

# International Migration of High-Level Manpower from Developing to Developed Countries

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The developing countries are both importers and exporters of high level manpower. However, many developing countries are experiencing what is called "Brain Drain". The term Brain Drain means the out migration of the high level manpower. The high level manpower may constitute a tiny fraction of the labor force but its role in the development of the country is crucial.<sup>1</sup>

This study concentrates on the permanent movement of highly trained people from the less developed countries to developed countries.

It does not deal with all movements of people around the world.

## 1. NATURE OF INTERNATIONAL MIGRATION OF HIGH TALENTS

The term "high-level manpower" is defined by professor J. Shearer as, "Those human resources which by virtue of their relatively high educational attainment than average knowledge of skill".<sup>2</sup> This term seems to include journalists, lawyers, civil servants, bankers, business executives, scientists, engineers, and physicians. The question is

what role those people play in less developed countries.

High-level personnel is very important to those countries. Its role and importance is emphasized in *Education and World Affairs* report, "... persons with highly developed talent have several indispensable roles to play in the development process: (1) they constitute the intellectual bridge to the developed world, that is, they assess and adapt relevant ideas and technologies originating elsewhere; (2) they develop, maintain, and manage the productive processes, the resources, and the complex structures of modern society; (3) as intellectual elites, they bring about the structural and institutional changes necessary if a nation is to become a modern state, and (4) their irreplaceable efforts, and standards they set heavily influence the educational and other institutions that shape future generations of educated persons".<sup>3</sup>

Why the concern about international flow of high-level talents? We know that the phenomenon of migration is far from new. Walter Adams pointed out that "Plato" attracted islanders to ancient Athens. The ptolemies drew scholars and scientists from Greece to Alexandria.<sup>4</sup> Why then do we view the international flow of talents and skills in a different perspective from earlier

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<sup>1</sup>Frederick H. Harbison *Human Resources as the Wealth of Nations*, Oxford University Press, New York 1973, p. 100.

<sup>2</sup>J. C. Shearer. "Intra- and International Movements of High-Level Human Resources". In *Spacial Dimensions of Development Administration*. Ed. by J. Heaphy, Duke University Press, Durham, North Carolina, 1971. p. 177.

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<sup>3</sup>Educational World Affairs, Committee on the International Migration of Talent. *Modernization and the Migration of Talent*. Praeger Publishers, New York, 1970, p. 42.

<sup>4</sup>Walter Adams, Ed. *The Brain Drain*, MacMillan Company, New York, 1963. p. 3.