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# Brain circulation, diaspora, and international competitiveness

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### Summary

Drawing upon findings of several studies, this paper examines the interrelationships between brain circulation or “triangular human talent flow”, ethnic diasporas (specifically, the Chinese and Indian diasporas), and a country’s international competitiveness. Globalization, the lowering of immigration and emigration barriers to the movement of people, and the emerging concept of boundaryless careers have all contributed to the phenomenon of brain circulation. Brain circulation replaces the traditional concepts of brain drain versus brain gain because of the growing mobility of human talent across international boundaries. Implications, both theoretical and practical, are then discussed.



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## Keywords

Brain circulation; Talent poaching; Ethnic diasporas; China; India; Immigration; Emigration; International competitiveness; Ex-host country nationals

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