

THE INTERNATIONAL JOURNAL OF BUSINESS & MANAGEMENT

Emigration of the Intelligentsia and Its Effects on the Socio-Economic Development of Zimbabwe

Godfrey Muchapireyi

Director, Department of Marketing, Widespace Investments (Pvt) Ltd, Zimbabwe

Washington Mahiya

Director, Department of Administration, Christ College, Zimbabwe

Abstract:

This paper discusses skills emigration of the intelligentsia and its effects on the socio-economic development of Zimbabwe. Skills flight has been a huge challenge to the developing countries and this has contributed much to their under development. Since the turn of the millennium, Zimbabwe has lost key skilled and talented people who left the country due to economic hardships. Several studies have shown that there are very high levels of emigration among the young and the very highly skilled people of Zimbabwe. Skills flight or brain drain is a very old phenomenon in human history and usually takes place for various reasons. Some of these reasons are social, economic and sometimes of a political nature. The aforementioned reasons either push people to leave or pull people if these are seen to be better in other countries. Globalization has also resulted in an increase of movement of people from one country to another. The world has become a global village with very little to separate countries. Skills flight has merits and demerits, and this paper will try to unpack these issues so that there is some clarity. While some schools of thought argue that the sending countries lose because of skills flight, it is not always the case because these people help in the development of their native countries by sending money back home (diaspora remittances) that is used for developmental projects and assist in improvement of foreign currency earnings for their countries. It also denies the remaining population the opportunity to benefit from their highly skilled compatriots (skills and knowledge transfer) who in most cases would have benefitted from state funding. However, for the host countries, they benefit by having the best brains who are usually very intelligent and have good leadership skills. These emigrants help to develop the economies of host countries. In some cases, there are tensions and conflict that arisen the host countries as a result of the skilled people who would have migrated to these countries, for example, there have been cases of xenophobic attacks on foreigners in South Africa, racism (in Europe), among other problems caused as a result of immigrant labour. It is argued in this paper that skills emigration in Zimbabwe has affected the performance of the Zimbabwe economy and development agenda.

Keywords: Skill export, brain drain, emigration, intelligentsia, socio-economic development

1. Introduction

According to Scientific and Industrial Research and Development Centre (SIRDC), the past two decades has seen a small number of Zimbabwe's valuable human resources leaving the country in search of "greener pastures" in the region and the world over. During the last four years, this brain drain trend has escalated in magnitude to levels that have serious implications for the country's capacity to deliver on the sustainable development front. Since the early 1990s, a growing number of Zimbabwe's valuable professionals have been leaving the country in search of "greener pastures" in the region and the world over. Recent large-scale data efforts have provided a much-improved evidence base with which to talk about the scale of high-skilled emigration (e.g. Docquier and Marfouk, 2004; Beine et al. 2007). Gibson and McKenzie (2010) data from three island countries was used to interrogate further the determinants of migration and emigration decisions by the highly skilled. The pattern and extent of the brain seriously impacts sustainable development for any country. It is a known fact that knowledge is a fundamental instrument for wealth creation and international competitiveness. This has given rise to a greater awareness of the seriousness of the ongoing skills exodus.

The effects of brain drain cannot be ignored by any country because ignoring leaves the countries without the much-needed human resource as a means of production. The effects of losses through skills flight are so huge that no country can develop without their most gifted and skilled people. These losses retards development, especially for developing countries. However, it is very difficult for developing countries to curb brain drain by a large scale because there is so much demand of skilled and talented people by the developed countries, for example, USA has special visas that they issue to people with certain skills and qualifications. South Africa is giving visas to people who have special set of skills and qualifications. This is at the detriment of the native countries of the migrant labourers. The exodus of the highly skilled and talented people from Zimbabwe leave them with those people who are in some cases not equal to the tasks at hand, hence under development.

2. Zimbabwe's Socio-Economic Environment

In the last two decades, brain drain has changed significantly because it is not only the very skilled that are leaving, but even those that are semi-skilled or unskilled. This is to a plethora of reasons, chief among the reasons for skills flight is unemployment which is a result of many factors, such as poor governance, corruption, natural disasters brought about by climate change, political instability and other forms of issues that push people to leave their own countries. On the other hand, more developed countries are luring people by offering better working conditions, sound economic policies and being good investment destinations. Zimbabwe has been going through a bad patch in terms of political and economic growth. This has been exacerbated by unending disputed election results which made issues of legitimacy of the country's leadership questioned.

As a result, many Zimbabweans are leaving the country in droves in search of better fortunes outside the country. People are promised better working conditions, better wages and bright prospect of lives outside the country; hence they leave the country. There is not much production taking place in the country because of poor policies and because the country is reeling under economic sanctions. The country is not accessing lines of credit from multi-lateral institutions like the World Bank and the International Monetary Fund, hence this has affected the ability of the country to put in place developmental programmes that will create employment for people to earn livelihoods. Brain drain is a long-term practice that started during the times of the slave trade. Though slave trade as the forced recruitment of strong African men to go and work in Europe, in a way this was skills flight. This is so because these were usually young strong men who were forcibly taken away from their own countries going to the Americas and other European countries. In Africa, there was skills flight, for example, when working men would go and work in the mines in South Africa. This was commonly referred to as 'Wenela' of Egoli meaning the place of Gold.

The city of Durban in South Africa is home to many people of Indian origin. These people came to South Africa in search of greener pastures, and this was in the early 19th century. This therefore means the phenomenon of brain drain is a very old practice which may not be eradicated by any means possible, because there are many reasons that either lure people to come into a country and those reasons that force people to leave their own countries. There is a sizeable number of Malawians and Zambia that are now settled in Zimbabwe. These labours migrated into Zimbabwe in search of better wages and better working conditions that were not in their own countries. They mostly provided labour in the railway, mines and some in farms where the locals were unwilling to work. This again is a good example of brain drain.

The phenomenon of brain drain witnessed about 100 million in the diaspora. This figure includes that of the 21st century when Africans were forcibly taken to American destinations and some to European Diaspora. This resulted in losses of talented and skilled individuals who in some cases left their profession in search of better fortunes in the diaspora. The destinations are varied as some went to USA, Australia, Canada, South Africa and some in Botswana, (Scientific and Industrial Research and Development Centre)

The UNDP (1991), argued that, the continent's capacity building must cater for the creation of an enabling environment that provides human resource capable of championing development. The World Bank, (2006) asserts that no country will achieve its goals if faced with the challenges associated with brain drain. Despite decade of political and economic doldrums, Zimbabwe's economy is on a recovery path, and this was because of the formation of Government of National Unity (GNU) that was a brain child of the SADC region after the elections of 2008 failed to produce an outright winner. However, the country still has a very high turnover of highly skilled and talented people. Adubifa (1990) and Bossuyt (1995), averred that, this brings along huge challenges in terms of capacity building in many other countries. It is critical that policies in respect of capacity building are mainstreamed through good investment and building stocks as they relate to human capital' and to institutionalise these for economic and political transformation of the countries post crises.

Issues of brain drain, and capacity building are not only confined to African development, but they again present developmental era where knowledge technological advancement, connectivity, information and brain drain levers of power provides some competitive advantages. This is about economies where knowledge, innovativeness is crucial to survival and economic development. (Bettis & Hitt, 1985; Boisot, 1998). Skills flight from developing countries are depriving the countries of the necessary critical mass that contributes to development, and this also is a contributory factor to the widening of the gap in scientific and technological advancement between the developed and developing nations. Developing countries are therefore challenged to create an enabling environment for policies, resources, such as human capital that become levers of development, which in turn provides competitive advantage. Capacity development and institutional strengthening of government, none state actors, civic society and the private sector are important for social transformation. Lisk, (1996) and UNDP (1991), averred that, the process of building capacity is dynamic and of a progressive nature where both human and institutional capacities are developed in an environment that is conducive, that is supported by the nation, organisations and community at large. This helps to benefit from the interconnectivities nationally and globally. The leaving of countries by the educated, skilled, qualified people required to assist with designing and implementing developmental blue prints must first be addressed before anything else. Existing literature on microeconomic literature about brain drain was more aligned to individuals from selected professions. Hunter et al. (2009), Ben-David (2007), Pettersson (2008) African health professionals, Commander et al. (2004) and Constant and D'Agosto (2008) are some of the examples.

3. Theoretical Framework

The early 1960s literature covers a wide range of topics that relate to skills flight of the working class from Developing Countries to Developed Countries. These started to take place, particularly, focusing on the impact on welfare for the economies experiencing a loss of skilled people.

According to Johnson (1965), "in the absence of any very persuasive evidence to the contrary [...] there is no significant probability of world loss from the international migration of educated people". His argument is that the entire world, in one way or another, is negatively affected by skills flight. It is the case when the social loss resulting from skills flight to developing countries is greater than the gains to the migrant. Grubel and Scott (1966a, 1966b) were also in agreement as they argued that there is no loss attributed to Less Developed associated to brain drain, but they instead argued that skills flight of highly skilled people provides an opportunity for nations' capital-labour ration, hence raising the average income of a nation in the long run. Potentially, the parent countries largely benefit from the researches done by Engineers and Scientists who are in foreign lands as these are accessed publicly after being published. However, Grubel and Scott however overlooked the effects of redistribution of welfare (Weisbrod, 1966).

Godfrey (1970) shared the same sentiments as those by Grubel and Scott, saying that attention should be given to average incomes instead of the theoretical distribution of the total between individuals. Consequently, he introduces the idea of schemes of compensation which are aimed at bringing some equilibrium to the effects of skills flight. He proposed some solutions to tame brain drain, such reducing the number of students studying abroad or making education country specific that it will not be useful in outside the country's foreign employers. This argument resonated well with Myint (1968), who argued that if a country's qualifications are less acceptable internationally, there will be a reduction in brain drain, because there will not be demand for such skills.

While analysing the issues of brain drain, and its effects, (Watanabe, 1969), he argues that skills flight will, affect the welfare of a country by slowing its development. However, he also acknowledges the effect of brain drain is a major cause of slow rate of development, thus implying the best solution to reduce brain drain is by making sure developing countries are also developed. In their detailed literature review on the analysis of the effects of brain drain, (Bhagwati and Rodriguez 1975), classified the literature into contributions dealt with comparative-static or dynamic formulations including those that assumed a perfectly competitive model. Kwok and Leland (1982, 1984); Katz and Stark (1984) emphasised on information distribution asymmetry about the skills of migrants. They argue that receiving countries have worse information about the abilities of migrants and they therefore peg wages based on their perceived knowledge of migrants. Resultantly, only people with below average skills have an incentive to migrate.

Webb (1985) addresses the effects of brain drain and how this influences the distribution of opportunities for education in Developing Countries. He asserts that Government objectives play a crucial role to his model. He argues that Governments are either concerned with the efficiency of their education systems, or their endowment of learned labour. For those families that have "abundant cash", migration plays a positive role, while for those that are "cash constrained", the role is negative. However, if carefully aligned with good public policies, there is usually no negative effects of migration.

In presenting a survey on theoretical models on migration decision making, (Gallup; 1997) as well as the gravity model, the two-sector model, family decision-making models, information and networks, literature on the brain drain phenomenon, will remain influenced by specific case studies in Sub Sharan Africa because of the subject's political inclination, inaccurate and sometimes poor data.

4. Causes and Effects of Skills Emigrations

Brain drain is the is the movement of skilled, trained or qualified people from their country of origin to another country in search of employment, then take up residence in the host countries. Under these circumstances, professionals, in whom a country would have invested hugely from the scarce resources emigrate to other countries to seek better job opportunities in other countries. Brain drain can also be defined as the migration of "human capital" internationally as migrants. These migrants emigrate to other countries, for employment, but they usually do not acquire citizenship of the host countries of employment.

Additionally, skills flight is the leaving of a country by skilled, qualifies and especially talented people of working age to other geographies, outside one's own country. This maybe because of economic decline, conflicts, lack of opportunities in native countries, hazardous conditions, or other reasons. This can be juxtaposed with skills flight. Skills flight maybe defined as investment of skills that have been acquired in one's country, acquired using resources of one's country, but not used in the country where these had been obtained. Usually when people acquire skills or are assisted to gain skills and do not return to their native countries to use such skills, this is referred to as brain drain. Countries lose investment in people when skilled and qualified individuals leave and do not come back to use acquired skills and talents. In most cases, the capital that the individual would have been a part of is reduced by their departure. These very skilled and trained people would have been trained using very scarce resources of the native countries, and at a social cost. This has brought a sense of despair to developing countries that bear the brunt of skills flight and are at the mercy of the effects of brain drain, while it's a benefit for those countries where these people emigrate to. This scenario happens when those that leave their countries to study abroad do not return to their native countries after studying, or when those educated in their countries leave for greener pastures.

Brain drain is a worse devil, because it drains the home country native countries of very limited resources, while enriching the host nations of the developed word. This state of affairs is a big undoing for the native countries that are always grappling with underdevelopment and poverty. This is so because they are already in financial difficulties. Some developing nations have sound educational policies and standards that are like those of the developed countries. As a

result, these are used to escape from troubled economies or unsustainable livelihoods. Historically, brain drain of massive proportions after the First World War when there was massive reconstruction in the developed world, for example in the United States, Britain and other Western countries. The reconstruction phase throughout the developed world resulted in increased demand of highly skilled people by such countries. This period of development by both the developing and developed countries resulted in both making relentless all efforts so that they would industrialise. This 'race' was because every nation wanted to catch up with the United States of America's technical and scientific standards. This is believed to have had a huge effect on the ability of developing countries efforts to also develop.

Brain drain have been as a result of circumstances and situations that discourage people to stay in their countries and those in other countries that make skilled people want to go there, i.e. those situations make leave their native countries, either going to neighbouring countries or abroad, to countries such as the USA, UK, Canada, Australia, etc. The pull factors have been described as those factors that attract people to emigrate to destinations where they are lured by prospects of good opportunities and better lives. This phenomenon usually occurs in countries where there is a mismatch between those who are willing and able to work cannot be absorbed into the job market, or where their skills and talents are unrecognised or poorly rewarded. This becomes the case when people's jobs have been terminated and where jobs are none existent, and where favouritism and nepotism, or when someone's social standing, rather than capability and ability are used as the basis for being employed.

Skills flight or brain drain may be because of discriminated based on gender, social class, ethnicity, skin colour, race or skewed policies. Poor systems in skills training may result in graduates who do not match the available opportunities, and hence not well, suited to the needs of areas of the economy. Zimbabwe inherited an educational system from the former colonial master (Britain), but that system is no longer relevant to the current needs of the country. In some cases, those who would have trained outside may not be able to fit back into the system of their native countries for them use their learned skills, e.g. Gambia, in the 1990's when their people went to study outside the country because there was no university in the country. huge amount of the country's resources for funding their people's studies and training abroad was used. However, these people did not return because they had nowhere to use the acquired skills, especially those who had become Professors.

The migrants usually make comparisons between conditions obtaining in their native countries to those of foreign countries. When there are huge gaps in standards of life, tastes and circumstances, and cost of doing business, these give rise to migrants' decision making. Macro-economic factors such as rates of inflation, income, wages buying power, do also affect decision making of migrants. For example, wages in Zimbabwe are very low and with two-digit inflation, people are bound to emigrate, and the greater number of working class are civil servants.

Political instability in the countries of birth sometimes force people to the emigrate. Political instability may result in the persecution of a group of people either because of political affiliation, activism or politically motivated violence may drive people out of their native countries and go outside to seek better life and opportunities.

Some have been victims of ethnic, religious, cultural and sectoral violence and clashes. Emigration may be as a result of civil unrest, tribal purging, or social unrest in native countries. While it is generally expected that after completing their studies, students from less developed countries will go back to their native lands, they rarely do so as they are lured by better prospects and sometimes better opportunities in the host countries. This mostly is the case with specialist areas such as medicine, education, engineering and Information, Communication and Technology (ICT). Most of these professionals decide not to go back home but remain and seek employment opportunities in the host countries. The other reasons for not going back to their native countries maybe due to pride and the prestige of having obtained their qualifications abroad.

Many Zimbabweans go to study abroad because of limited number of training institutions in the country where everyone may not be absorbed. Because of the limited number of training institutions, the selection criteria for college entrance becomes tough, hence some are left to look for alternative opportunities elsewhere. When those who have gone abroad to study acquire internationally accepted qualifications, and they shun the country, and they opt to work outside Zimbabwe.

Workers are generally not well paid in the developing countries; hence this becomes a push factor for those that would have acquired qualifications both inside and outside the native countries. Most developing countries have uneven number of available opportunities to the number of people who are qualified, willing and able to provide their labour, hence faced with these scenarios they decide to emigrate. For example, Zimbabwe's unemployment rate is said to be around ninety five percent, while the colleges and universities are producing graduates every year who are expecting to be employed. This misnomer results in those skilled people to emigrate to other countries in search of better prospects.

In Venezuela, political instability and poor macroeconomics measures have led to hyperinflation and mass exodus of people to neighbouring countries and to the United States of America. The impasse between the sitting President Maduro and the opposition leader has created a huge man-made disaster. The same situation is taking place in Zimbabwe where there has been issues to do with rigged elections. This has resulted in inflation going up and unemployment rates also going up. The socio-economic environment is very fluid and difficult for the citizens. Deep rooted political and economic development failures, poverty, poor governance and corruption have resulted in a plethora of problems for developing countries such as Zimbabwe.

Studies point out that the largest number of migrants are from Africa, and Africa bears the brunt of skills flight as they lose the most promising talent and trained personnel. In the late 1990's many Ghanaian physicians were said to be practising in the United States and estimates indicate that more than twenty thousand Nigerian academics work in the USA, while many Ethiopian Physicians work in the state of Chicago in USA. It is argued that yearly, more than twenty thousand skilled people leave Africa

According to a recent report by the British Broadcasting Corporation (BBC), one third of professionals from Africa emigrated in the past decade and this translates to a replacement cost of \$4 billion to the continent yearly if these people are to be replaced, while rich countries such as USA made a savings of up to \$26 billion which they could have spent for training 130,000 physicians. This situation exacerbates the already dire situation for poor countries in the developing world. Most affected are countries such as Ethiopia that has a history of internal conflicts, internal strife, hunger famine and other natural disasters. Most medical doctors who have been trained using scarce state resources and this was with considerable social cost and debt provided by rich nations. Most of those that have gone to train outside did not return to Ethiopia, for example in the past decade between 1980-1990, out of about 23 000 students who went to study abroad, only a paltry number of 6000 returned. They were lured by generous working conditions, higher wages and better prospects in the host countries and other developed countries.

In most cases generous working conditions and prospects of better work opportunities are the drivers of most Africans to emigrate. It is argued that although Nigeria and South Africa are Africa's biggest economies, they are at the top in terms of brain drain, especially to countries like the UK and the USA. Consequently, this has caused much underdevelopment to the African continent.

Pull factors are those entitlements that lure people and result in them leaving their native countries and opt to reside in a foreign land. Rich and developed countries that have not yet reached their establishments for workers or are yet to train enough workers with requisite skill sets get scarce skills from other by enticing them with better wages, good conditions of work and promises of better opportunities. Many Western European professionals moved to "countries of opportunity" notably the USA, Canada, Australia etc.

Many European professionals migrated to North America because of fewer opportunities in their native countries. They were attracted to higher wages and more flexible opportunities compared to their home countries. In some cases, former colonial masters provide easier opportunities for their former colonies and ease policies in terms of migration as well as easy policies for better integration into their societies and communities. For example, most of the countries that were former French colonies easily go and settle in France, while those from the British Commonwealth settle in Britain.

Most people have been attracted by the ever-expanding economy of the USA as well as the opportunities that are provided in America. This resulted in a big number of Asian nationals to migrate to the United States of America and not to Europe. In the mid 1960's the USA relaxed their Emigration laws, and this had some effect in terms of the number of people who flocked to settle there. The flexible working environment also attracted people to go and work in the USA.

There has been an unprecedented demand for skilled people with certain special talents, e.g., Turkey lost engineers with more than six years of experience. The figure increased by around 800% from 1977 to 1980. This scenario happened in Zimbabwe between 1990 to date where skilled and qualified people such as medical doctors, engineers' tradesman, nurses have emigrated to countries such as the United Kingdom, USA, Australia, Canada, New Zealand. A lot more have also emigrated to Germany after deciding to remain there after completion of studies. Most of the above professionals have emigrated because of the lure of good remuneration packages and better working conditions that are commensurate with the skills. As a result, many skilled people have chosen to go to United States of America, where certain skills are better paid compared to native countries. An example is when doctor is paid twenty-fold compared to the same Doctor working in Zimbabwe.

The world has become a global village and the advancement in technology has reduced the knowledge gap between developing and developed world such that it has become very easy for those from the developing countries to easily settle in countries of the developed world. Technology and the transfer of resources have also resulted in easy movement of people from developing countries to the developed world. Studies have shown that, in early 1990, 50% of the world's migrant workers are in the developed countries.

Brain drain has some dual effect, i.e. to both the sending and country the receiving country. Migration of professionals is a big concern for developing countries. This concerning because those emigrating contribute immensely to the developmental needs of their countries and without them, national development suffers.

Having more people coming into their countries, resulted in the receiving countries have an increased tax base and increased productivity. There was additional income that is in turn used for further developmental programmes for the countries. However, the opposite is the effect for the countries that will be losing their skilled manpower. Since the best brains are those who emigrate, this result in the receiving countries having the best human capital, most talented and energetic young people who are the future leaders, while the native countries are left with people that maybe below average in terms of skills and intellectual capacity. The emigration result insignificant loss of much needed skills which may not be easy to recover.

Provision of routine tasks and medical procedures in developing countries suffer or are not performed because skilled people to carry out such tasks are not available. However, those who emigrated contribute immensely to the needs of the developed nations, e.g., the current 'great trek' by health personnel from Zimbabwe to the United Kingdom, Canada, Australia, New Zealand and others has resulted in many challenges for the country in terms of health delivery. It is estimated that from early 1990, more than twenty thousand people leave the continent every (UN Economic Commission for Africa and the International Organization for Migration)

Since most governments advance educational loans that must be repaid to the students in colleges and universities, the emigrants then owe the government, but will not repay such loans and this increases the burden to the governments. These funds are revolving and must be passed on to the next generation, but if not repaid, this continues to drain the fiscus. Emigration has dire consequences, especially economically for those who would have returned to their native countries after their sojourns abroad. It maybe difficult to adapt to the conditions of their own countries since these are usually very different from that of the developed countries. Some qualifications obtained abroad may not be compatible

with those of native countries and these may not be useful if there are vast differences in terms of technological advancement.

One wonders why any person in their right frame of mind will decide to stay in Zimbabwe, given the comatose state of the economy. Zimbabwe had failed to get back to the once earned status of being to the bread basket of Africa to be a basket case (Hammer et al 2003). Skills flight has resulted in crippling skills shortages in every sector of the Zimbabwe economy over the last two decades. Immigration to Zimbabwe came to almost a virtual halt in the early 1990s. The skills deficit has facilitated the economic and social collapse of the Zimbabwe. Emigration somehow reduces the pace of decline of a country by providing the country with much needed foreign currency through the remittances send back to family members left behind.

Kapur & McHale (2005), asserts that, OECD countries have become home to about 90% of skilled and talented people from developing countries. This movement gained much traction since the (Lowell 2004). By rough estimates, 75% of the emigrants with university or college qualifications are from Africa, Latin America with 48%, and Asia Pacific with Pacific about 20 percent (Goldin 2006). It is argued that 10% of the educated from the developing world are now resident the USA, Australia or Western Europe by the year 2001. This figure is said to have gone up to 30 and 50 percent for those with skills in Science and Technology (Docquir 2005). It is argued that the "brain drain" retards development of a country: "While high skilled migration in sectors such as IT seems to have played an integral role in helping spur economic development in a few source countries, high-skilled migration in other sectors – health and medicine, in particular – [has] done considerable damage to source countries." (ibid).

Despite all the negative effects of brain drain there are some positives attributed to brain drain, some of which are; the reduction in redundancy if there is excess labour for certain scope of work. Those emigrating may create space and provide opportunities for those who remained. Monies remitted back home helps the country in terms of exchange gains and development.

When professionals come back, they usually have rare technical skills and knowledge that is good for development. The returnees sometimes result in friction and tension within countries as they 'take over' jobs from those who would have remained albeit less skilled, and in some cases not well qualified for the jobs that they will be doing. Some of those who return may be sources of conflict with their native governments as they may exercise rights that they would have enjoyed abroad, which rights may not necessarily be provided by their home countries. Some may decide to be human rights activists, which some governments are very opposed to, hence conflict begins.

For the host countries, migrants contribute to the development of these countries, e.g. after World War One, Australia benefitted by as much as 58% because of foreigners who had flocked there. Countries in the Arab world such as Kuwait and United Arab Emirates benefitted between 69% and 85% respectively because of foreign nationals who were employed in these countries. Countries with ageing populations may also benefit a lot from immigrants as they form part of the younger generation. Emigrants maybe a source of conflict between the nationals of the receiving country and the immigrants. For example, there have been cases of xenophobic attacks on foreigners in South Africa as they argue that foreigners are taking away their jobs and business opportunities. Despite the fact that the immigrants are better qualified than the locals, this becomes a source of xenophobia, ethnic and racial tension.

5. Implications for Socio-Economic Development

"Refugee" any person who " ... owing to well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group or political opinion, is outside the country of his nationality and is unable or, owing to such fear, is unwilling to avail himself of the protection of that country; or who, not having a nationality and being outside the country of his former habitual residence [...], is unable or, owing to such fear, is unwilling to return to it" (1951 Convention on Refugees). It is believed that between 33% and 50% of the developing world's educated and skilled population are now resident in the developed world (Lowell, Findlay & Stewart, 2004). Sriskandarajah (2005) further argue that, the African Capacity Building Foundation reported that African countries lose about 20,000 skilled personnel to developed countries every year. This has a negative impact to developing countries that desperately need these skills to be able to implement their programmes.

6. Recommendations

Developing countries must put in place sound policies that dissuade people from wanting to leave their countries. These policies maybe both monetary and none monetary, for example, providing incentives for specialised and skilled people to work in the remote areas of the country. Providing conducive working environment such as flexible work arrangements such as working from home, tele working, job sharing among others. For example, the Zimbabwe Ministries of Education and Health have frozen all posts, even though the population has grown, and disease burden has increase, as well as an increase in educational needs of the population. This means that staff in these ministries is overworked, but underpaid. Consequently, skilled people decide to leave for greener pastures. Instead, the government must carry out a needs assessment to establish the gaps, for example, carrying out a work load indicator of staffing needs (WISN). When staffing needs are identified, more people must be hired so that those already working are not over loaded with work.

Career advancement opportunities for those who want to acquire better skills, for examples, providing opportunities for General Practitioners to train as Physicians at a cost borne by the governments. Governments may offer performance-based contracts and remunerations that is tied to achieving of certain goals. Agreements maybe entered by governments so that skilled and talented nationals for a category may not be absorbed by the other governments. Zimbabwe and South Africa have this agreement in respect of Doctors, but the enforcement is not very good. When these people decide to do so, they

must obtain some consent from the native country, and when they go and work in those countries, some of the money they earn maybe repatriated back home (labour exporting).

Developing nations must grow their economies by undertaking beneficiation of resources as opposed to be net exporters of raw material. If developing countries produce and process raw materials, these becomes a source of innovation and the requirement for skilled and talented people grows, while at the same time these people earning decent wages. Zimbabwe has a lot of raw materials that are not processed, put are exported in their raw form, which throws away some opportunities for job creation for Zimbabweans. The leaders of developing nations must be transparent in their dealings and eradicate corruption so that there is confidence by multi-lateral institutions who in turn extend lines of credit that are critical for development.

Intelligent and skilled people know their rights and they do not want to stay in countries where their rights are trampled upon, so issues of human rights must have observed so that people are not pushed away from their own countries. So, developing countries' leaders must uphold human rights so that freedom of people is guaranteed and respected, otherwise no one wants to stay in a country where their rights are not respected, no matter how patriotic they maybe.

Governments of developing countries must provide an enabling environment that has the necessary tools and equipment that make it easy for people to work, e.g. Zimbabwean Doctors have been complaining that although they are willing and able to work, they are not able to deliver because the hospitals do not have what they require to be able to do their work. The government of Zimbabwe have been perennially underfunding health. During the last budget, they allocated only 7% on health, which is way below the SADC average and less than half of the Abuja Declaration of 15%. This will push the skilled personnel away.

7. Conclusion

Brain drain may never be eradicated, but maybe reduced. So, for brain drain to be reduced, there are many things that developing countries must do to make sure this becomes a success. Be that as it may, brain drain will always be there because as people develop and progress socially and professionally, they want to explore and embark on more challenging adventures which are consistent with their earned status.

Brain drain is not all doom and gloom neither is it hunky dory, but there must be a balance so that the benefits of brain drain must always outweigh the demerits of same. Otherwise, for developing countries, it is impossible to absorb all the skilled people in the country, so emigration comes in handy as it provides opportunities for those who may not be absorbed by the small and fragile economies, such as Zimbabwe.

8. References

- i. Beine D.M, Frederic D, and Hillel R (2007) "Measuring international skilled migration: a new database controlling for age of entry" *World Bank Economic Review*, 21(2): 249-54
- ii. Ben-David, Daniel (2007) "Soaring Minds: The Flight of Israel's Economists", CEPR Discussion Paper No. 6338.
- iii. Clemens, Michael and Gunilla Pettersson (2008) "New Data on African health professionals abroad", *Human Resources for Health* 6(1).
- iv. Commander, Simon, Mari Kangasniemi and Alan Winters (2004) "Is the medical brain drain beneficial? Evidence from overseas doctors in the UK", Center for Economic Performance Discussion Paper no. dp0618. Constant, Amelie and Elena D'Agosto (2008) "Where do the Brainy Italians Go?", IZA Discussion Paper No. 3325.
- v. Docquier, Frédéric and Abdeslam Marfouk (2005) "International Migration by Education Attainment, 1990-2000", pp 151-99 in C. Özden and M. Schiff (eds.) *International Migration, Remittances and the Brain Drain*. New York: Palgrave Macmillan
- vi. Docquier, F. and Marfouk, A. "International Migration by Education Attainment, 1990-2000" In Ozden and Schiff, *International Migration*, p. 154.
- vii. Gibson, John and David McKenzie (2010) "The Microeconomic Determinants of Emigration and Return Migration of the Best and Brightest: Evidence from the Pacific", *Journal of Development Economics*, forthcoming
- viii. Godfrey E.M. (1970), *The Brain drain from Low-income Countries*, in: *Journal of Development Studies*, 6, pp. 235-247
- ix. Grubel H. B. and Scott A.D. (1966a), *The International Flow of Human Capital*, in: "American Economic Review, Papers and Proceedings", 56, pp. 268-274
- x. Grubel H. B. and Scott A.D. (1966b), *The Immigration of Scientists and Engineers to the United States, 1949-1961*, in: *Journal of Political Economy*, 74(4), pp. 368-378
- xi. Hammar, B. Raftopoulos and S. Jensen, eds., *Zimbabwe's Unfinished Business: Rethinking Land, State and Nation in the Context of Crisis* (Harare: Weaver, 2003); B. Raftopolous and I. Phimister, "Zimbabwe Now: The Political Economy of Crisis and Coercion" *Historical Materialism* 12(4): 355- 82; S. Dansereau and M. Zamponi, "Zimbabwe: The Political Economy of Decline" Discussion Paper 27, Nordiska Afrikainstitutet, Uppsala, 2005
- xii. Hunter, Rosalind, Andrew Oswald, and Bruce Charlton (2009) "The Elite Brain Drain", *The Economic Journal* 119(538): F231-51
- xiii. Johnson H.G. (1965), *The Economics of the 'Brain drain': The Canadian Case*, Minerva, III
- xiv. Kapur, D. and McHale, J (2005). "The Global Migration of Talent: What Does It Mean for Developing Countries?" Center for Global Development Brief, Washington, October.
- xv. Katz, E. and Stark: (1984), *Migration and Asymmetric information: Comment*, in: *American Economic Review*, 74, pp. 533-534

- xvi. Kwok V. and Leland H. (1982), An economic model of the brain drain, in: "American Economic Review", 72, pp. 91-100
- xvii. Kwok V. and Leland H. (1984), Migration and Asymmetric information: Reply, in: American Economic Review, 74, p. 535
- xviii. Lowell, L; Findlay, A and Stewart, E. (2004) "Brain Strain: Optimising Highly Skilled Migration from Developing Countries" Asylum and Migration Working Paper 3, Institute for Public Policy Research, London
- xix. Myint H. (1968), The Underdeveloped Countries: A Less Alarmist View, in: Walter Adams (ed.), "The Brain drain", New York
- xx. Watanabe S. (1969), The Brain drain from Developing to Developed Countries, in: "International Labour Review", 4, pp. 401-433
- xxi. World Bank. 2007. "Open House for Mobilizing the African Diaspora for Development," Online: <http://go.worldbank.org/LUCCX35X80>