

Flow of Human Capital among BRICS Nations

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ABSTRACT

BRICS as emerging nations of World, have one third of total population of world. The term coined by Jim 'O Neill in 2001, who compared the growth rate, population and huge land mass. Demographics of BRICS nations are of major factor including its migration to world and other among them. The present study is descriptive in nature based on secondary data retrieved from United Nations, population division. On the basis of available data for the year 2000, 2005, 2010 and 2015 present study is made to analyse the flow of human capital among BRICS nations and flow of human capital of BRICS countries to World. Brazil has huge migration to and from China and on a contrary have negligible with India. Russia, India, South Africa and China have reasonable migration mainly from developing to developed nations. The study concludes that in order to survive in liberalised world, BRICS nations should target in making migration policies more transparent, easy and such which is beneficial for all member nations.

Introduction:

The BRICS as the term coined by Goldman Sachs are nations which are newly industrialised developing market economies having many similar characteristics in which huge population structure is one of them. Population or demographics of all member nations, share a major percentage of world's total population, which is nearly one third. All the BRICS nations are naturally endowed with huge labour force. In recent world scenario, danger of migration of highly skilled labour is utmost, for almost every nation besides of their restrictive immigration laws. This is due to difference in income level, culture, development, standard of living, employment opportunities and public benefits like health care, education etc. Highly developed education and communication system also facilitate the exposure and movement of students as well as skilled personnel from developing to developed countries. But almost like all other countries of world, BRICS countries are also facing an acute problem of migration of population either within BRICS or to rest of the world. In this India, Russia and China are leading in flow of human capital to other countries.

The term Human capital is comprehensive term which not only include the demographics or quantum of population but also the characteristics possessed by human in term of knowledge, skills, abilities, innovative capacity, training , experiences, intelligence, judgement , wisdom etc ... or can be said that it is an aggregate economic value of human beings which is inculcated in human resources. In spite of various laws and policies enacted by government to control migration still it is one of the major challenges to be controlled fully. These migrations can be legal or illegal. There are numerous reasons for migration from developing to developed nations.

In the recent survey of worldwide Human Capital Index by Geneva-based World Economic Forum (WEF) at its Annual Meeting, which measures countries' ability to nurture, develop and deploy talent for economic growth concluded - among BRICS India ranked lowest at 105th rank from 130 countries data. Russia at 28th,

China at 71st, Brazil 83rd and south Africa at 88th level. Because of gender gap and low youth literacy rate it lacked the index. Although India attained higher rankings on quality of education system (39th), staff training (46th) and ease of finding skilled employees (45th) indicators. Further report also described that India has the largest share in the “global distribution of tertiary degree holders” at nearly 78 million. This survey shows that India has not tapped all our human resources but we are on progressive stage.

Indian history of migrating population dates back even older to British Colonial rule, when traders migrated and settled to different islands and countries of Pacific and Indian Ocean. During the colonial rule, since Indian labour was cheap and efficient they were taken to other countries for plantation and slavery. Not only the British but French and Dutch also took them on contractual basis then they (labourers) themselves settled permanently. They were kept in camps with extreme conditions which were treated as “new form of slavery” wherein exploitation were done mentally, physically and financially. Further labour migrated from South India mainly from Tamil Nadu to Sri Lanka, Burma and Malaysia. Migration to US and UK were comparatively very low. Still many Indian went to US mainly Sikhs (as agriculturists in California) and as a result Anti Asian Legislation was enacted in 1924 to restrict immigration. During British Raj in India very small section of highly educated Indians migrated to Britain.

Another type of migration occurred in huge quantum as a result of separation of India and Pakistan after getting independence from British Rule. Even during formation of Bangladesh many migrants from East Pakistan settled in India mainly in West Bengal. But such type of migration doesn't form the part of our study, it was purely political massive and migration for life.

Indians either educated, uneducated, skilled or unskilled (mainly young Sikhs) migrated to UK during post-independence period in search of employment until the British Commonwealth Immigration Acts of 1962 and 1968, were imposed on Indian nationals.

Finally, India's Emigration Act of 1983 safeguards the interest and welfare of Indian workers working overseas and further prevents the exploitation of unskilled, semi-skilled and women workers going abroad. Since 2003, the government has hosted an annual Diaspora conference, the Pravasi Bhartiya Divas, which served as a platform for interaction between overseas Indians, Indian government and other segment of society.

Importance of flow of human capital in BRICS nations:

Because of the miraculous growth of BRICS during the world recessionary phase researchers started investigating different reasons for such growth. Since huge population is one of the major similar characteristics of all and also responsible for high productivity and growth many studies have been conducted on this issue.

This issue has been given a due importance in BRICS summits and special meetings were held. The First ministerial meeting of heads of migration authorities of BRICS nations was held in Russian city Sochi which was attended by heads of migration authorities of all five on October 2015. All the heads agreed that in present world scenario migration is unavoidable and unstoppable but a more transparent, smooth and legal framework is required. Indian Union Minister Kiren Rijju represented India in which he promised a less restrictive visa regime for Indians travelling to other BRICS. A joint declaration was thus issued, the statement of declaration is as follows-

“We, the Heads of the Migration Authorities from the Russian Federation, the Republic of India, the People's Republic of China, the Republic of South Africa, guided by the Ufa Declaration and the commitment to respect human rights included in that declaration:

“Affirm the interest of BRICS countries in exchanging views and sharing experience on migration issues; Acknowledge the interrelationship between transnational migration and development and the need to deal with the opportunities and challenges that migration presents and take advantage of its positive impacts; Reaffirm the openness of the BRICS to deepen collaboration with other countries, international and regional organizations, based on principle of equality and mutual respect for discussing and addressing the issue of international migration including the facilitation of safe and orderly migration; Acknowledge the impact of migration to the social and economic development and demographic situation in the BRICS countries; Express the interest of BRICS countries in sharing best practices in the development and implementation of national migration policies or procedures; Acknowledge the relevance of cooperation in the field of migration in the BRICS space; Recognize the importance of promoting the mobility of skilled workers in the space of the BRICS countries; Reiterate the commitment to combat and prevent organized criminal human trafficking and migrant smuggling; Welcome strengthening of the dialogue and cooperation in the field of migration, including migration policies, procedures and strategies as well as working meetings of representatives of the migration authorities of the BRICS countries; Confirm our commitment to strengthen our partnership for our common development and to this end adopt this Joint Declaration, which is open for other countries to join”.

It is believed that this joint declaration will go a long way in smoothening the flow of people and would enrich social, culture and economic ties. The members also resolved to combat and prevent transnational organized crime in line with the Ufa declaration. The meeting was also attended by representatives of the Shanghai Cooperation Council (SCO), Commonwealth of Independent States (CIS) and other International bodies on migration.

On the sidelines of the BRICS Ministerial meeting on Migration, Shri Rijju held a bilateral meeting with Mr. Konstantin Romodanovsky, Minister and head of the Federal Migration Service of Russia. In this meeting various issues were raised including simplification of work permits and issue of temporary resident permits to Indian nationals. Russian Minister was forthcoming and promised to look into the issues on priority. He also invited the Indian side to visit and see the existing system regarding immigration and migration followed in Russia.

Reasons for migration:

Difference in factor payment- The most important influencing factor of migration of human resources is the difference of income in developed and developing nation. Developed nations offer better working condition, job security, higher pay, future growth prospects and better living condition. Young educated and highly skilled professionals in order to tap opportunities move from developing to developed nation. Some big international business organisations also transfer skilled efficient employees to other offices in other country.

Quality of life – Developed nations with good infrastructural setup and policies normally offer a good standard of living, better medical facilities, higher life expectancy, quality of education (basic and advanced), research and development facility, wide scope with plenty of options in education culture.

Security - Huge population migrate from the countries which are politically unstable either with the changing governments or because of unfair and biased policies. Similarly, countries which are prone to civil wars and war with other nations faces quantum of migration because of safety reasons.

Environmental causes- Natural disasters which are beyond the control of human serve as an important reason to move out from a region. Floods, tsunami, earthquakes, landslides, hurricanes, active volcanoes, storms and drought are some common disasters which force people to migrate due to safety, livelihood and growth.

Social causes - Marriage, child care, re uniting family and socially different environment also pull people from one region to other. To live life more independently, westernised or indianite many families migrated.

Impact of migration on home and host country:

Migration is beneficial as it enables a two way flow of knowledge, technology and access to research institutions which improves the overall productivity of world's economic, financial and human resources. It enables attainment of higher skills, better job opportunities and thereby high return on educational investment which gives incentive to invest in human. International competition for scare human capital may have a positive effect on investment in human capital which lead to formation of research and development clusters and hub which benefits the whole world (like silicon valley). Employer of host nation also gets competitive, unique and efficient workers and foreign collaborations. Migrating people remit money to home country which improves the foreign currency reserves of home nation and flow of currency in international market.

Apart from all the benefits migration leads to flying out of human resources to other nations which is well known as Brain Drain. For higher returns and better opportunities the best skilled population from developing and underdeveloped nation moves to developed ones which increases the productivity and efficiency of host developed country leading to widening of gap between them. This results in unemployment in host nations and lack of labour in home country. Even for better education and training skilled students migrate but the native students of host nation has to compete hard and might not get deserved educational opportunities. With lack of educational and job opportunities in host nations for native's incentive to invest in human capital gets reduced. For the home country it leads to loss of efficient dynamic demographics. Further Illegal migration which is very common may lead to human trafficking and migrant smuggling. Such practices may create corruption and crime in home as well as host nation.

Literature Review:

Uno K. and kobayashi S. (2012) analyzed that population has no correlation (because of migration of young educated population to developed nations) whereas distribution of national income has positive correlation with economic growth. But main factor is human capital stock quantitatively (number of years of schooling) and qualitatively (use of innovative and new technology) which is closely and positively related with economic growth of developing nations like BRICS.

Awan A.G.(2012) studied that policy of government with regard to human capital plays a important role in developing human capital stock which is responsible for faster economic growth. Being BRIC fastest emerging economies naturally endowed with heterogeneous human capital have different contribution in different countries. It is observed that India, China and Brazil brought fundamental change in policy framework which resulted positively and boosted the HDI rank and alleviated poverty since 2000. Whereas

Russia has already developed human capital still pre reform and reform period policy of government led a mismatch of skill and employment forcing the population to migrate to developed nations. Paper also suggested both Brazil and Russia should pay attention on proper utilization of human capital by creating employment and education opportunities.

Raveesh S. (2013) focused on socio-economic aspects of human capital flight – brain drain mainly from India to other countries of World. In India after independence educational system got well developed and a quantum of money is spent on development of human resources, which mainly comes from the Indian tax payers, but such human capital move to developed and advanced countries for many reasons. The various reasons discussed in paper are- higher education (in major universities mainly in UK & US), employment (due to inefficient working conditions in home country), lack of opportunities (including R&D facilities, skilled Indians migrate to US & UK) and favourable migration policies (mainly in European Union). Such migrations create a brain drain and direct loss of developing countries like India and net gain to developed nations specially US. Paper suggested that for sustainable growth and development of all nations brain drain should be stopped by creating better opportunities and working environment in developing countries with the help of developed nations.

Goel C. (2018) mainly focused on causes of brain drain from India to US and measure how that can be curtailed for development. The study is based on secondary data. The impact of migration is analysed on monetary (remittances) and human capital (flight). It is observed that in past decades the migration to US is increasing at fast rate, median age of migrants was 39 years that are mainly college students. Reasons cited for migration are - higher education (because of cut off in major Indian universities was 100%), better opportunities (fat and quick pay abroad), political stability and wage gap. Effects analysed were- home country remained barren and development of abroad assisted by Indians, MNC's loses interest because of mind drains, unavailability of qualified doctors, engineers and other professionals. Paper suggested promotion of new starts ups in all areas, political stability, more investment in upper level institutes, trainings, government should make efforts for better job opportunities etc.

Since BRICS nations are most prominent developing nations of World, it attracted the interest of many scholars for research. After examining various works done on flow of human capital of BRICS nations, it is felt that study on comparison on human capital flow among BRICS countries is required. Following paper will discuss the migration of human capital among BRICS with special reference to India.

Objectives:

1. To assess the migration from India to other BRICS nations.
2. To assess the migration to India from other BRICS nations.
3. To analyse the quantum of migration among BRICS nations.

Methodology:

The current paper deals in reasons and quantum of flows of human capital in BRICS. The period of study is from 2000 to 2015 as BRICS came in existence in 2009. This study will be based on secondary data taken from United Nations, respected government site data and world migration data forum.

Migration among BRICS nations:

As observed from table 1, the migration from Brazil to India was nil and highest among BRICS is to China i.e. 59,028 in 2005. Similarly, migration to Brazil is highest from China (14,884) whereas nil from South Africa. Among BRICS nations, highest migration to the rest of world (10,537,488) and from rest of world (11,667,588) is of Russia. Being the earliest developed nation among the group, having untapped opportunities and high exposure to world, Russia outstands among BRICS. Migration from India (9618037) is much higher than migration to India (5923642) in 2005, which shows that Indian skilled labours are getting better opportunities abroad. Highest migration from India as per table is destined to South Africa (19,953) and China (7,126). However, migration from South Africa and Brazil is nil to India. Migration from China is also higher than immigration to it from rest of the World. China's skilled and efficient labour migrates mainly to Russia (58,247) and Brazil (14,884) among BRICS countries. In 2005, migration from South Africa to World is 6,17,486 but among BRICS countries South Africa migration is destined to just Russia (234). On a contrary, total migration to South Africa was 12,10,934 from world (which is almost double of migration from South Africa), migrants from all other BRICS nations have settled in South Africa (highest from India, 11,605). This depicts that opportunities in South Africa is attracting a huge mass from World and other BRICS countries.

Table 1: Migration among BRICS in 2005

Country of Origin ↓	2005					
	Country of Destination					
	World	Brazil	Russia	India	China	South Africa
World		638 582	11 667 588	5 923 642	678 947	1 210 936
Brazil	1 212 059		512	nil	59 028	1 454
Russia	10 537 488	3 974		1 524	2 355	1 683
India	9 618 037	824	5 893		7 126	19 953
China	7 192 592	14 884	58 247	8 034		11 605
South Africa	617 486	nil	234	nil	nil	

(Source- United Nations, population division, department of economic and social affairs. Total migrant stock at mid-year by origin and by major area, region, country or area of destination, 2005,2010 and 2015)

Table 2: Migration among BRICS in 2010

Country of Origin ↓	2010					
	Country of Destination					
	World	Brazil	Russia	India	China	South Africa
World		592 568	11 194 710	5 436 012	849 861	1 943 099
Brazil	1 526 897		425	nil	64 552	2 321
Russia	10 430 967	1 375		1 398	2 575	2 686
India	13 286 337	874	5 594		7 793	31 848
China	8 598 028	19 229	55 119	7 372		18 522
South Africa	740 536	1 573	236	nil	nil	

(Source- United Nations, population division, department of economic and social affairs. Total migrant stock at mid-year by origin and by major area, region, country or area of destination, 2005,2010 and 2015)

The migration from Brazil depicts the same statistics in 2010 also. It has highest to China (64,552) among BRICS and nil to India which shows the exposure of Brazil population towards India is negligible (Table: 2). Russia leads the group of BRICS nations in migration to Russia from the rest of World (11,194,710) alike in 2005. But in 2010, migration from India (13,286,337) took the first place among BRICS nations to rest of the World. Migration from India is much higher than migration to India from rest of the world, in which migration from India is highest to South Africa (31,848), a similar trend with 2005 data. Migration to (and from) China to rest of world shows similar trend in 2010. Migration from South Africa to Brazil in 2010 showed a steep increase from 2005 (form nil in 2005 to 1573 in 2010), to India and China it remained nil. On a contrast, migration destined to South Africa is highest from India 31,848, and least from Brazil (2321) among BRICS countries.

Table 3: Migration among BRICS in 2015

Country of Origin ↓	2015					
	Country of Destination					
	World	Brazil	Russia	India	China	South Africa
World		713 568	11 643 276	5 240 960	978 046	3 142 511
Brazil	1 544 024		433	nil	74 289	3 151
Russia	10 576 766	1 656		1 348	2 963	3 645
India	15 575 724	1 052	5 701		8 968	43 250
China	9 546 065	23 156	56 171	7 107		25 180
South Africa	841 120	1 894	240	nil	nil	

(Source- United Nations, population division, department of economic and social affairs. Total migrant stock at mid-year by origin and by major area, region, country or area of destination, 2005, 2010 and 2015)

The maximum migration to rest of World is from India (15,575,724) and maximum migration from rest of world (Table 3) is destined to Russia (11,643,276). This shows that Indian skilled and efficient workforce is getting better opportunities abroad and Russia being developed nation among BRICS countries attracting most of migration inwards (even in recession scenario of world), it have prominent opportunities for further utilisation of resources. Migration from Brazil to India from 2005 , 2010 to 2015 remains nil, in spite of various economic and social ties the vacuum is maintained. Among BRICS, maximum migration from Brazil is destined to China (74,286) and maximum inward migration to Brazil is from China (23,156) and least from India (1052) in 2010. Migration from Russia in 2015 is highest to South Africa (3645) alike in 2010, and least to India (1348). Migration destined to Russia is highest from China (56,171 in 2015) and lowest from South Africa (240 in 2015) which shows identical trend from 2005 and 2010. Migration from India is almost three times as compared to inward migration from rest of the world in 2015. It is highest to South Africa (43,250) and least to Brazil (1052) in 2015. There is nil migration from Brazil and South Africa destined to India in 2015. Migration from China to rest of world is remarkably higher than migration to China in 2015. It is higher towards Russia (25,180) and least to India (7,107) among BRICS nations. Brazil among BRICS is major source of migrating population to China (74,286) whereas none migrated from South Africa. Like in 2005 and 2010, even 2015 zero population migrated to India and China from South Africa whereas maximum number of population migrated to South Africa from India and China among BRICS countries.

Structural Analysis of migration among BRICS nations:

From the table No.4 & 5, it is clear that Brazil has easy migration policies and cordial relations with China as since 2005 till 2015 highest migration from and to Brazil is with China. Since Chinese labour is cheap and hardworking migration of Chinese started in early 19th century, as a result a complete society in São Paulo is called as Chinese Brazilians. Now Brazil is granting immigration visas in high technology fields to Chinese and those who immigrated in earlier years are so assimilated in Brazilian society that they are called as Brazilians only. As per the analysis, migration from Brazil to India is nil throughout the studied period similarly, migration from India among BRICS is lowest to Brazil.

Table 4: The Highest & Lowest flow of Human Capital among BRICS in Terms of Country of origin

Country of origin	Year →	2005	2010	2015
Brazil	<i>highest</i>	china	china	china
	<i>lowest/ nil</i>	india	india	india
Russia	<i>highest</i>	Brazil	SouthAfrica	SouthAfrica
	<i>lowest nil</i>	India	Brazil	India
India	<i>highest</i>	SouthAfrica	SouthAfrica	SouthAfrica
	<i>lowest nil</i>	Brazil	Brazil	Brazil
China	<i>highest</i>	Russia	Russia	Russia
	<i>lowest nil</i>	India	India	India
SouthAfrica	<i>highest</i>	Russia	Brazil	Brazil
	<i>lowest nil</i>	Brazil, China & India	India & China	India & China

Russia and South Africa has visa free travel rules which got official in 2017 but the cordial diplomatic relations exists between these two countries, which date backs more than 25 years. Hence migration from Russia is highest to South Africa in 2010 and 2015, but migration to Russia is lowest from South Africa. Migration to Russia is highest from China due to geographical location, structural similarities and being free economic zone, these countries have become an easy destination for people living to migrate.

Among BRICS nations migration from India is highest to South Africa since 2005 up to 2015. Durban is treated as largest Indian city outside India, due to various untapped resources, long ties with South Africa, geographical connectivity and opportunities in South Africa it has become a prominent place for the interest of business as well as for students from India. Brazil on a contrary, being geographically apart is differentiated

even with the culture and migration relation with India. Hence migration to and from Brazil is minimum among BRICS nations with India. Migration destined to India from both Brazil and South Africa in studied period is nil. Migration to India among BRICS, is highest from China in 2005, 2010 and 2015. Geographically, economically and now because of BRICS politically both countries have developed cordial relations which is reflected in migration statistics.

Table 5: The Highest & Lowest flow of Human Capital among BRICS in Terms of Country of Destination

Country of destination	Year →	2005	2010	2015
Brazil	<i>highest</i> <i>lowest</i> <i>nil</i>	china SouthAfrica	china india	china india
Russia	<i>highest</i> <i>lowest</i> <i>nil</i>	China SouthAfrica	China SouthAfrica	China SouthAfrica
India	<i>highest</i> <i>lowest</i> <i>nil</i>	China Brazil & SA	China Brazil & SA	China Brazil & SA
China	<i>highest</i> <i>lowest</i> <i>nil</i>	Brazil SouthAfrica	Brazil SouthAfrica	Brazil SouthAfrica
SouthAfrica	<i>highest</i> <i>lowest</i> <i>nil</i>	India Brazil	India Brazil	India Brazil

Source- Authors Compilation

Migration from China is highest to Russia. Russia is rich in natural resources (oil, timber and gas), workforce of Russia is shrinking being getting old, fewer population, geographically near to China mainland and cordial economic relations are some benefits that Chinese young educated labours want to avail. Migration to china is highest from Brazil and lowest from South Africa in period under study.

Migration from South Africa to Russia is highest and nil to other BRICS nations in 2005. But due to inclusion of South Africa in former BRIC countries, migration statistics has also improved and in 2010 and 2015 migration to Brazil. Migration to South Africa is highest from India (long historical educational and occupational ties) and lowest from Brazil in years 2005, 2010 and 2015.

Table 6: International Migration of BRICS nations to rest of World (in thousands)

Country	International Migrants		International Migrants % of population	
	2000	2015	2000	2015
BRAZIL	684.6	713.6	0.4	0.3
RUSSIA	11900.3	11643.3	8.1	8.1
INDIA	6411.3	5241	0.6	0.4
CHINA	508.01	978	0	0.1
SOUTH AFRICA	1001.8	3142.5	2.2	5.8

(Source – total population: United Nations, Department of Economic and Social Affairs, Population Division (2015). World Population Prospects: The 2015 Revision, DVD Edition. See esa.un.org/wpp/.)

Table: 6 shows the international migrants from BRICS countries in 2000 and 2015 and also the international migrants as a percentage of total population. International migrants as a percentage of total population are the number of international migrants divided by the total population. The most significant increase in international migrant's percent of population is seen in South Africa from 2.2 % to 5.8%. Brazil showed a decrease in percent whereas there is no change in Russia percent of population migrated. Decrease in percent is seen in Indian migrated population as compared to total population and an increase of 0.1 % is seen in China.

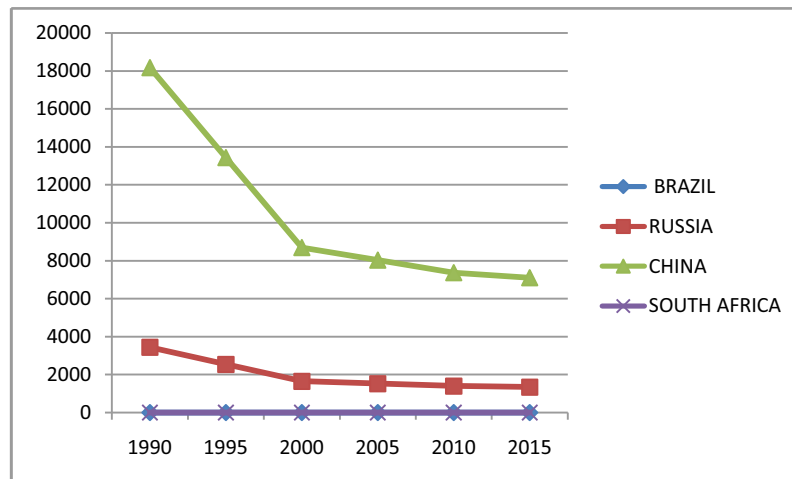
The Table no. 7 and graph depicts that inflow of migrants to India from Brazil and South Africa is nil since 1990 till 2015. There is a steep decline in migration from China to India. Migration from Russia to India from 1990 to 2000 showed a decline and after that a more or less stable migration is observed.

Table 7: Inflow of Migrants in India from other BRICS nations (Total Population)

YEAR→	1990	1995	2000	2005	2010	2015
COUNTRY↓						
BRAZIL	NIL	NIL	NIL	NIL	NIL	NIL
RUSSIA	3445	2547	1649	1524	1398	1348
CHINA	18165	13430	8695	8034	7372	7107
SOUTH AFRICA	NIL	NIL	NIL	NIL	NIL	NIL

(SOURCE: UN, Department of Economic and Social Affairs, Population Division, 2015)

Graph : 1



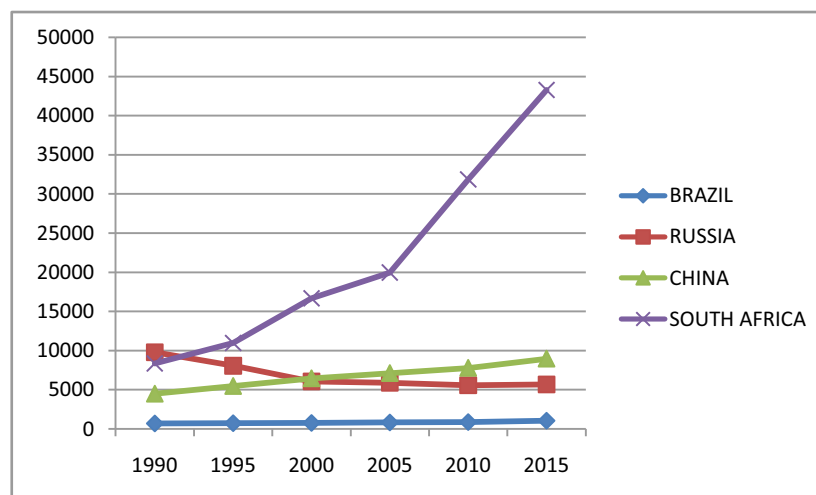
Migration from India to Brazil is stable, to Russia it is decreasing, to China it is increasing at a stable rate but to South Africa it is increasing at an increasing rate since 1990 up to 2015 (Table no. 8).

Table 8: Outflow of Migrants from India to other BRICS nations (Total Population)

YEAR→	1990	1995	2000	2005	2010	2015
COUNTRY↓						
BRAZIL	697	730	762	824	874	1052
RUSSIA	9801	8083	6072	5893	5594	5701
CHINA	4496	5478	6460	7126	7793	8968
SOUTH AFRICA	8356	10958	16669	19953	31848	43250

(SOURCE: UN, Department of Economic and Social Affairs, Population Division, 2015)

Graph: 2



Conclusion:

As per the collected secondary data from UN official site, for migration of human capital among BRICS nations various observations are made. Maximum migration to rest of the world (among BRICS countries) is from Russia in 2005 and from India in 2010 and 2015. Indian population migrated to other developed nations in search of better opportunities with respect to education, job, business, standard of living, infrastructure and quality of life. Maximum migration destined towards Russia from rest of the world among BRICS in 2005, 2010 and 2015. This is mainly because among BRICS nations, Russia is the most developed country offering better opportunities.

As per the data analysed the inflow of human capital from Brazil and South Africa to India is nil which shows the lack of confidence of natives of these nations in India. Similarly, India experienced an acute fall of migrations from Russia which is almost one third and China which is also quiet huge. As far as outflow of human capital is concerned India ranks in top list but major migrations are to US and UK which is not the part of our study. But still migration to Russia has fallen in past decade as per the data, that can be because of crisis in Russia. For other two i.e. Brazil and China outflow is increasing at an increasing rate. Finally a robust increase in migration to South Africa from India is seen, due to improving relations, better opportunities and geographical proximity of two nations.

In order to survive in liberalised world, BRICS nations should target in making migration policies more transparent, easy and such which is beneficial for all member nations. Flow of human capital facilitates exchange of culture, knowledge, technical knowhow and helps in research and development program. In order to make their existence more influential in developed world, BRICS nations can target more integrated and free flow of human capital among them. For this they can further formulate flexible migration laws among member countries, for strengthening BRICS as a development platform in a competitive and globalised era of trade openness.

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