



Human capital flight, more commonly referred to as "brain drain," is the large-scale emigration of a large group of individuals with technical skills or knowledge. The reasons usually include two aspects which respectively come from countries and individuals. □ In terms of countries, the reasons may be social environment (in source countries: lack of opportunities, political instability, economic depression, health risks; in host countries: rich opportunities, political stability and freedom, developed economy, better living conditions).

In terms of individual reasons, there are family influences (overseas relatives, and personal preference: preference for exploring, such as ambition for an improved career).

The table below reflects the trend and demonstrates the immigration flow of skilled Africans to industrialized countries. **International Office for Migration (IOM) and European Commission for Africa (ECA) estimates.**

Time	Average Annual Rate	Total Number
1960-1974	1,800	27,800
1975-1984	4,000	40,000
1985-1994	12,000	60,000
Since 2000	20,000	No figure available

A new report says Africa has lost a third of its skilled professionals in recent decades and it is costing the continent \$4b dollars a year to replace them with expatriates from the West