the country's economic growth.

Similarly, Mainali (2019) links the brain drain issue in Nepal with the country's higher education system. The brain drain phenomenon has seen rapid growth in Nepal over recent decades. This analysis, based on data obtained through semi-structured

interviews with 14 participants, identified the main reasons for brain drain in Nepal, including the lack of job opportunities, political instability, and low salary. Lack of proper working environment, poor quality education, corruption, nepotism and favoritism in the job-recruiting process were the other factors for the brain drain. Participants also shared that brain drain has more negative effects than positive effects in Nepalese higher education. It is in the best interest of the country to create public policies and more attractive professional opportunities for educating citizens in the country, as well as mobilizing the diaspora's knowledge and skills, in order to counter the negative effect of brain drain.

A large percentage of these medical graduates and doctors tend to migrate to developed nations, as revealed in a study from 2004, which reported a 9% emigration rate. The United States of America (USA) and the United Kingdom (UK) are the most common destinations for these medical professionals. Factors influencing their migration can be categorized into 'push' factors within Nepal and 'pull' factors in the developed recipient countries. 'Push' factors include limited employment opportunities, salary discrepancies, inadequate chances for professional growth, political instability, corruption, reluctance to work in remote areas, and job insecurity. On the other hand, 'pull' factors encompass equal opportunities, improved living standards, job security, prospects for a stable future for themselves and their families, access to the global labor market, and peer group influence (Toya, 2014).

Likewise, Kadel and Bhandari (2019) delve into the reasons behind the brain drain phenomenon among nurses in Biratnagar, Nepal. This study discovered that a significant percentage of nurses below the age of 25 were considering migrating abroad, mainly to Australia and the USA, for work and further studies. Factors such as limited career opportunities, low salaries, and unfavorable working conditions acted as 'pull' factors, enticing nurses to seek opportunities elsewhere. Simultaneously, the 'push' factors, including dissatisfaction with their current salary, further contributed to their intent to migrate.

Key statistics related to brain drain of Nepal

One of the causes of brain drain in Nepal is limited job opportunities and career prospects, which lead to skilled professionals seeking employment or better opportunities abroad. The ongoing brain drain in Nepal could have a significant impact on the future of the country. If the government does not proactively address the brain drain, the country will lose its qualified skilled human resources in critical sectors such as education, health, science, technology, and business (<https://www.linkedin.com/pulse/building-better-future-nepal-tackling-brain-drain-supporting-baral/>)

Doctor-to-population ratio: Nepal has a doctor-to-population ratio of 8.1 per 10,000 population.

Emigration rate of medical professionals: In 2004, Nepal reported an emigration rate of 9% for doctors and medical graduates. Preferred destination countries for medical professionals: The United States of America (USA) and the United Kingdom (UK) are among the top destination countries for medical professionals from Nepal (Shankar, P. R., 2018).

Push and pull factors for nursing professionals: 'Push' factors, such as lack of job and career opportunities, personal ambition, and low salaries, influence the decision of Nepalese nurses to leave their own country. Conversely, 'pull' factors, such as better job and career opportunities, attract nurses to other countries (Thapa & Shrestha, 2017).

Impact on the healthcare system: The ongoing brain drain in Nepal's healthcare system could have a significant impact on the future of the country. The distribution of medical colleges is disproportionately concentrated in urban areas, leaving rural populations without quality health care. The mental well-being of physicians is a growing concern, with studies indicating high levels of burnout, stress, and depression among healthcare workers, worsened by the Coronavirus Disease 2019 (COVID-19) pandemic (Singh, B., 2023).

These statistics highlight the magnitude and impact of brain drain in Nepal's medical sector. Emigration of skilled professionals is driven

by various factors, both within Nepal and in the recipient countries, and it presents challenges to the country's healthcare system. Addressing these challenges and retaining skilled professionals within Nepal is a significant policy concern.

Role of management in managing brain drain in Nepal

The role of management in managing brain drain in Nepal is crucial for the country's sustainable economic development and growth. Here are some ways in which management can contribute to addressing the issue:

Develop and implement policies to attract and retain skilled professionals: One of the main causes of brain drain in Nepal is the limited job opportunities and career prospects for skilled professionals. By creating a conducive environment for growth and investment in critical sectors, such as healthcare, education, infrastructure, and technology, management can help attract and retain skilled professionals.

Invest in research and development: The lack of research and development opportunities is a significant factor contributing to brain drain in Nepal. By investing in research and development, management can create a knowledge-based economy that offers growth opportunities and incentives for skilled professionals to stay in the country.

Implement returnee programs: Returnee programs, which provide support and incentives for Nepali professionals to return to the country after studying or working abroad, can help control brain drain and harness the knowledge and expertise of Nepali professionals. Management can play a crucial role in implementing and promoting such programs.

Address societal factors: Brain drain in Nepal is also influenced by societal factors such as global travel, cultural pressure, lack of recognition, and lack of social support systems. Management can work towards creating a supportive and inclusive environment that recognizes and rewards the contributions of skilled professionals, thereby reducing the incentives for them to leave the country.

Collaborate with the government and other stakeholders: Managing brain drain requires a collaborative effort between the government, private sector, and other stakeholders. Management can play a crucial role in advocating for policies and initiatives that address the root causes of brain drain and create a conducive environment for growth and investment in critical sectors.

By taking these steps, management can contribute to addressing the brain drain issue in Nepal and help the country achieve its sustainable economic development goals.

Welcome to IRJPMC Volume 2, Issue 2

This issue expressed on following areas:

1. Understanding and effectively utilizing the skills of returnee workers in Rupandehi District is vital for its sustainable development. By embracing and integrating the knowledge and experience these individuals bring, the district can address issues like unemployment and poverty, stimulate entrepreneurship, and foster a culture of learning and growth. It is a collective effort that can lead to a brighter and more prosperous future for both the returnees and the community at large (Kharal & Rana, 2023).
2. The Employment Dynamics and Economic Contributions of Community College Graduates in Rupandehi District, Nepal community college graduates in Rupandehi District are becoming a driving force behind local economic growth and development. Their practical education, strong work ethic, and commitment to the community create a positive cycle of progress. Recognizing and supporting the contributions of these graduates is essential for a brighter future in Rupandehi, where education and employment opportunities continue to thrive (Rana, et al., 2023).
3. A research-based on overview highlighted development of microfinance (Gautam, J. 2023).
4. Haat Bazars in Rupandehi have made a substantial contribution to the rural

economy, driving economic growth, fostering entrepreneurship, and preserving cultural traditions. They are vital not only for the economic well-being of the region but also for the social and cultural fabric of Rupandehi. As we move forward, it is crucial to recognize and support the continued growth of these local markets, ensuring that they remain a cornerstone of rural prosperity in this beautiful region (Nepal, 2023).

5. Online Retailer's Understanding of Consumers While Offering the Product: A Narrative Study opens a window into the intricate world of online retail, where consumers' stories, needs, and preferences take center stage. Online retailers who invest in understanding these narratives and adapt their strategies accordingly will be better equipped to provide tailored experiences that meet the expectations of today's digital consumers. The future of online retail lies in not just offering products but in crafting stories that resonate with consumers and cater to their evolving desires (Thakur, 2023).
6. The Administrative Skills of Head Teacher in Educational Institutions the administrative skills of head teachers in educational institutions are the compass that guides these institutions towards success. Strong organizational abilities, efficient time management, effective communication, and adept problem-solving are the cornerstones of a head teacher's role in creating a conducive learning environment. Recognizing and nurturing these skills is essential in ensuring that educational institutions can provide the best possible learning experiences for their students (Adhiakri & Budhathoki, 2023).
7. The Perseverance of Life: Exploring the Struggle for Existence in Hemingway's The Old Man and the Sea "The Old Man and the Sea" is a timeless masterpiece, resonating with readers from all walks of life. Its themes of perseverance, resilience, and the inherent struggle for existence continue to captivate our collective consciousness. Hemingway's portrayal of Santiago's ordeal reminds us

that life is a relentless voyage filled with challenges, but it is our determination to endure that defines our existence. our resilience, and our eternal pursuit of the unattainable dreams that make life worth living. (Ghimire, 2023).

8. An Artificial Intelligence (AI) Enabled Framework for Cyber Security Using Machine Learning Techniques an AI-enabled framework for cybersecurity is not just a powerful tool but a necessity in our digital age. As cyber threats become more sophisticated, the integration of AI and ML techniques into our defense strategies is a proactive step towards safeguarding our digital assets and ensuring a secure and resilient cyber landscape. The promise of AI in cybersecurity is one that holds the key to our collective digital future, and we must continue to invest in and explore its full potential (Ahmad & Krishna Prasad K, 2023)
9. Madheshi contributions in Nepali education exemplify the spirit of empowerment and transformation. They have not only expanded educational opportunities but have also enriched the educational landscape of Nepal with their dedication and resilience. By valuing and celebrating education, the Madheshi community empowers minds and lays the foundation for prosperous and inclusive communities in Nepal. Their ongoing contributions are a testament to the enduring impact of education on individuals and society as a whole (Thakur, et al., 2023).

Acknowledgment

As the Editor-in-Chief of the International Research Journal of Parroha Multiple Campus (IRJPMC), I would like to extend my heartfelt congratulations to all the authors who have contributed to the success of our journal. Your hard work, dedication, and commitment to excellence have made this achievement possible.

Publishing a research article is a significant accomplishment that requires extensive knowledge, expertise, and perseverance. Your contributions have not only enriched the academic community

but have also helped to advance the frontiers of knowledge in your respective fields.

We are greatly thankful to University Grants Commission Nepal for supporting us to conduct research training which made us capable of doing this journal.

First and foremost, I would like to thank the reviewers for their valuable contributions. Your insightful feedback, constructive criticism, and meticulous review process have significantly improved the quality of the published articles. We appreciate the time and effort you have invested in reviewing the manuscripts and providing valuable suggestions for their enhancement.

I would also like to express my gratitude to the advisors and editors for their guidance and support throughout the publication process. Your expertise and knowledge have been invaluable in ensuring the high standards of our journal. Your commitment to academic excellence and your willingness to share your insights have been instrumental in the success of our journal.

To the authors, I extend my appreciation for your contributions to the journal. Your research, innovation, and dedication to your respective fields have enriched our publication. We are grateful for the opportunity to showcase your work and contribute to the academic community.

I would like to acknowledge the College Management Committee for their support and encouragement. Your vision and commitment to promoting research and academic excellence have been crucial in the establishment and growth of our journal.

Lastly, I would like to express my gratitude to the editors of the first and second issue for their confidence in me as the Editor-in-Chief. It is an honor to serve in this role and work with such a talented and dedicated team. Together, we will continue to strive for excellence and contribute to the advancement of knowledge in our respective fields.

Thank you once again to everyone involved in the success of the International Research Journal

of Parroha Multiple Campus (IRJPMC). Your contributions are deeply appreciated, and we look forward to your continued support in the future.

As we celebrate this festive season, let us reflect on the values that make us truly human. In a world filled with contradictions and challenges, it is our compassion, conviction, and contribution that can bring about positive change.

Compassion, the ability to understand and empathize with others, is a powerful force that can bridge gaps and heal wounds. Let us extend a helping hand to those in need, whether it be through community service, supporting a friend, or simply offering a kind word.

Conviction, the unwavering belief in our principles and values, gives us the strength to stand up for what is right. Let us be guided by our moral and ethical compass, even in the face of adversity, and strive to make a difference in the lives of others.

Contribution, the act of giving our time, energy, and resources, is a fundamental part of being human. Whether it is through our work, our relationships, or our involvement in our communities, let us be committed to making a positive impact in the world.

As we navigate through life, let us do so with an attitude of gratitude, humility, and respect for others. Let us be mindful of the impact of our words and actions, and strive to build bridges of understanding and cooperation.

Let us come together as a global community, united in our shared humanity, and work towards a better future for all by managing brain drain. On behalf of journal team, Wish you all happy happy festivals you are celebrating.

Conclusions and Suggestion

The United States and the United Kingdom are the most preferred destinations for Nepali doctors, while recent graduates are increasingly willing to go abroad Push and pull factors: The migration of professionals in Nepal is influenced by a combination of push and pull factors. Push factors include limited job and career opportunities, dissatisfaction with salary, and personal ambition,

while pull factors include better job and career opportunities in other countries. Consequences of brain drain: Brain drain has both positive and negative effects on the economic development of the country. While it can contribute to the remittance income and skill transfer, it also leads to a shortage of qualified and skilled workers, hindering the development of the industrial sector. Solutions for managing brain drain: To address the issue of brain drain in Nepal, the government should focus on political stability, development in the industrial sector to create employment opportunities, and offer competitive salaries, effective management, and supportive working environments for professionals. Additionally, initiatives inspiring professionals to stay in Nepal, maintaining the National Health Insurance Program, and controlling healthcare privatization are necessary.

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