**FORUM:** Special Conference 1 on Good Governance

**QUESTION OF:** Taking measures against the brain drain of human capital

**SUBMITTED BY:** Italy

**CO-SUBMITTED BY:** Argentina, Australia, Central African Republic, Canada, Chad, China, Croatia, Cuba, El Salvador, Ethiopia, France, Georgia, Holy See, India, Iraq, Israel, Kenya, Mauritius, Nigeria, Pakistan, Republic of Panama, Republic of the Sudan, Russian federation, Serbia, Slovakia, Spain, Thailand, United Kingdom, Zimbabwe

THE FIRST SPECIAL CONFERENCE,

*Realising* that brain drain affects developing countries as their most educated, highly-skilled people migrate in search for better working conditions such as wages and jobs,

*Aware* that20,000 professional medical workers emigrate from Africa each year to developed countries because of better paying jobs, more jobs, and better working conditions,

*Fully aware* that the migration of educated workers from developing countries to developed countries has positive effects for the workers, however the negative effect on the home country outweighs the positives,

*Understanding* the need for developing countries to offer better solutions to keep their educated healthcare workers within their own countries,

*Declaring* the definition of brain drain to be: the immigration of skilled, qualified, educated and at times experienced personnel, commonly to a more developed country in the hope of finding better pay, as well as better working and living conditions,

*Concerned* that one of the leading factors which impair the development of developing countries and countries in economic need is brain drain,

*Emphasizing* the severity of the issue and that brain drain affects all nations economically and regarding civil affairs,

*Appreciating* the ongoing work of organizations of the United Nations, other intergovernmental organizations and that of non-governmental organizations on the brain drain of human capital such as, but not limited to the International Organization for Migration (IOM) and The Reintegration of Qualified African Nation (ROQAN),

*Pointing out* the need for more thorough and extensive studies on brain drain in order to further understand their full effects on developed and developing countries,

*Recognizing* that the issue of brain drain needs to be tackled within the country of origin of the immigrants, however should also be addressed by the countries of large brain gain;

1. Calls upon governments to improve the level of education children receive in countries that are commonly affected by brain drain by taking actions such as, but not limited to:
   1. increase funding in education for skilled individuals in areas such as, but not limited to:
      1. Medical professionals
      2. Engineers
      3. Educators
   2. offering financial support for students studying locally with the aim of encouraging students to stay within the nation
   3. be aware of the importance of the right to education;
2. Affirms that countries that are affected by brain drain should invest in:
   1. the creation of jobs and facilities for skilled workers such as, but not limited to:
      1. medical care
      2. infrastructure
      3. educational facilities
   2. the creation of a safe working environment that provides opportunities for the future;
3. Encourages both countries predominantly experiencing brain drain and countries predominantly experiencing brain gain to build strong relations with each other through bilateral agreements involving compensation towards the developing country for the human capital which they have lost, such compensation may include the following features:
   1. permission for skilled workers from a country experiencing brain gain to work temporarily or towards a development project in the developing country, which would lead to benefits such as:
      1. the work experience gained would be invaluable to the creation of more confident / flexible workers, which helps build careers
      2. closer interaction between workers and the local community leads to understanding of the local conditions of life, so that more effective aid may be provided in the future
      3. effective globalization of a developing country through development projects, which draws focus onto these countries rather than countries experiencing brain gain
   2. development aid given in the form of technology, resources and / or capital directly in order to provide opportunities for skilled workers in developing countries,
   3. trade relations and access to raw materials can be incentives for brain gain countries to provide compensation;
4. Suggests the provision of incentives for the workers to stay within the nation, in order to ensure their contribution to society, such as, but not limited to:
   1. the promotion of higher salaries for high-paid jobs, in order to keep qualified employees of the member state’s work force
   2. the reduction of taxes for those workers
   3. benefits in fields such as:
      1. public transport
      2. health insurance;
5. *Requests* that the UN assist with developing and improving on the internal healthcare system within developing countries by:
   1. building better medical infrastructure (hospitals, clinics,)
   2. assisting developing countries governments to help elevate the standards within their healthcare system
   3. providing better wages
   4. providing exchange opportunities to gain valuable experience in other countries but allowing to return back
   5. providing incentives (research projects, financial, etc.) for emigrants to return back to their country;
6. Proposes the UN to cooperate with developing countries on improving medical universities and consider having exchange programs in the top medical universities of that country;
7. Stresses the need for the developing countries to work on solutions to improve their current system to keep skilled workers;
8. Request the creation of an organization where skilled individuals who are experienced in their specialized field to:
   1. encourage future generations to specialize in different fields by:
      1. promoting the education of young children
      2. allowing children to interact with different fields of education from a young age
   2. pass on knowledge;
9. Recommendgovernments who experience brain drain to maintain close contact with those who have emigrated, these people should be encouraged to reinvest money which they have earned from a country experiencing brain gain back into the economy of their home country to fund development projects and other methods of self-help;
10. Requests all member states to lower corruption in Developing Countries by working with more transparency;
11. Urges member states of the UN to support these solutions to help developing countries further increase their own healthcare systems;
12. Decides to remain actively seized on the matter.