



**Far Western Review**  
A Multidisciplinary, Peer Reviewed Journal  
ISSN: 3021-9019  
Published by Far Western University  
Mahendranagar, Nepal

## **The Exodus of Talent: Analyzing Brain Drain in Nepal**

**Bibas Poudel\* and Saksham Shrestha**

Department of Agriculture Economics and Agribusiness Management  
Agriculture and Forestry University, Chitwan, Nepal

\*Corresponding author's email: poudelbibas23@gmail.com

### **Abstract**

Brain drain, the emigration of skilled professionals from developing to developed nations, has emerged as a critical challenge for Nepal. Nepal has been experiencing a severe exodus of young and qualified professionals in the last decades leading to labor shortages and diminished innovation capacity. Addressing the brain drain issue is required for the long-term development of the nation. The study aims to review the existing literature on trends, causes, and impacts of brain drain in Nepal seeking possible solutions to control this exodus. Various secondary data sources were used to review the existing data and literature on brain drain in Nepal and descriptive approaches were utilized to analyze them. Various pull and push factors have contributed to brain drain in Nepal. The study finds that inadequate job opportunities, political instability, low wages, and limited research and development (R&D) investments are key push factors driving skilled migration. Simultaneously, developed nations attract Nepalese talent through better employment prospects, higher salaries, and superior education systems. While remittances from migrant workers have significantly contributed to Nepal's economy, the outflow of human capital has resulted in labor shortages in crucial sectors such as healthcare, education, and technology. Furthermore, the reliance on remittances risks long-term economic stagnation and reduced innovation capacity. To mitigate brain drain, Nepal must implement policies that foster job creation, invest in higher education and research, and establish returnee-friendly programs. Drawing from global examples, the study recommends strategies to retain skilled professionals and encourage their return, ensuring sustainable economic and social development.

**Keywords:** Remittance, skilled migration, labor migration, reverse brain drain

Copyright 2024 © Author(s) This open access article is distributed under a **Creative Commons**



**Attribution-Non Commercial 4.0 International (CC BY-NC 4.0) License**

## Introduction

A worldwide phenomenon “brain drain” occurs when highly qualified and educated people leave their home country in pursuit of better opportunities elsewhere (Bhardwaj & Sharma, 2023). Individuals involved in brain drain mostly migrate from least developed and developing nations to developed nations (Dauda, 2018). The majority of the professionals engaging in the brain drain are physicians, healthcare providers, engineers, scientists, professors, and IT specialists. Around 3.5% of the world’s population leaves their home nation for better job opportunities (Edmond, 2020). Numerous advantages, including scholarships, improved living standards, political stability, and better employment prospects, attract these individuals to developed nations (Sbalchiero & Tuzzi, 2017). As a result of the brain drain, the home nation suffers from numerous issues like lack of skilled manpower, less innovation, and a decline in national investment in the fields of public utility services (Glavan, 2008). Although brain drain provides entrepreneurship, technology transfer, and remittances in the short term, this tendency will eventually hamper the nation’s overall economic growth (Dhungel, 2023). The contributions produced by citizens who migrate from their home countries are worth less (Fouad, Amer, & Fattah, 2024). Government officials, legislators, and international organizations are paying more attention to it, and must be solved through both the macro and micro levels assessments (Silwa, 2019).

Nepal can’t escape through this global movement and has been going through this exodus for decades (Mishra, 2023). Young people in Nepal are leaving at an unprecedented rate, especially those with occupational skills or secondary education (Magar, Pandit, & Rola-Rubzen, 2024). One person in four Nepalese homes works abroad (Westerveld, 2022). Almost 3,000 young people migrate abroad for work every day (Khadka, 2023). The present trend of brain drain in Nepal is demonstrated by the large number of young, highly educated, and competent individuals who are leaving the country.

As a result of this exodus, Nepal’s economic definition has changed from “An agriculture-based economy” to “A remittance-based economy” (Sijapati et al., 2017). Nepal has received remittance of about NRs 1,007 billion in fiscal year (FY) 2021/22, which represents 20.4%, of the nation’s gross domestic product (GDP) (Chaudhary, 2022). In fiscal year (FY) 1995/96, 23.4% of families received remittances, but in FY 2022/23, over 56% of households did so (NPHC, 2022). Despite the positive economic impacts of labor migration, particularly through remittances, the exodus from Nepal has led to a depletion of the nation’s human capital in critical sectors such as health, education, engineers and so on (Kunwar, 2021; Shrestha, 2021).

The exodus of talent has created a significant void in Nepal’s workforce, hindering the country’s socio-economic development and capacity to address pressing challenges. The problem is further exacerbated by the inability of the Nepalese government and

private sector to retain skilled individuals or create an environment conducive to their growth (Baral, 2023). As a result, Nepal not only loses its human capital but also invests in the development of other nations, as many emigrants contribute to the economies of their host countries. This raises critical questions about the long-term implications of brain drain on Nepal's development trajectory, including its impact on healthcare, education, innovation, and overall economic growth. There is limited comprehensive research on brain drain that synthesizing its multiple dimensions (economic, social, and political) analysis. Understanding the root causes, patterns, and consequences of brain drain in Nepal is essential to formulating effective policies and strategies to mitigate its effects. Without addressing this issue, Nepal risks perpetuating a cycle of underdevelopment, where the loss of skilled professionals further weakens the nation's ability to compete globally and improve the quality of life for its citizens (Silwa, 2019).

The study aims to bridge this gap by providing a holistic review and synthesize the existing body of literature on brain drain in Nepal. The study explores the causes, impacts, and possible solutions to brain drain in Nepal. The review highlights the key factors driving skilled migration and its effects on Nepalese society. By identifying the main drivers and impacts of brain drain, the study can support policymakers and stakeholders in developing targeted interventions that encourage the retention of skilled workers. Ultimately, the findings of this study can contribute to strengthening Nepal's labor market, reduce dependency on foreign employment, and create an environment where skilled professionals can thrive within the country.

### **Materials and Methods**

The data for the study were obtained from various secondary sources, including journals, reports, policy papers, eNewspaper, and statistical data from national and international organizations. Data was sourced from peer-reviewed journals that analyze the socio-political and economic factors influencing skilled migration from Nepal. The national reports published by the Department of Foreign Employment (DoFE), Ministry of Labour, Employment and Social Security (MoLESS), Ministry of Finance (MoF), and Central Bureau of Statistics (CBS) were studied to gather valuable insights into migration patterns, remittance flow, and labor force statistics. Reports by non-governmental organizations (NGOs) and think tanks in Nepal, such as the Institute for Integrated Development Studies (IIDS) and Nepal Policy Institute (NPI) were also reviewed for their insights into the impacts of brain drain on critical sectors like healthcare, education, and technology.

### **Results and Discussion**

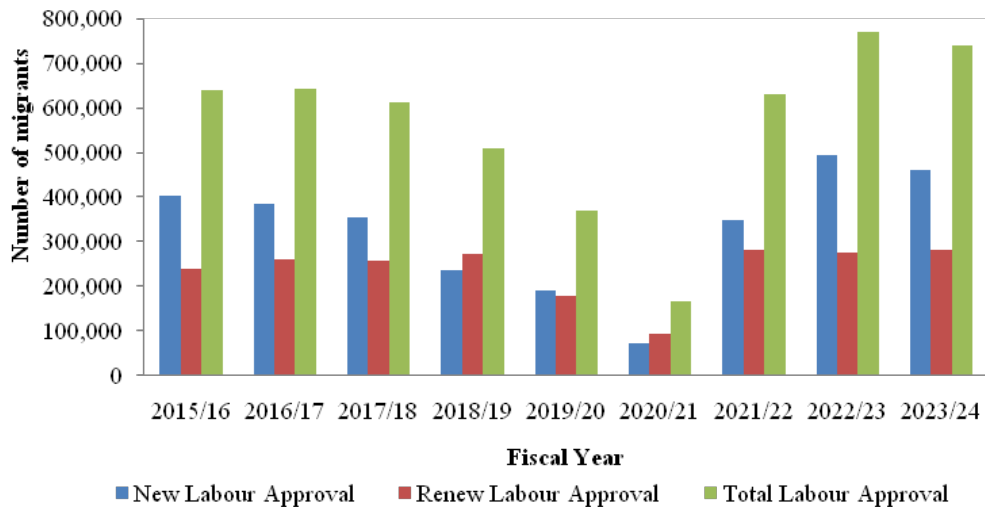
#### **Trend of Labor Migration from Nepal**

In the last five years, about 2.3 million Nepalese people i.e. 7.4% of the total population have departed the nation (NPHC, 2022). Over 87 percent of these migrants

were looking for work, while the remaining ones were looking for higher education opportunities(Tamang & Shrestha, 2021).Over 4.7 million additional labor permissions were granted to Nepalese migrants seeking employment overseas between 2008/09 and 2021/22(MoLESS, 2023). The total number of employees that were granted labor permissions annually stayed between 500,000 and 600,000. Young persons in the economically productive age range (18-44) make up the majority of Nepali migrant workers(MoLESS, 2023). This large-scale migration has been driven by persistent unemployment, low wages, and limited career advancement opportunities in Nepal(Munankami, Agarwal, Rajbhandari, Darna, & Pote, 2024).

**Figure 2**

*New, renewed, and total labor approval from Nepal from 2015/2016 to 2023/24*

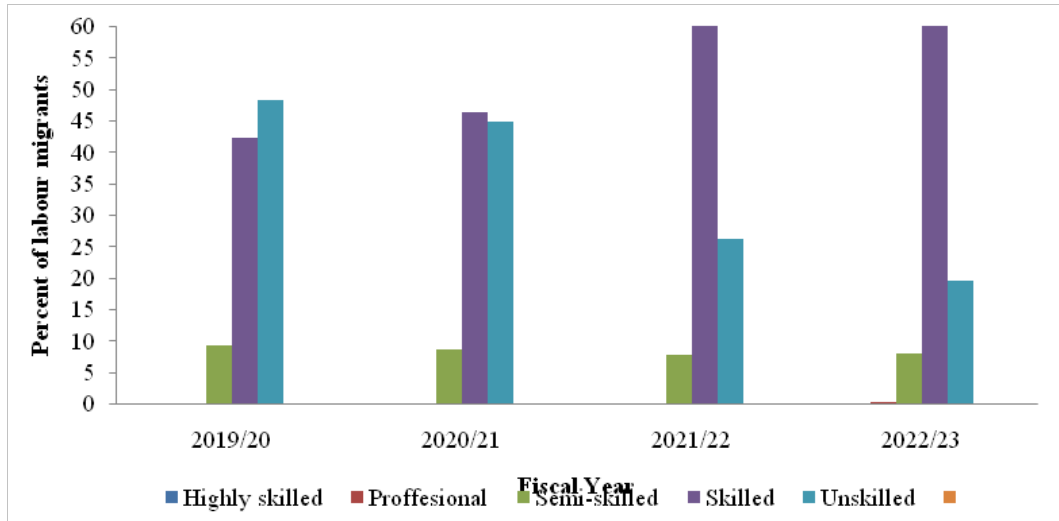


Source: MoLESS, 2023

According to the Department of Immigration, a total of 808,415 Nepalese departed the nation in search of work in 2023(Poudel, 2024). Due to the private sector's inability to provide the required job amounts, this figure keeps increasing. Likewise, 70,915 Nepalese people left their Nepalese citizenship and moved abroad permanently in 2023(DoFE, 2023). Politicians and the government are worried about the skilled worker exodus as it would impede the nation's economic development(Thapa, 2023).

**Figure 3**

*Percentage of labor permits based on their skills in Nepal from 2019/20 to 2022/23*



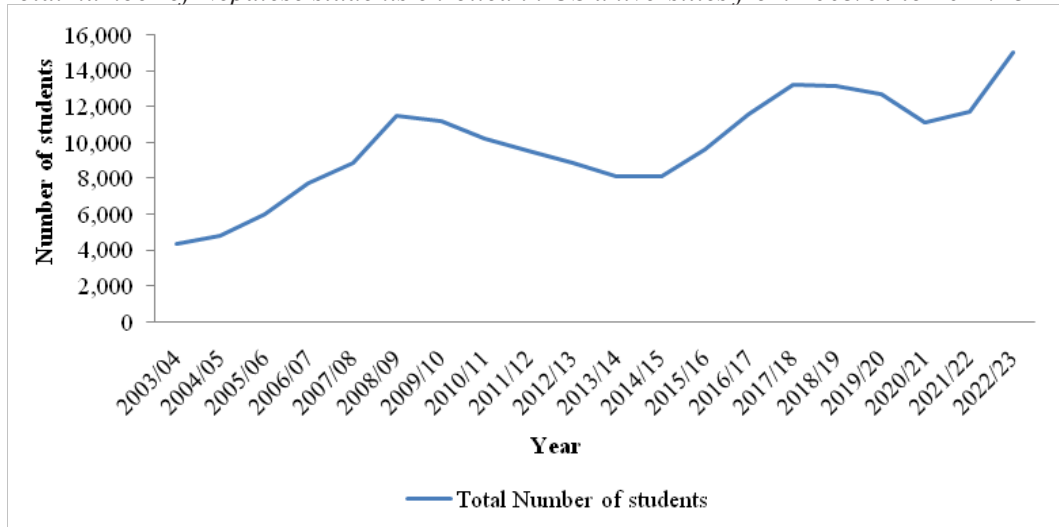
Source: MoLESS, 2023

From 2008/09 to 2020/21, 416,364 Nepalese students received “No Objection Certificates (NOC)” from the Ministry of Education, Science, and Technology (MoEST) that permitted them to study abroad (Rauniyar, 2024). Over 110,000 students were studying abroad in 2022, compared to around 12,000 in 2011 (Ghimire, 2024). Nepal receives about 600 applications for the NOC every day on average (RSS, 2023). Most of the students are young, between the ages of 20 and 35 (Mahatara, 2024).

The Institute of International Education (IIE) reports there were 15,090 students enrolled in US colleges in 2022, which accounts a 28% increase from the previous year (IIE, 2023). Nepal ranks as the 11<sup>th</sup> leading country of origin for foreign students entering the US. According to Kattel and Sapkota (2018), students who travel abroad on student visas also apply for an employment visa when they graduate. This indicates that the students who departed from Nepal to study abroad would soon also give up their citizenship. Similarly, the Nepalese community ranks in 11<sup>th</sup> among Australia’s immigrant groups with 129,870 members in 2021 (Mulmi, 2024).

**Figure 4**

*Total number of Nepalese students enrolled in US universities from 2003/04 to 2022/23*



Source: IIE, 2023

In recent years, professionals who left Nepal have also returned in small but significant numbers (Ghimire & Maharjan, 2014). Returning Nepalese use their foreign-acquired knowledge and expertise to manage their own business in Nepal (Agrawal, 2023). The Nepali government has launched the “Youth Employment Transformation Initiative” and the “Returnee Migrant Entrepreneurship Development Programs” to retain skilled people in the country (PMEP, 2022). Still, the scale of this reverse brain drain is small compared to the exodus of the talent.

### **Causes of Brain Drain**

Brain drain in Nepal is driven by a combination of push and pull factors (Kattel & Sapkota, 2018). The unfavorable factors of the home nation that drive residents to relocate abroad are known as push factors. Similarly, pull factors are the favorable factors of other nations that draw people from other nations towards them. Push factors include a limited high-quality education, low wages, limited career prospects, and political instability (Shrestha, 2017). Pull factors include better salaries, career growth opportunities, presence of relatives, and higher living standards abroad (Khan et al., 2023). The USA, Australia, Japan, Canada, and South Korea attract skilled workers and students, while Gulf countries primarily employ unskilled and semi-skilled laborers (MoLESS, 2023).

### ***Educational System and Employment Opportunities***

Due to Nepal’s poor advanced educational infrastructure and the attraction of post-study employment chances abroad, student migration has increased significantly in recent years (Adhikari et al., 2023). The outdated education system, which prioritizes theoretical

knowledge over practical skills, is a key push factor(Phuyal, 2018). In FY 2022–2023, the Nepali government allocated only around 0.3% of its GDP for research and development (R&D)(Dhital, 2023). As a result, researchers and professors prefer foreign universities due to limited research opportunities in Nepal (Kattel & Sapkota, 2018; Silwa, 2019). The limited employment opportunities and post-graduation career prospects are another factor contributing to the brain drain in Nepal.

Moreover, foreign universities offer superior job placement services, internships, and industry linkages, which are largely absent in Nepal(Šlibar, Oreški, & Čalopa, 2023). This creates a vicious cycle where students who leave for education often do not return, further depleting Nepal's skilled workforce.

### ***Income Disparities and Living Standards***

Income disparities between Nepal and developed countries are a significant driver of brain drain. While the average monthly salary in the U.S. is around \$4,600, it is only \$250 in Nepal. This difference stimulates skilled workers to seek employment abroad. The income disparity is one of the primary reasons for brain drain in Nepal. According to Kattel and Sapkota (2018), 30% of agricultural graduates stated that higher incomes abroad and poor living standards in Nepal are contributing factors to the brain drain phenomena. Similarly, 16.4% of Nepalese students move abroad in pursuit of better living standards (Upadhyay, 2017).

### ***Political Instability and Governance Issues***

Political instability also plays a significant role in contributing to brain drain in Nepal(Upadhyay, 2017). Nepal has had 13 prime ministers in the last 16 years, creating an uncertain business environment that discourages investment and business planning(-Suvedi, 2024). Similarly, corruption and nepotism further erode trust in the system, compelling many skilled professionals to seek stability and merit-based opportunities elsewhere(Mulmi, 2024). Instead of addressing these issues, successive governments have encouraged foreign employment by signing bilateral labor agreements, which may provide short-term economic relief but exacerbates long-term brain drain (Mulmi, 2024). If this issue isn't addressed soon, the nation could end up with a population dominated by the elderly and the very young.

### ***Consequences of the Brain Drain***

#### ***Economic Impact***

Remittance from migrant workers has become a key source of Nepal's economy contributing approximately 23% to the national GDP (NPHC, 2022). The increase in remittances has helped reduce poverty from 50% in 2010 to 20% in 2022 (Salike, Wang, & Regis, 2022). Household receiving remittances are 2.3% less likely to fall into pover-



ty (Byanjankar & Sakha, 2021). However, the outflow of human capital has also led to a decline in foreign exchange reserves, as families spend substantial amounts on tuition and living expenses for students abroad (Rijal, 2022). Although brain drain has contributed significantly to remittance inflows, it has also caused a decline in foreign exchange reserves. In the first five months of FY 2024/25, the country sent NRs. 47.34 billion for international education alone (Pahari, 2025). Student families have contributed substantial amounts of money from Nepal to international colleges to cover their living expenses, tuition, and other associated costs (Mahatara, 2024).

### ***Impact on key sectors***

Brain drain leaves critical sectors like healthcare, education, and technology underdeveloped, creating a shortage of skilled professionals, slowing innovation, and limiting access to quality services, which holds back economic and social progress (Dodani & LaPorte, 2005). Between 2020 and 2023, the number of medical graduates seeking employment abroad increased from 869 to 2,318 (Karki et al., 2024). Similarly, enrollment in Nepal's public and private universities and colleges has declined sharply (Gajurel, 2023). This has led the education sectors to either refusing to accept new students or in the way of merger with other universities (Ghimire, 2023).

### **Mitigation Strategies for Brain Drain**

Reversing brain drain in Nepal requires a multifaceted approach that addresses the root causes of migration while creating an environment that incentivizes skilled professionals to return and contribute to the nation's development. One of the most effective strategies is to invest in education, research, and innovation infrastructure. Countries like Ireland and South Korea have successfully reversed brain drain by heavily investing in their higher education systems and research institutions (Islam, 2025). For instance, Ireland's investment in technology parks and research hubs, coupled with tax incentives for multinational corporations, attracted both foreign investment and returning diaspora (Weisman-Pitts, 2025). Nepal could adopt a similar model by establishing specialized research centers in fields like renewable energy, agriculture, and information technology, which align with the country's developmental needs. Offering competitive grants and scholarships for research and innovation could also encourage skilled Nepali professionals abroad to return and contribute to these sectors.

Another critical policy recommendation is to improve economic opportunities and job security. Many skilled Nepalese leave the country due to limited career prospects and low wages. To address this, the government could create public-private partnerships to develop industries with high growth potential, such as tourism, hydropower, and information technology. For example, India's "Make in India" initiative successfully encouraged skilled professionals to return by creating jobs in manufacturing and technology



sectors(Pooniya, 2019). Nepal could implement similar initiatives, offering tax breaks and subsidies to businesses that hire returning professionals or invest in underserved regions. Additionally, the government could establish a dedicated agency to connect returning professionals with job opportunities and provide support for entrepreneurship, such as access to low-interest loans and mentorship programs.

Finally, fostering a sense of national pride and belonging among the diaspora is crucial. Many countries, such as Israel and China, have implemented diaspora engagement programs that encourage expatriates to contribute to their home country's development(Adhikari, 2023). Nepal could establish a "Diaspora Knowledge Network" to facilitate knowledge transfer and collaboration between Nepali professionals abroad and local institutions. Offering dual citizenship or special residency status, as seen in countries like Mexico and the Philippines, could also incentivize skilled professionals to maintain strong ties with Nepal. Additionally, recognizing and celebrating the achievements of the diaspora through awards and cultural events could strengthen their emotional connection to the country and motivate them to return.

Reversing brain drain in Nepal requires a combination of economic, educational, and emotional incentives. By learning from the successes of other nations and tailoring these strategies to Nepal's unique context, the country can create an environment that not only retains its talent but also attracts back its skilled diaspora to drive sustainable development.

### **Conclusion**

Brain drain remains a critical challenge in social, economic, and political sectors for many developing nations, including Nepal. The combination of push and pull factors has resulted in a noticeable exodus of highly educated and skilled individuals in Nepal. Although it makes sense to look for better opportunities elsewhere, it is impossible to overlook the notable rise in brain drain. The country faces a depletion of its human capital, particularly in critical sectors such as healthcare, education, and technology. Although remittances have helped Nepal's economy by providing foreign currency inflows and alleviating poverty, the nation's long-term economic prospects, innovation, and development are hampered by this exodus. The substantial financial outflow associated with foreign education expenditures also places a burden on Nepal's foreign reserves. Thus, it is crucial to take into account the possible repercussions and effects of brain drain on the nation. To stop the brain drain tendencies, initiatives like job transformation projects and entrepreneurial programs are essential. Policies aimed at enhancing job security, career advancement, and remuneration could make the country more appealing to skilled workers. Proactive government initiatives, R&D investments, and the development of alluring local possibilities for qualified persons may buck the trend. Long-term solutions to stop

and even reverse the brain drain trend in Nepal would require a comprehensive strategy that prioritizes local education, research, and job growth.

### References

- Adhikari, A. P. (2023). The Nepali diaspora's role in national development. *Poily Design And Practice*, 6(3), 357-380.
- Adhikari, J., Rai, M. K., Baral, C., & Subedi, M. (2023). Labour migration from Nepal: Trends and explanations. In S. I. Rajan, *Migration in South Asia*. Springer.
- Agrawal, H. (2023). *Setting examples through entrepreneurship and startups*. myRepublica.
- Aryal, E., Pokhrel, R., Bashyal, K., Ghimire, H., Acharya, U., Upreti, U., et al. (2023). *Nepal Labour Migration Report 2022*. Ministry of Labour, Employment and Social Security (MoLESS). Government of Nepal.
- Baral, A. K. (2023, October). Addressing brain drain: Retaining skilled professionals in Nepal in manufacturing sector from the perspective of human resource management. *Journal of Advanced Academic Research (JAAR)*, 10(2), 22-32.
- Bhardwaj, B., & Sharma, D. (2023). Migration of skilled professionals across the border: Brain drain or brain gain? *European Management Journal*, 41(6), 1021-1033.
- Byanjankar, R., & Sakha, M. (2021). Role of remittances on rural poverty in Nepal: Evidence from cross-section data. *NRB Economic Review*, 33(1&2), 45-72.
- Chaudhary, S. K. (2022). Remittances, economic growth and investment nexus: Evidence from Nepal. *NRB Economic Review*, 34(1), 1-23.
- Dauda, R. S. (2018). Brain drain: The bane of human capital development and utilization in West Africa. *Current Politics and Economics of Africa*, 11(1), 71-95.
- Dhital, M. (2023, August 27). Reversing brain drain. Kathmandu, Nepal: The Kathmandu Nepal.
- Dhungel, K. (2023). The link between remittance and economic growth: An ARDL bound testing approach. *NRB Economic Review*, 30(2), 1-18.
- Dodani, S., & LaPorte, R. E. (2005). Brain drain from developing countries: How can brain drain be converted into wisdom gain? *Journal of Royal Society of Medicine*, 98(11), 487-491.
- DoFE. (2023). *Report of Nepali citizens departing in 2023 for different Purpose*. Department of Foreign Employment (DoFE). Government of Nepal.
- Edmond, C. (2020, January 10). *Global migration by the numbers: Who migrates, where they go, and why*. World Economic Forum.
- Fouad, S. A., Amer, G., & Fattah, K. A. (2024). The impact of brain drain on economic growth: Addressing diaspora externalities. *Migration Letters*, 21(2), 762-786.
- Gajurel, A. (2023, May 26). *Declining number of students in Nepal's colleges*. Loktantar.

- Ghimire, A., & Maharjan, K. (2014). Student returnees and their reflection on contribution to Nepal: Use of knowledge and skills. *Migration and Development*, 4(1), 1-18.
- Ghimire, B. (2023, April 12). *Falling enrollments worry Nepali universities*. The Kathmandu Post.
- Ghimire, B. (2024, March 14). *'No objection' letter seekers overwhelm education officials*. The Kathmandu Post.
- Glavan, B. (2008). Brain drain: A management or a property problem? *The American Journal of Economics and Sociology*, 67(4), 719-738.
- IIE. (2023). *Top 25 places of origin of international students, 2000/01-2022/23*. Retrieved from Open doors report on international education exchange: <https://opendoorsdata.org/data/international-students/leading-places-of-origin/>
- Islam, A. Z. (2025, February 20). *A comparative analysis of countries that reversed brain drain*. The Daily Star. Retrieved from: <https://www.thedailystar.net/supplements/anniversary-supplement-2025/future-forged-youth-the-helm/news/comparative-analysis-countries-reversed-brain-drain-3827966>
- Karki, L., Dhakal, B., Bhandari, K. K., Bhusal, S., & Chaudhary, A. (2024). Migration of medical doctors from Nepal: Analyzing trends and policy implications. *Journal of Nepal Medical Association*, 62(277), 614-617.
- Kattel, R. R., & Sapkota, M. (2018). Brain drain of agriculture and veterinary graduates to abroad: Evidence from Nepal. *Agriculture and Food Security*, 7(6).
- Khadka, S. (2023, December). About 3,000 youths leave Nepal every day. Republica.
- Khan, M. I., Alharthi, M., Haque, A., & Illiyan, A. (2023). Statistical analysis of push and pull factors of migration: A case study of India. *Journal of King Saud University - Science*, 35(8).
- Kunwar, L. S. (2021). Foreign labor migration causes and impacts in Nepal. *Patan Pragma*, 9(2), 144-154.
- Magar, D. B., Pandit, R., & Rola-Rubzen, M. F. (2024). Drivers of overseas labour migration, migration intensity, and destination choice among farming households in Nepal. *Journal of Ethnic and Migration Studies*, 50(18), 4459-4483.
- Mahatara, T. K. (2024). Causes of abroad study in higher education from Nepal. *KMC Journal*, 6(2), 191-206.
- Mishra, A. K. (2023). Anatomy of brain drain: A painful reality. *International Research Journal of Parroha Multiple Campus (IRJPMC)*, 2(2), 1-12.
- Mulmi, A. R. (2024, January 24). *Nepal's youth are leaving the country in droves*. Retrieved from Observer Research Foundation: <https://www.orfonline.org/expert-speak/nepals-youth-are-leaving-the-country-in-droves>
- Munankami, M., Agarwal, R., Rajbhandari, S., Darna, M., & Pote, S. (2024). Nudging the *Far Western Review*, Volume-2, Issue-2, December 2024, 26-38

- mindset of youth out migration from Kathmandu, Nepal. *SAIM Journal of Social Science and Technology*, 1(1), 161-176.
- NPHC. (2022). *National Population and Housing Census (NPHC) 2021*. Government of Nepal. National Statistics Office.
- Pahari, S. (2025, January 25). *Nepali students spend billions abroad: What's driving the education exodus?*. Republica.
- Phuyal, S. (2018, January 2). *Current status of Nepalese education system*. Retrieved from: <https://www.nepgo.com/current-status-of-nepalese-education-system/>
- PMEP. (2022). *Youth employment transformation initiative project*. Prime Minister Employment Programme (PMEP), Ministry of Labour, Employment and Social Security. Government of Nepal.
- Pooniya, S. (2019, October 4). Make in India: A key for establishment of new India. *International Journal of Education, Modern Management, Applied Science & Social Science*, 1, 14-22.
- Poudel, D. (2024, January 14). *Check youth exodus*. The Rising Nepal.
- Rauniyar, R. (2024). *Over 650,000 obtain NOCs to study abroad in the past 15 years*. Republica.
- Rijal, A. (2022). *Opportunities and challenges of migration for Nepal*. Retrieved from: <https://nepaleconomicforum.org/opportunities-and-challenges-of-migration-for-nepal/>
- RSS. (2023, April 7). *Over 600 students apply for NOC letter daily*. Rastriya Samachar Samiti (RSS).
- Salike, N., Wang, J., & Regis, P. (2022). Remittance and its effect on poverty and inequality: A case of Nepal. *NRB Economic Review*, 34(2), 1-29.
- Sbalchiero, S., & Tuzzi, A. (2017). Italian scientists abroad in Europe's scientific research scenario: High skill migration as a resource for development in Italy. *International Migration*, 55(4), 171-187.
- Shrestha, B. (2021). Contribution of foreign employment and remittances to nepalese economy. *NRB Economic Review*, 20(1), 1-15.
- Shrestha, M. (2017). *Push and pull: A study of international migration from Nepal*. World Bank Group.
- Sijapati, B., Lama, A. S., Baniya, J., Rinck, J., Jha, K., & Gurung, A. (2017). *Labour migration and the remittance economy: The socio-political impact*. United States Agency for International Development (USAID); Centre for the Study of Labour and Mobility (CESLAM); The Asia Foundation. City Offset Press.
- Silwa, A. (2019, December). Assessment of brain drain and its impact on the sending economy: A case study of Nepal. *International Research Journal of Management Science*, 4(1), 14-31.

- Šlibar, B., Oreški, D., & Čalopa, M. K. (2023). Push and push factors in brain drain among university students. *Management (Croatia)*, 28(1), 65-80.
- Suvedi, M. (2024). The level of corruption in democratic republic of Nepal: An in-depth analysis of root causes, governance impact, and potential solutions. *Contemporary Research: An Interdisciplinary Academic Journal*, 7(1), 39-58.
- Tamang, M. K., & Shrestha, M. (2021). Let me fly abroad: Student migrations in the context of Nepal. *Research in Educational Policy and Management*, 3(1), 1-18.
- Thapa, S. (2023). Exodus of skilled manpower: A wake-up call for Nepal. myRepublica.
- Upadhyay, J. (2017). Brain drain of Nepalese student. *International Journal of Management*, 8(1), 180-187.
- Weisman-Pitts, J. (2025, January 24). *Corporate tax policies and foreign investment in Ireland: Evaluating the impact of tax incentives*.
- Westerveld, L. (2022). *Stories of outmigration from Nepal: The complex and diverse, positive and negative*. Retrieved from: <https://storymaps.arcgis.com/stories/fc7ee0b810b34d1fad896f7b4c045232>