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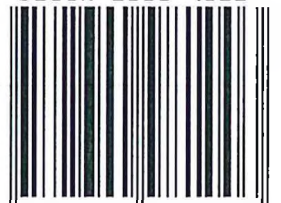
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Brain Drain in Malaysia: A Simple Point of View

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The issue of brain drain is a well-established challenge that impacts Malaysia and other countries. It is closely linked to the loss of skilled human resources, as citizens with valuable skills and knowledge choose to work and contribute to other countries where they can make the most of their abilities. However, those who go abroad have full knowledge that the country also needs skilled workers in a certain field to develop the country, in line with the vision of making Malaysia a developed country.

I'm struggling with the idea that some people consider working abroad to be a superior opportunity in every aspect. Does this imply that the skills and education of those working in Malaysia are not valued equally to those working outside the country and are considered to be of lower status compared to that group of people? Please don't misunderstand me. Working abroad presents valuable opportunities. Seeking international work experience, building a global network, and acquiring new knowledge are all valuable assets that contribute to increasing human capital. The chance to interact with professionals from diverse cultural backgrounds can expand your network and open up opportunities for international cooperation. The experience gained abroad can also be brought back home to help develop specific industries or sectors in our home country.

However, suppose we work abroad for less suitable purposes, for example, just for money, to escape from problems in our own country, to pursue a luxurious or glamorous lifestyle, to consider it easy to change citizenship, and worst of all, to consider all better abroad. In that case, the possibility of various problems will overlap, and the chances are very high.

The government also needs to introduce incentives to return and serve in the country, such as providing incentive packages, such as tax reductions, relocation assistance, and visa facilities for Malaysians who want to return to serve in their own country. In addition, I believe that if the work environment and living comfort are improved by creating policies that support the balance between work and personal life, such as flexible working hours, childcare facilities, mental health support, improving public infrastructure, health services, education, and security to make the country more attractive to live and work. I came across an article a few months ago that highlighted Malaysia's ranking as the second-worst country for work-life balance among 60 of the highest gross domestic product (GDP) nations globally. The study's findings shed light on the challenges faced by workers in Malaysia and warrant a deeper reflection on the current state of work-life balance in the country.

Before embarking on a journey to work abroad, it is crucial to ensure that our intentions are both correct and realistic. This is important as it helps to pave the way for a positive and rewarding experience and ensures that our endeavours benefit both ourselves and our cherished homeland in the long run.

Thinking that everything will be better abroad can lead to unrealistic expectations. Every country has its challenges and shortcomings. Although the salary abroad may be higher, the cost of living may also be much higher, especially in terms of income tax. If making money is the only motivation, it can lead to disappointment when expenses exceed expectations. Problems may become more complex when faced with new challenges such as culture shock, language, and different employment laws. The glamorous image of working in a big city or a developed country often contrasts with the demanding reality of work that requires a great deal of adaptation. A luxury lifestyle abroad usually comes with high costs and pressure to maintain that status, which may not equate to income. Looking for work abroad solely for social status or recognition from friends and family can lead to disappointment when the reality of living and working abroad is not as beautiful as expected. The immigration process is often complex and requires a lot of time and resources. Failure to understand and follow immigration rules can lead to legal problems, including deportation. So, to change citizenship is a heavy and long process.

For the country, or rather the government, I believe that if the government strengthens governance, reduces bureaucracy, and increases efficiency, it will help reduce the statistical brain drain in our country. At the same time leads to overcoming the problem of corruption and ensuring integrity in all sectors to create a fair and pleasant work environment. Various journals are written by political experts, where one of the biggest factors contributing to the brain drain is the widespread bureaucracy, corruption, and injustice in Government governance.



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