Identifying the Driving Factors Contributing to Afghanistan's Brain Drain: A Phenomenological Study of Afghans Residing Abroad

Ahmad Riaz Bilal Zai
Faculty of Economics,
Khurasan University, Afghanistan
Ahmadriaz120@gmail.com

Abstract

Afghanistan is an underdeveloped country that has witnessed decades of immigration due to a variety of pressing issues such as, war, poverty, disaster, security concerns, regime shifts, coups and financial hardships. The purpose of the study is to qualitatively explore the causes of intellectual migration, commonly known as Brain Drain by targeting focus group consist of Afghan academics and students residing in other countries. In order to accomplish the study's objective, social constructivism philosophy and a phenomenological strategy was adopted. As result of thematic analysis, six imperative themes emerged that induced Afghan intellectuals to reside abroad including; uncertain future, mysterious killing, unemployment, poor quality of life, ethnic discrimination and Taliban recent dominance in Afghanistan. The findings of this study add to the existing literature on human resource management and brain drain from the perspective of Afghanistan. It gives policymakers and the dominant government of Afghanistan a new outlook to devise a strategy to stifle brain drain and entice brain return in light of the findings.

Keywords: Brain Drain, Skilled Migration, Afghan Intellectuals,

Introduction

Afghanistan has been experiencing brain drain for decades in one or other way. However, it is still covert what auxiliary factors, other than war, have been triggering this detrimental phenomenon. The underway study primarily focuses on skilled migration from Afghanistan's perspective and aims to identify triggers inducing brain drain. The focal group consists of Afghan academicians and students residing abroad. This study adopts a phenomenological approach to gather information on the background characteristics, motivation and numerous factors influencing the intents for leaving Afghanistan.

Intellectual manpower movement from less developed to more developed countries is a global phenomenon. The most notable intellectual migration is from poor and emerging countries to affluent nations. According to OECD report (1987) on immigrants, 20 million of the 59 million migrants are highly skilled and take origin from south Asian countries such as Afghanistan, Pakistan, India, and Bangladesh (Sajjad, 2011). Developed countries deploy a number of schemes to attract qualified skillful worker from underdeveloped and emerging nations. For example, scholarships, fellowships, Green Card Lottery and H1-B visa in USA, High Skilled Program in UK, Special Immigration Visa (SIV) program for Afghan citizens and Green Card schemes for technology experts in Germany.

Afghanistan is an underdeveloped country that has witnessed decades of immigration due to a variety of pressing issues such as, war, poverty, disaster, security concerns, regime shifts, coups and financial hardships. The first Afghan immigrant movement began prior to 1979. It was during the time when a natural disaster struck Afghanistan's northern region, causing 15,000 Afghans to flee to neighboring countries (Rahimi, 2017). When the Soviet Union invaded Afghanistan on December 24, 1979, the Mujahidin resisted, sparking a conflict between the two sides. This played a major role in the 5.1 million-strong influx of Afghan immigrants to Pakistan and Iran. Similarly, once the Taliban took over Afghanistan in 1992, the third mass wave of immigration hit, driving the middle class and well-educated people to flee to neighboring countries.

In the same vein, following the 9/11 attacks, USA and NATO troops attacked Taliban headquarters in Afghanistan, resulting in a countrywide war and the outbreak of the fourth massive influx of skilled migration. When the Taliban regime collapsed, the formation of a new government, The Islamic Republic of Afghanistan, and the promise of substantial, long-term international aid

provided Afghan citizens with first ray of hope in many years. Despite the relatively stable political system, reconstruction, international support, academic rebuilding, average employment rate, and economic movement, skilled migration continued. Afghan intellectuals, professionals, and academics sought refuge, applied for asylum, and preferred not to live in Afghanistan.

Following the Taliban's takeover of the US-backed government in Kabul in 2022, the US initiated relocating Afghan coworkers and endangered Afghan civilians; nevertheless, the first phase was an emergency evacuation that lasted until August 31. After August 31, the evacuation efforts was resumed in collaboration with Qatar, and about 100,000 Afghans were evacuated to the United States during this time. According to US Immigration Bureau, there are more than 80000 Afghan pending immigration cases being processed. According to a recent World Bank report, the primary cause of a country's low industrial growth and development is a lack of skillful and trained people. It is therefore imperative to investigate auxiliary triggers of skilled Afghan citizens, aside from war, that act as a supportive catalyst to brain drain.

Research Question

What are the auxiliary triggers that, other than war, have been inducing Afghan brain drain?

Objective of the Study

This research aims to qualitatively explore the causes of intellectual migration, commonly known as Brain Drain by targeting focus group consist of Afghan academics and students living in other countries.

Literature Review

The term "Brain Drain" refers to the movement of intellectual human capital from the source countries to the other regions that provide them with impressive opportunities (Güngör, 2004). The phrase "brain drain" is commonly used to describe the migration of Human Capital (HC) in which the net flow of expertise is overwhelmingly in one direction (Salt, 1997). Any ability, competency, or attribute that is a potential asset is referred to as "brain." The phrase "drain" denotes that the pace of exit is higher than "normal" or "desirable." When the two are linked, it means that the most competent people are leaving at a significant rate (Bushnell and Choy 2001). "Brain Drain" is the term used to describe the international migration of highly skilled individuals, such as surgeons,

physicians, scientists, and engineers, from low-income countries to more rich ones, particularly the United States.

OECD Report (1987) and Johnson & Regets (1998) introduced new BD's specifications; Brain Circulation, Brain Exchange, Brain Drain Waste, Brain Gain, Brain Return and Black Brain Drain. "Brain Circulation" refers to the process of studying abroad, working abroad, and then returning home to capitalize on good opportunity. The authors anticipate that this type of migration will become more common in the future, particularly if economic inequalities between nations continue to reduce. Such cyclical mobility has been documented, for example, among Malaysians who studied in Australia (Johnson & Regets, 1998). "Brain exchange entails a two-way movement of expertise between origin and destination countries." However, the words "brain gain" and "brain drain" are employed when the net flow is highly biased in one way. Similarly, 'brain waste' refers to the waste of skills that occurs when highly competent workers migrate into jobs that do not need the application of the abilities and experience gained in the previous job (OECD Report,1987).

Furthermore, the Brain Return question is tightly interwoven to the BD discussion. Glaser (1978) suggests in an important study on Brain Return that high-level personnel working or studying abroad have a strong desire to return to their home country. Many peoples' stay gone longer than they anticipated, but they eventually return to their own country. The term "brain gain" refers to a situation in which a country benefits from the immigration of a highly skilled person (Talbot, 2009). Finally there is black brain drain which implies the migration of skilled African-American from USA to other countries normally due to variety of reasons such as; gender, race, skin discriminations.

Recent studies of international migration from poor to developed nations uncover a variety of causative variables, including numerous factors that drive talented persons out of their home country and several other ones that draw skilled migration toward other countries (Muula, 2005). The main motivators for academicians and other scientists to flee are; Low pay, terrible economic conditions, pool cultural traditions, and concerns about personal security in conflict zones.

A deficiency of human capital in developed countries, recruitment efforts from developing countries, new and more appealing living conditions for scientists and their families, family or social connections in developed countries, political stability, good public services such as schools and healthcare facilities, and increased job satisfaction are all pull factors encouraging

academicians and skilled workers to migrate. There is, in fact, an inverse link between the relative levels of compensation, career opportunities, and working conditions offered in donor and recipient nations. The majority of contemporary research on brain drain focuses on the pull factor of deliberate recruitment of academicians by rich nations (Dauphinee, 2005; Hooper, 2008; Scott, Whelan, Dewdney & Zwi, 2004; Watkins, 2005). The study discovered that personal safety is a primary motivator—academicians and skilled professionals seek to flee high-crime locations (Klein , 2009). New job prospects, new areas to reside for spouse and families, and family or social connections were also major pull reasons. A decent quality of life and strong public services like as schools and universal health insurance were among the key variables discovered in Canadian study (Klein, 2009).

Theoretical Framework

The constructs of this framework has been derived from literature review and it provides a foundation for this research. The purpose of this research is to understand the auxiliary triggers that, other than war, have been inducing Afghan brain drain.

Brain Drain

- Personal Security
- War
- Political Instablity
- Low pay
- Poor Public Services
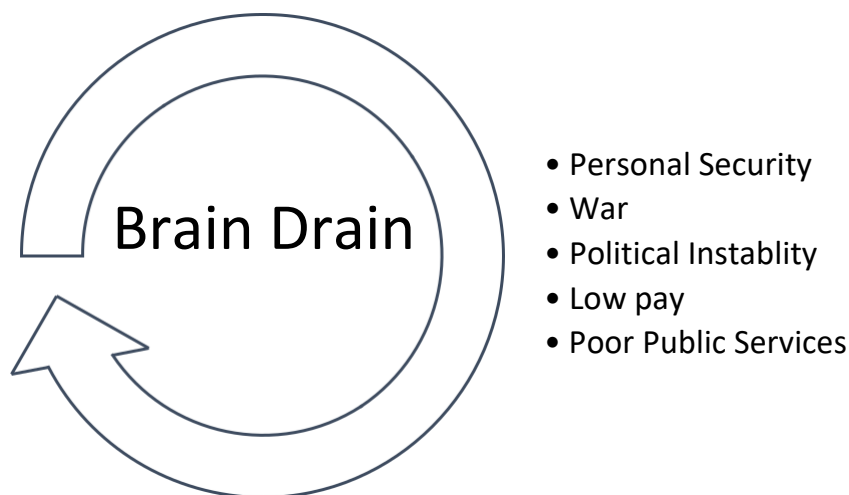
Methodology

This study takes a philosophical stance based on social constructivism. The following rationales justify the choice of philosophical stance for this article: the study is aimed at understanding the experience and perception of participants, the nature of data for this research is not statistical, and it is believed that the research main objective (Identifying auxiliary factors behind skilled migration) is not singular because people have different perceptions and experiences about it. The fourth rationale for using social constructivism paradigm is that the study is aimed at identification and understanding of a phenomenon, the common rhetoric language in this study such as what, how, understanding, and identifying are the driving force behind choosing social constructivism lens, and the nature of data being subjective opinion and taken qualitatively like interviews tempts the researcher to use social constructivism lens.

Research Design

The qualitative research design is well-suited to the study because it adopts social constructivism as a philosophy. According to (Patton, 1990), the only design employed in interpretive studies to deeply understand the world being explored is qualitative. To support this, a qualitative approach is used when the nature of the research requires comprehension, exploration, and identification, and when your research paradigm is social constructivism. (Stake, 1995)

Phenomenology as a Research Strategy

A phenomenology strategy is a qualitative approach that specifically examines individuals' lived experiences with a specific phenomenon and seeks to uncover the true meaning behind an individual's experiences (Gill, Stewart, Treasure, & Chadwick, 2008). Pure phenomenological research, on the other hand, seeks to understand rather than explain a phenomenon and does not begin with hypotheses or preconceived notions (Husserl, 1970). This study uses phenomenology as a research strategy to understand the phenomenon (skilled migration from Afghanistan's perspective) through the lived experiences of participants

Sampling and Sample Size

This study uses a purposive sampling method. Purposive sampling is best suited for studies where the focus is on specific features of a population of interest that will allow a researcher to answer questions in a research study (Suen, Huang & Lee, 2014). In this case, the research questions can be addressed through the lived experiences of potential citizens who have experienced skilled migration from Afghanistan Because of the distinctive feature of sample size (skilled migration) the researcher is tempted to employ purposive sampling.

Sample Size

Qualitative sample sizes of 8-12 participants may be appropriate for a population with homogeneous characteristics (Sandelowski, 1995). According to Clarke & Braun (2013), a sample size of at least 12 respondents is required for qualitative studies to achieve data saturation.

Taking this into consideration, the researcher selects a minimum of 15 skilled respondents who have migrated abroad from Afghanistan to European, Australian and American continents.

Research Instruments/Measurements

The proposed study employs primary interview as an instrument for data collection. According to Creswell (2009), primary interview is the best-fit method for researches adopting phenomenology and helps researchers to study the experience, view, perception and attitude about a social phenomenon. The primary interview's goal is to generate and evaluate participants' perspectives, experiences, beliefs, and ideas on relevant social topics, and respondents are required to submit more specific details relevant to the topic during an interview. The researcher chose the interview as a data collection technique for the study for the following reasons: The research strategy as phenomenology and the nature of the research subject as qualitative and explorative and the research paradigm as social constructivism

Techniques for Data analysis

Thematic analysis will be used to analyze primary data gathered through in-depth semi-structured interviews. According to King (2004), thematic analysis is a useful technique for analyzing the perspectives of various research participants, identifying similarities and differences, and producing expected & unexpected insights. Thematic analysis is also useful for outlining key characteristics of a large data set because it allows the researcher to take an excellent approach to data handling while also assisting him in producing a consistent and unified final report.

All interviews were recorded with a digital recorder with the consent of participants in order to collect trustworthy and reliable data. Following that, recorded interviews and discussions were played back and manually transcribed in order to identify trends, patterns, and themes pertinent to the solution of study question.

The developed themes will serve as a major reference point for the analysis. In some situations, full quotations from transcribed data will be provided to allow readers to feel the rhythm of the

study and gain a deeper understanding of skilled labor mobility. There are several techniques to conducting thematic analysis, but the most typical is a six-step procedure:

1. Familiarization.
2. Coding.
3. Creating themes
4. Going over themes.
5. Themes must be defined and named.
6. Writing a report.

Results

The fundamental aim of this section is to elicit meaningful insight, trends, patterns, and themes from the collected data. In essence, this part discusses the study's results or outcomes in the context of the transcribed data collected from the participants. The study's main purpose is to qualitatively investigate the causes of intellectual migration, often known as Brain Drain, by targeting a focus group of Afghan professors and students residing in other countries.

Extracts and Analysis

The ongoing research centers on the question, "What are the auxiliary triggers that, aside from war, have been inducing Afghan brain drain?" The overarching focus of the question is to identify the triggers that encourage intellectual migration, commonly known as Brain Drain by targeting focus group consist of Afghan academicians and students residing permanently in other countries. The study interviewed 15 participants who voluntarily and willingly devoted the invaluable time to researcher. The participants who attended the interviews come from different countries such as USA, Australia, UK, Germany and Austria.

Emergent Themes

The participants each shared their personal experiences as skilled migrant who have moved abroad and they did not hesitate to unravel when it came to revealing what tempted them to flee Afghanistan. Based on the participants' lived experiences of intellectual migration in the roles of academicians, scientists and students, several themes emerged. Participants' statements pointed to various ways in which they were tempted to mobility. They uncovered what triggered them to migrate. Many participants pointed to uncertain future, poor public services, widespread

unemployment and political instability. The following section explain the main themes with relevant codes that emerged after thematic analysis:

1. **Uncertain Future**
   a. Unsure tomorrow
   b. Unreliability
   c. Fear of war and chaos
   d. Distrust on system
   e. Political system collapse fear.

2. **Mysterious Killing**
   a. Death threats letters
   b. Fear of kidnapping
   c. Fear of killing
   d. Plots for murdering

3. **Taliban Dominance**
   a. Taliban unfavorable memories from 1990's
   b. Ban on beard and haircuts
   c. Ban on women education
   d. Unrecognition of Taliban-led government in Afghanistan.
   e. Ban on women employment

4. **Poor Quality of Life**
   a) Poor health care system
   b) Haphazard transportation system
   c) Noise pollution
   d) Air pollution
   e) Absence of latest technology

5. **Ethnic Discrimination**
   a) Different treatment
   b) Unfair behavior
   c) Pashtun and Tajik
   d) Harassment
   e) Nepotism and favoritism

6. **Unemployment**
   a) Widespread Poverty
   b) **Significant** joblessness
   c) **Deficiency** of employment opportunities
   d) Job insecurities
   e) Low business successes

Uncertain Future

In their response to the question on what triggered them to migrate from Afghanistan, the majority, viewed it from the perspective of uncertain future. The extract below depicts the majority of the participants' responses.

Participant 1 (2022), *"hmm one of the imperative factors that encouraged me to flee from my beloved country is unreliable tomorrow and distrust on political system. I have lived my life in the hope of a better tomorrow for the last 20 years, but our dreams vanished as soon as the republic system collapsed within a few day and Taliban took control and this regime shift gave me a mindset that when 20 year political system which can easily be collapsed, the regime led by Taliban can so be failed."*

A number of participants believed that Afghanistan's future was uncertain and that war was always a possibility. Others were concerned about the chaos and held a deep skepticism of the Taliban-led government. By pointing to girls' education, the participants also asserted that the government's promises are false and unfulfillable. Uncertain Future was the result of five codes from the thematic analysis' familiarization stage, including unsure tomorrow, unreliability, fear of war and chaos, distrust on political system, and fear of political system collapse.

Mysterious Killing

Participants also acknowledged how mysterious killings enticed them to flee Afghanistan and settle in other countries permanently. They talked about how death threats and kidnapping made them fear for their lives and family members.

Participant 5 (2022), "*and also I have personally witnessed a number of cases where a person was shot down in public and the shooters managed to escape the scene. For example, journalists from Ainekas Radio & Television were victims of unknown gunmen, so I had to flee because the armed men were not let learned people live peacefully.*

According to the excerpt above, Afghan academics feared they would meet the same fate as those killed by unidentified gunmen. Participants also revealed that they were frequently threatened with death threats unless they resigned their jobs and avoided working with the Afghan government. A participant also mentioned that one of his family members had been kidnapped and released in exchange for money before fleeing Afghanistan.

Taliban Dominance

Following the dramatic collapse of the ex-political system by the Taliban in mid-August 2021, an influx of people who worked with US and NATO missions fled Afghanistan through an urgent evacuation scheme devised by the US Administration and immigration bureau. The majority of departees who left Afghanistan after the Taliban's takeover stated that they were afraid of being retaliated for working with international missions. Participants also expressed concern that Taliban would behave similarly to how they did during their reign in the 1990s. During the interview, a few participants by pointing to Taliban's bans on beard trimming and women education were enticed to reside abroad.

The excerpt below is representative of the responses of participants: Participant 12 (2022), "*The most important factors behind by leaving is that I have worked with US mission in Afghanistan for 6 years. When Taliban took control of Afghanistan, I and my family were scared that Taliban would kill us because they already warned me to quit the job, so I approached the SIV (Special Immigration Visa) team to enroll me evacuees list and thankfully it worked for our survival*"

Poor Quality of Life

During the interview, a few participants who shared the same viewpoints expressed dissatisfaction with Afghanistan's living standards. Respondents specifically demonstrated their disapproval with underserved healthcare, educational, transportation, and vehicle traffic systems. Participants reported that living conditions in Afghanistan were harsh, with a life expectancy of 46 years. Overall, departees cited low quality of life as a motivator for relocating abroad. For instance, participant 11 (2022) stated his view as

" *living in Afghanistan was full of dissatisfaction for me. I remember the days when I would visit the healthcare hospitals where there was no facilities and a very ordinary disease was hard to be treated in our regional hospital*"

Participant 15 (2022) agreed, believing that the education system was deficient and that the curriculum was outdated. Participant 15 (2022) states, "...*and I personally found Afghanistan's education system to be out-of-date and disorganized. When I was in school, our teachers were rarely on time, and many of them were elderly, unable to teach passionately and deliver the lesson in a timely and proper manner.*"

Ethnic Discrimination

Respondents cited ethnic discrimination as a driving factor in their decision to live and work abroad. Some of the respondents stated that they were treated unfairly in the workplace because they were Pashtun or Tajik, and that they were the victims of linguistic prejudice. The participants also discovered that promotions, compensation, and opportunities at their workplace were entirely based on to what race they belonged. Participant 6 spoke about his experiences with ethnic discrimination in terms of being treated unfairly.

Participant 6 (2022), "Among the reasons I left Afghanistan was the HR manager's treatment of me; I was well qualified for promotion, but the manager promoted an ineligible person on my behalf, and this was not the first time this had happened to me. In my career, I've dealt with a number of similar cases. In fact, it broke my heart, and I preferred to leave Afghanistan because the phenomenon appeared to last a long time."

Discrimination has a negative impact on people's opportunities, well-being, and feeling of agency. Individuals who are subjected to discrimination on a regular basis may internalize the prejudice or stigma aimed against them, resulting in feelings of shame, low self-esteem, anxiety, and stress, as well as bad health. The theme, ethnic discrimination, was the output of 5 codes that came through reading the transcription including; different treatment, unfair behavior, Pashtun and Tajik, harassment, Nepotism and favoritism.

Unemployment

Unemployment was the final key theme that emerged from the participants' experiences and served as a motivator for brain drain. Several participants practiced job searching. However, they were unable to find work that matched their skills and abilities. Participants said that unemployment had a negative impact on their psychological well-being, leaving them with feelings of worthlessness, lack of motivation, embarrassment, heightened worry, hopelessness, and tension. For instance, participant 3 spoke about how joblessness tempted him to migrate and reside in Germany.

Participant 3 (2022), *"...after finishing my master's degree in Pakistan, I went to Afghanistan and began an intensive job search." Despite my two years of efforts, I was unable to find work in any organization, and I became stressed and discouraged, so the only option for me was to migrate from Afghanistan and settle in Germany."*

Discussions

This section of the study discusses the findings in light of the research question and existing literature on brain drain and skilled migration from Afghanistan. The research problem was to identify factors that lead to skilled migration from Afghanistan, and the objective was to qualitatively explore the causes of intellectual migration, also known as Brain Drain, by concentrating on a focus group of Afghan academics and students living in other countries. As a result of the thematic analysis, the question has been satisfactorily answered and the objective has been met.

Based on the findings, many participants agreed that a combination of factors enticed them to skillfully migrate from Afghanistan. There were several findings within each theme. The following section describes and investigates the findings associated with the themes. This section continues with a discussion of the findings in light of the literature.

The researcher regards uncertain future as a new theme emerging from the interviews because there is no reference to it in the existing literature in this study. Uncertainty about the future was cited by respondents as an impelling factor in their decision to migrate as academics and students. The vast majority of participants believed that tomorrow was unreliable and that there was a constant risk of chaos and war break out. The other expressed doubts about the survival of the dominant political system, believing that the Taliban-led system would collapse and they would be the victims of another bloody war. They also unravel that the Taliban would likely take the same path as in 1996. The future of Afghanistan is clouded by current political uncertainty, and citizens are concerned about what will happen next. The Afghan government should reveal their future strategic goals in order to inspire academics which will have a positive impact on the reduction of rain drain from Afghanistan.

In the same fashion, mysterious killing also emerged as a novel them among interviewees. Participant found mysterious killing as an imperative trigger in inducing them to migrate from

Afghanistan. Academics in Afghanistan feared they might suffer the same fate as those killed by unidentified gunmen. Participants also reported that they were routinely threatened with death if they did not quit from their positions and avoid collaborating with the Afghan government. One participant also stated that one of his family members was kidnapped and freed in exchange for money before fleeing Afghanistan.

These mystery killings and attacks have done severe and lasting damage to Afghan intellectuals. Many civilians, including aid workers, doctors, day laborers, mechanics, students, clerics, and civilian government employees such as teachers and engineers, have been specifically targeted by the insurgents, and the attacks have left victims and eyewitnesses with permanent physical and psychological scars, as well as causing massive pain and suffering to surviving family members.

In the same fashion, ethnic discrimination in Afghanistan evolved as a key them during the interviews. Respondents reported that they were treated unfairly and were behaved in biased manner because they were of a certain race. Respondents also urged that workplace opportunities were distributed unequally due to linguistic prejudice. Discrimination is a detrimental phenomenon which can evoke people to lose self-esteem and a person with low self-esteem will have a poor self-identity, which will make them feel worthless and depressed.in society.

The other repetitive theme among the respondents that emerged was Taliban dramatic dominance in Afghanistan. Taliban fought against the ex-political system and NATO mission for the last 20 years, killing public figures and authorities who were active members of the republic system of Afghanistan. The bulk of those who left Afghanistan after the Taliban took control said they feared retaliation for cooperating with Western missions. Participants were also concerned that the Taliban would act in the same way they did during their reign in the 19906. During the conversation, a few individuals were lured to live overseas by the Taliban's limitations on beard cutting and women's education.

Due to the practices of poor quality of life in Afghanistan, a few participants were driven to skilled migration. According to respondents, life in Afghanistan was hard due to prevailing poverty, poor educational status, poor sanitary and housing facilities and substandard healthcare services. In support of this debate, participant 15 disclosed that the quality of life is affected by numerous characteristics such as age, ethnicity, marital status, and education, place of living, health status,

employment, and economic status. According to the participant, In Afghanistan, These factors which are important for a quality life were generally lacking.

Unemployment was the last key theme that emerged from the interviewees' views and acted as a motive for brain drain. Several individuals practiced job seeking. Yet, they were unable to locate jobs that suited their talents and abilities. Participants reported that joblessness had a detrimental influence on their emotional well-being, leading them with emotions of worthlessness, lack of drive, shame, heightened concern, pessimism, and stress.

Conclusion

This study employed a phenomenological approach to address the research question entitled as" What are the auxiliary triggers that, other than war, have been inducing Afghan brain drain?) The findings from semi-structured interviews and thematic analysis satisfactorily answered the inquiry's question and captured various themes on brain drain from Afghanistan's perspective. Such as; uncertain future, poor quality of life, Taliban dominance, unemployment, mysterious killing and ethnic discriminations. Participants in this study considered these themes as essential in inducing them for skilled migration. Some of these perspectives were consistent with existing literature, while others were novel, which researchers regard them as an academic contribution to the existing body of knowledge about brain drain.

Conceptual Framework

The thematic analysis of the transcriptions yielded the following conceptual framework. The study investigated brain drain and its causes from the perspective of Afghanistan, and there were six essential themes enticing intellectuals, professionals, and skilled individuals to leave Afghanistan. Similarly, this conceptual framework developed a number of divergent themes that differ from those outlined in the theoretical framework and are considered to be a contribution of the ongoing study, such as Taliban Dominance, Mysterious Killing, and Poor Quality of Life.

Brain Drain

- Taliban Dominance
- Uncertain Future
- Unemployment
- Poor Quality of Life
- Ethnic Discrimination
- Mysterious Killing
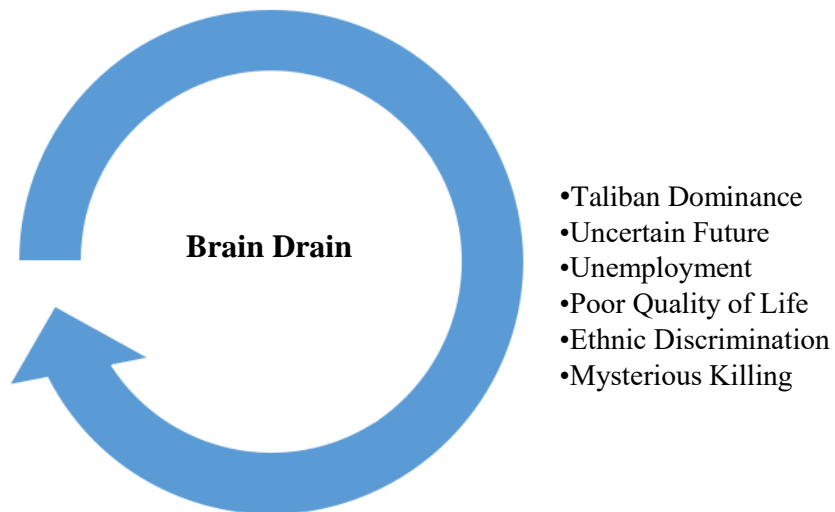
Contribution and Implication

The findings of this study add to the existing literature on human resource management and brain drain from the perspective of Afghanistan. It gives policymakers and the dominant government of Afghanistan a new outlook to devise a strategy to stifle brain drain and entice brain return in light of the findings.

Limitation of the Study

This research has some limitations. The first is about the people who took part in the study. It was extremely difficult to persuade participants to attend the interview. This was due to a variety of factors, including a lack of time, participants' hectic schedules, and fears that the information would be misused. This study would have been more successful and statistically correct with more participants; therefore, for future research, researchers would recommend attempting to recruit more individuals. In addition, the researchers propose conducting a qualitative and quantitative mixed method study. This would aid in the improvement of the research and a better understanding of the problem.

Acknowledgements

Conflict of Interest

Furthermore, there are no financial or interpersonal conflicts of interest. As a result, the paper is as balanced, impartial, and evidence-based.

References

Afridi, F. K., & Baloch, Q. B. (2015). Preventing and Reversing Pakistan's Brain Drain: An Empirical Analysis of Public Sector Universities of Khyber Pakhtunkhwa. Abasyn University Journal of Social Sciences, 8(2).

Bushnell, P., & Choy, W. K. (2001). Go west, young man, go west!. People and Place, 9(3), 66-83.

Clarke, V., Braun, V., & Hayfield, N. (2015). Thematic analysis. Qualitative psychology: A practical guide to research methods, 222-248.

Creswell, J. W. (2009). Mapping the field of mixed methods research.

Dauphinee.(2005). Physician migration to and from Canada: The challenge of finding the ethical and political balance between the individual's right to mobility and recruitment to underserved communities. Journal of Continuing Education in the Health Professions, 25(1), 22-29

Gill, J., & Johnson, P. (2002). Research methods for managers. Sage.

Gill, P., Stewart, K., Treasure, E., & Chadwick, B. (2008). Methods of data collection in qualitative research: interviews and focus groups. British dental journal, 204(6), 291-295.

Güngör, N. D. (2004). Brain drain from Turkey: an empirical investigation of the determinants of skilled migration and student non-return.

Johnson, J. M., & Regets, M. C. (1998). International Mobility of Scientists and Engineers to the United States--Brain Drain or Brain Circulation?. SRS Issue brief.

King, N. (2004). Using interviews in qualitative research. Sage

Klein, D., Hofmeister, M., Lockyer, J., Crutcher, R., & Fidler, H. (2009). Push, Pull, and Plant: Ther Personal Side of Physician Immigration to Alberta, Canada. International Family Medicine , 41: 197-201.

Muula, A. S. (2005).Is there a solution to the "brain drain" of health professionals and knowledge from Africa? Croatian Medical Journal, 46, 21–29

Patton, M. Q. (1990). Qualitative evaluation and research methods. SAGE Publications, inc.

Rahimi, m. u. r. (2017). An empirical investigation of the effects of brain drain on

developing countries since 21st century (a case of Afghanistan).

Sajjad, N. (2011). Causes and solutions to intellectual brain drain in Pakistan. Dialogue, 6(1), 31-55.

Salt, J C, (1997) International movements of the highly skilled. OECD Occasional Papers 3

Stake, R. E. (1995). The art of case study research. Sage

Suen, L. J. W., Huang, H. M., & Lee, H. H. (2014). A comparison of convenience sampling and purposive sampling. Hu Li Za Zhi, 61(3), 105.

Talbot, Ian. *Pakistan: A modern history*. Hurst, 2009.

Talbot, M. (2009). Brain gain. The New Yorker, 32-43.