



United Nations International Children's Emergency Fund (UNICEF)



Topic:

Addressing Brain
Drain: Strategies for
Retaining Talent and
Supporting Youth
Development in
Developing Countries



Committee: UNICEF

Topic: Addressing Brain Drain: Strategies for Retaining Talent and Supporting Young Development in Developing Countries.

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I. Quorum

-Argentina	-Indonesia	-Philippines
-Bangladesh	-Jamaica	-South Africa
-Brazil	-Japan	-Tunisia
-Canada	-Kenya	-United Kingdom
-Colombia	-Lebanon	-United States
-Egypt	-Mexico	-Vietnam
-Ethiopia	-Morocco	
-Germany	-Nigeria	
-Ghana	-Pakistan	
-India	-Peru	



II. Committee Background

After World War II, UNICEF was created with the promise of taking care of all those children that have a need, no matter the place they come from. UNICEF helped all the children protect their rights to survive, thrive, and reach their full potential. In 1989, they made a historic commitment adopting the United Nations Convention on the Rights of a Child. For over 70 years, UNICEF has collected items, records, and artifacts that document the story of protecting the rights of the children. UNICEF protects 190 countries and territories, perceives future generations, and is reaching even the toughest places in the world.

Brain drain is an emigration situation in which a highly skilled person goes to another place that has better opportunities for them. The developing countries don't have the resources necessary for people with their potential. That's why they migrate to developed countries that can offer them a better education, job, and opportunities for their future. An advantage of brain drain is the opportunity for people to have a better life with opportunities that they couldn't get as easily. As well as advantages there are disadvantages, such as the problem of development of the home country and the overpopulation in the developed countries.

The main problem with brain drain is the considerable loss of improvement in the developing country. Because the people who can help them have migrated to other countries, these are developing challenges. Meanwhile, the destination countries often benefit greatly from the invasion of skilled workers. The arrival of educated and talented individuals can drive technological advancements, boost economic growth, and fill gaps in labor markets, especially in fields like healthcare and engineering. This can lead to challenges in these countries as well, including increased competition for jobs and potential strain on social services.

III. History of Topic

Brain the emigration of highly qualified people from a less developed country to relatively more developed ones is one of the serious problems that could confront a



nation relying on its educated workforce for growth and development. Most of them are talented people in the field of science, technology, health care, and education who have gone to other countries in search of better opportunities, higher incomes, and better lifestyles. This could be dangerous for the capital, as it needs an outflow to completely weaken a country and ruin the vital sectors; it also retards long-term development. Brain drain needs a multi-faceted approach, which essentially revolves around retaining talents and creating environments congenial for youth development.

One of the effective tools for talent retention involves creating competitive opportunities within the home country. The governments can invest in higher education, research, and development initiatives that open lucrative career paths to talented individuals. Developing nations can create an enabling environment for financial support, resources, and mentorships of young professionals to pursue their careers within the country through collaborations between private sector companies and international organizations. The government can establish innovation centers and hubs for technology that could foster startups, encourage entrepreneurship, and subsequently develop jobs attractive to talented workers who would otherwise look for work overseas.

Positive impacts in the consequence of brain drain are the better opportunities for a country such as having better employment opportunities with highly skilled people that can take forward the economy of a country. Also creates a bigger area of opportunities for those who in their birth country couldn't take advantage of the education system. The developed countries have a more varied system of education that could take the foreign to reach its goal and have a better life. The more people migrate to a developed country, the more the country grows because of the population growth and economy.

The disadvantages are that having a large population in an area means that if the situation is not well controlled, there will be many problems with homelessness and overpopulation. On the other hand, the countries from which people migrate will not

have the people who could help them grow as a country and will be worse off than before because they do not have many people to support the development of the country. Also, because there will not be as many entrepreneurs, the economy will deteriorate, many businesses will fail and more recognized franchises will not have the reason to stay there. Therefore, the country will become a town that needs



development to be more recognized and stable.

IV. Topic Information

Brain drain has many negative impacts on the real situation in developing countries. The main impact is losing those people with skills that have the potential to improve the possibility of change and development. Migration can cause many escapes in the work area and a lack of labor in many places. Because of this deficiency of jobs for people to work at, there is a loss of tax revenue for the countries of origin, which means that the expenses lose a lot of money for public spending.

On the other hand, a positive impact would be that brain drain is the opportunity for people to go to study in a better place and then return to their country of origin to improve the quality of life there. Many people migrating to a developed country may help to have a relationship between the countries and benefit each other. Finally having the relationship between the countries can enhance many situations in the developing country by having help from the developed ones.

Another version of brain drain may build useful links and partnerships between developing and developed nations. Migration and establishment by highly qualified workers abroad possibly act as a bridge. These can cause trade opportunities, the exchange of technology, and direct investment in key areas of health, education, and infrastructure in the home countries. International networks built by emigrants help home countries access resources and build longer-term development efforts and diplomatic ties.

The potential connections emigrants create on a global scale can be cause for development. Highly trained migrants often become ambassadors for their origin countries, building networks that, in turn, develop trade, technology transfer, and investment in health, education, and infrastructure. These partnerships are serving as conduits for resources and technical knowledge to flow back to developing countries, a foundation for longer-term development and a strengthening of diplomatic ties. While brain drain is a problem, it also represents a unique opportunity to turn the global networks of emigrants into a driver of sustainable development.



V. Current Issues

Kazakhstan

Kazakhstan does not have optimal living standards. Education also affects the migrating percentage since in Kazakhstan there isn't a good opportunity for a good education and work. People who are highly skilled in many areas opt to leave the country and search for a better opportunity internationally. The consequences for Kazakhstan are the struggle and shortage of skilled people in the work zone. This impacts the economy and in society the country. However, the most significant issue is the struggle of growing as a country economically and politically. Kazakhstan's idea is to implement more jobs with high-ranking positions for those who are very skilled in proposing improvement for the country.

China

China is a fast developing country that increases a lot every year. But with all the changes in politics, for many Chinese, it isn't the best way of living, and they look forward to leaving the country and going to a developed country where their skills may have a better vision and, therefore, a better life. China is known for exhausting jobs and overexploitation of labor, so many people consider leaving the country and looking abroad.

India

There is a high brain drain in India, especially in highly educated professionals in the fields of technology, medicine, and engineering. Most of the highly capable young personnel shift to developed nations in search of better job opportunities, better wages, and a better lifestyle. While India has indeed achieved much in its tech sector and boasts many excellent universities, the inability to provide enough top-ranked positions, attractive salaries, and career advancement opportunities within the country pushes many towards international shores. These migrating minds mean less competition for skilled workers in vital sectors, which in turn is very harmful to long-term economic growth and innovation in the country. What is required to



counter this is the availability of more opportunities for such young professionals in India, improvement in infrastructure, and an environment that is conducive to entrepreneurship and job creation within its boundaries.

Nigeria

There is a high brain drain in Nigeria, especially in the health, engineering, and education sectors. The most qualified citizens leave for foreign countries due to various reasons such as economic instability, corruption, poor working conditions, or lack of infrastructural support. This will ensure a limited number of professionals who qualify for critical duties within the necessary sectors; for instance, in health, where doctors and nurses migrate to other countries that offer better remuneration packages and better working conditions. Retaining talent is, therefore, difficult under the circumstances of political instability and the limited resources to invest in education and public services. To be able to reverse this brain drain, Nigeria has to address corruption, improve the country's political climate, create job opportunities at salary scales that would make it competitive, invest in basic critical infrastructure, and offer incentives for skilled professionals to stay on or return.

VI. UN Actions

The UN plays a very critical role in addressing the challenges of brain drain and migration through its various specialized agencies, research, and development programs. Among key actors in this space, UNDP supports countries in developing policies that mitigate negative impacts of brain drain. It also focuses on human development, inclusive economic growth, and improvement of educational systems within countries experiencing significant losses of skilled manpower. The UNDP issues a series of Human Development Reports that outline various concerns; sometimes, migration and effects on national development are discussed within these reports. These reports put forward strategies to develop local opportunities for education, entrepreneurship, and innovation that can decrease the push factors leading to brain drain. The UN Economic and Social Council is also helping by providing a dialogue forum for its member states, along with technical assistance through the sharing of best practices on how to retain skilled talent and improve living standards for citizens.



On the other hand, IOM is a UN-related body that has been established to assist countries in effectively managing their migration processes while protecting the rights of migrants. Through research, policy advice, and direct intervention, IOM has helped countries like India, Nigeria, Kazakhstan, and even China in overall migration strategies. These strategies are designed in such a way that they maximize the benefits accruing from migration while limiting challenges that may be witnessed as a result of migration, which could relate to loss of skilled labor. The IOM supports governments in developing legal frameworks that protect the rights not only of their emigrant workers but also those who stay behind and design return migration programs which, upon return to their home country, would attract highly qualified workers. In this respect, through partnerships with other UN agencies, IOM moves.

Development-oriented migration policies encourage countries toward building strong domestic institutions, improve governance, and investing in sectors such as education, health, and infrastructure. By addressing the root causes of migration, the UN works to create environments where skilled workers would want to stay and contribute to long-term national development.

VII. Conclusion

In conclusion, UNICEF is looking forward to helping those children who need to emigrate because of not having a good life or a low standard of living. UNICEF is implementing a solution within the countries where people migrate so that it is not necessary to migrate and instead stay in their home country where they can build a healthy education and an opportunity to have a high standard of living.

UNICEF is ensuring the child's best life, and since that, we need to be proud of representing and helping children's potential to give their help children to do their best and achieve results by having a good education and a country where there are opportunities to grow.

VIII. Guiding Questions

1. How has your country been fighting against brain drain?
2. How has your country handled migration?
3. Does your country suffer from brain drain?
4. What is your country doing about the issue?
5. Are there any other organizations helping solve the problem?



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