KDU Journal of Multidisciplinary Studies (KJMS)
Volume 3. Issue 2, 2021

KJMS 2021 VOL.3 (2): 113-122 DOI: http://doi.org/10.4038/kjms.v3i2.34

THE DETERMINANTS OF MIGRATION OF SRI LANKAN YOUNG ENGINEERS TO AUSTRALIA – A CASE STUDY

D.P.S. Wijesinghe[1] and V.P.T. Jayawardane[2]

Department of Interdisciplinary Studies, University of Ruhuna, Galle, Sri Lanka,[1]

Department of Industrial Management, University of Moratuwa, Colombo, Sri Lanka[2]

ABSTRACT

The migration of professionals or brain drain is a widely discussed issue in developing countries. Professionally qualified engineers in developing countries migrate to developed countries for different reasons. Currently, young engineers who graduated from state universities in Sri Lanka migrate to Australia at an increasing rate. This research aimed to identify the push & pull factors that cause Sri Lankan young engineers to migrate to Australia as a case study. Using Facebook, we gathered a representative sample of Sri Lankan young engineers living in Australia and administered a 5-point Likert-type online questionnaire. Sixty-three engineers anonymously responded to the survey. The Australian government's introduction of the Subclass 476 – Skilled Recognized Graduate Visa is a significant motivator for Sri Lankan young engineers to migrate to Australia. Results showed that political influence and corruption were major driving forces behind the young engineers' migration, as were lower salaries and unfavorable working conditions in Sri Lanka. In contrast, opportunities for career advancement and education and a desire to gain exposure to a new culture are strong reasons to move to Australia. The majority of migrated engineers prefer the life they live in Australia. Outcomes of this study will support stakeholders of the engineering profession in Sri Lanka to tackle the brain drain issue of engineers in Australia.

KEYWORDS: *Australia, Brain Drain, Migration, Sri Lanka, Young Engineers*

Corresponding Author: D.P.S. Wijesinghe, Email: *praneeth@is.ruh.ac.lk*

1. INTRODUCTION

Engineers play a major role in the value creation and economic development of any country with their knowledge and expertise. Most of the products, from tiny pins to skyscrapers in the modern world, are intellectual works of engineers. Therefore, they are an essential group of human capital for a developing country like Sri Lanka. As a country that also entertains free education at the undergraduate level, the Sri Lankan government spends a huge amount of money to create knowledge workers, including engineers required for the country's benefit. According to statistics of the University Grants Commission (U.G.C.) of Sri Lanka, the expenditure only on academic services for engineering degree programs of state universities was approximately Rs. 2,956,692,000.00 for 2018 (*Sri Lanka University Statistics 2018*, 2018). When considering the other expenses on general administration, welfare, maintenance, and other services in a state university, this value is far higher than the above. State universities in Sri Lanka currently admit more than 1500 students for engineering degree programs to cater to competent engineering professionals in the Sri Lankan industrial sector (*Sri Lanka University Statistics 2018*, 2018).

At present, a considerable number of engineering graduates of state universities migrate to other countries for employment or higher study perspectives. A trend of migration of graduate engineers to Australia, just within their first two years after graduation, can be observed during recent years. In other words, the goal of this study was to discover what drove young Sri Lankan engineers to migrate to Australia and what kept them there, causing them to make a permanent move. An engineering brain drain is taking place, and this introductory study's findings focus on delving more profoundly into the migration issue.

2. LITERATURE REVIEW

Migration is a term that many scholars widely discuss with the globalization of the world. The term "migration" refers to a move that is either permanent or temporary (Lee, 1966). There are no restrictions on how far one can move or whether the act was voluntary or not, and there is no distinction between internal and external migration. The migration process may be short or lengthy and convenient or complex. An origin and a destination are the main start and endpoints involved with any migration associated with many intervening obstacles. With the globalization of the world, many people are migrating to other countries due to different reasons. Irrespective of the educational level, people who live in war-torn areas migrate to other countries seeking asylum as refugees. The rest of the migrants move to other countries as temporary workers (skilled, semi-skilled, unskilled), skilled settlers, students, and tourists (Hugo and Dissanayake, 2017).

The concept of migration also has several theories put forward by scholars in different areas of the world. Ernest Ravenstein is broadly considered an initial theorist related to the migration process. He determined that a "push-pull" process directed migration; that is, unfavorable conditions in one place (oppressive laws, heavy taxation, etc.) "push" people out, and favorable conditions in an outside place "pull" them out. According to Ravenstein's theory, people migrate because of better job opportunities elsewhere (Lee, 1966). "Brain Drain" is a new term coined to describe the mass migration of highly educated professionals and knowledge workers. "Brain drain" refers to the exodus of highly educated people and knowledge workers from their homelands to places with better job prospects, living conditions, and standards of living (Jauhar and Yusoff, 2011). Human capital is disappearing at an alarming rate across countries (skilled workers and tertiary graduates). Because of the globalization-induced brain drain, developing countries are now experiencing difficulties (Dodani and LaPorte, 2005). Many scholars at the international level have conducted various research studies related to the brain drain of knowledge workers from developing countries (Ferro, 2004; Dodani and LaPorte, 2005; Dahl and Sorenson, 2010; Jauhar and Yusoff, 2011). Dodani and LaPorte (2005) discussed the key factors that cause the migration of talented health professionals from developing countries to developed countries. As per Dodani and LaPorte (2005), significant reasons for such migrations were expectations of economic improvements and higher education opportunities.

Out of the primary category of knowledge workers, scholars pay much attention to the migration of engineers as it affects the home country in both positive

and negative ways (Gokbayarak, 2012). As per research conducted on the brain drain of Turkish engineers, it was identified as a "brain overflow" in Turkey. The main reason for such migrations to other countries from Turkey was the discrepancy between education and employment policies in engineering (Gokbayarak, 2012). Like other developing countries, Sri Lanka also experiences the migration of qualified young engineers to other countries (Balasooriya, 1975; Gunawardhana and Jayalath, 2017). In Sri Lanka, a scholarly debate began on this topic in 1975 (Balasooriya, 1975). As a result, it demonstrates that the exodus of engineers has not yet begun. According to Balasooriya (1975), the brain-drain of Sri Lankans to wealthy countries netted the country Rs 110 million in annual aid while costing the country an additional Rs 128 million in lost revenue. Those values were calculated around the year 1975, considering engineers and the migration statistics of all the Sri Lankan knowledge workers at that time. What will be the loss to the Sri Lankan economy if these values are calculated based on present migration statistics?

Balasooriya (1975) has listed push and pull factors for the migration of professionals from Sri Lanka to other developed countries, focusing on engineers who migrated around 1975. According to that study, pull factors were higher salaries, savings, and educational opportunities for their children abroad. In contrast, the push factors were difficult to deal with international society, low living standards, discriminatory practices in Sri Lankan society, and a spirit of adventure to explore the world.

The migration of Sri Lankan engineers to foreign countries is rising at an alarming rate. The information available in the Ministry of Foreign Employment in Sri Lanka up to 2015 supports the above claim (Gunawardhana and Jayalath, 2017). In 2015, nearly 2500 Sri Lankan engineers migrated to other countries for different reasons. However, that value is greater than the annual enrolment of engineering students in state universities in Sri Lanka (*Sri Lanka University Statistics 2018*, 2018).

A study done in 2017 on the brain drain of Sri Lankan engineers has identified factors such as income, higher education for career development, and use of full potential as the major causes for the migration. Factors such as political influence, corruption, or living conditions were not the major causes for their migratory decisions (Gunawardhana and Jayalath, 2017). Furthermore, they have investigated the factors contributing to non-migrant engineers in Sri Lanka deciding to stay here without migration to other countries. Non-migrant engineers decided to stay in Sri Lanka not because they were satisfied with the income or job role in the industry but because of their family commitments and other reasons such as patriotic considerations. Moreover, they have further proposed strategies to retain competent professional Sri Lankan engineers without letting them migrate.

Nowadays, there is a trend of young engineers migrating more to Australia than to other countries. Australia is a country that offers valuable opportunities for knowledge workers who migrate there legally. Currently, Australia has become one of the important destination countries for Sri Lankan professionals like engineers and doctors, with an estimated population of 106,280 Sri Lankan-born residents in 2013 (Hugo and Dissanayake, 2017). Most Australian employers from small to large scale are willing to recruit skillful and expert knowledge workers like engineers who migrate from other countries since the Australian labor market is scarce of such human capital (Khoo *et al.*, 2007).

Most of Sri Lanka's engineering degree programs are now accredited following the "Washington Accord" criteria, thanks to improvements in the country's engineering education sector. Washington Accord is an international accreditation agreement for undergraduate professional engineering academic degrees between the bodies responsible for accreditation in its signatory countries and regions. Therefore, degree holders of such accredited degree programs in Sri Lanka can work as professional engineers in countries like Australia (a signatory country for Washington Accord) without additional academic qualifications (*The Institution of Engineers Sri Lanka - Accreditation of Engineering Degrees*, 2013).

With the introduction of new visa categories for professionals and skilled workers in 1996 by the Australian government, many Sri Lankans and skilled

migrants from other countries temporarily got the opportunity to work in Australia (Khoo *et al.*, 2007). Subclass 476 – Skilled Recognized Graduate Visa is a visa category introduced by the Australian government to allow fresh engineering degree holders to live, work or study in Australia for 18 months. Degree holders must have completed an engineering degree from an accredited institution within the past two years and be under 31 years of age (*Subclass 476 Skilled—Recognised Graduate visa*, 2020). Most young engineers migrate to Australia using an accredited engineering degree from Sri Lankan universities and a subclass 476 visa.

Although few scholars conducted researches on the brain drain of Sri Lankan engineers, commonly to foreign countries, no evidence is found in the literature explicitly focusing on Australian migrated engineers from Sri Lanka. Furthermore, the authors of this research paper have personally experienced the willingness of engineering undergraduates of the universities in which they work to migrate to Australia just after graduation. A discussion was held on the long-term objectives of engineering students recently between academics and undergrads. As a result, this research will serve as a springboard for further investigations into the brain drain of Sri Lankan engineers to Australia.

3. METHODOLOGY

A 2019 online questionnaire collected data anonymously. There were two sections to this questionnaire, each with survey questions of the quantitative and qualitative variables. Gunawardhana and Jayalath (2017) created a questionnaire to gather responses with five-point Likert-type answers. According to expectations, a panel of young Sri Lankan engineers quizzed what motivates and deters their desire to immigrate to Australia. The collection of samples using a convenient sampling strategy was due to the lack of statistics on the annual migration of Sri Lankan young engineers to Australia. Convenient sampling is a specific non-probability sampling strategy that relies on data collection from population members who are conveniently available to participate in the study (Jager, Putnick, and Bornstein, 2017). Although results cannot be generalized to the whole population with the convenient sampling, it can reveal unknown facts to the society (Jager, Putnick, and Bornstein, 2017). So those engineering colleagues who had recently migrated to Australia were contacted through an online questionnaire via Facebook. Other young engineers who migrated to Australia with the support of their colleagues posted it in various Facebook groups. Responses for 5 Point Likert-type questions were analyzed graphically following the descriptive statistical approach.

4. RESULTS & DISCUSSION

Sixty-Three people completed the online questionnaire with two reminders.

Demographic information of respondents

Migrant engineers who responded (Respondents) to the questionnaire had the following demographic information. The majority of respondents have had their undergraduate education at the University of Moratuwa (i.e.:71.4%). 17.5% and 6.3% of respondents studied at the University of Ruhuna and Peradeniya, respectively.

The majority of the respondents (i.e., 31.7%) were Civil Engineering graduates. Other respondents belong to engineering disciplines of Electrical & Electronics – 25.4%, Chemical & Materials – 19.0%, Mechanical & Manufacturing – 12.7%, Computer & Software – 7.9% and any other – 3.2%. The majority of respondents are young engineering graduates. Eighty-nine percent of those polled had graduated in 2015 or had done so within the previous year. Only 11.1% of those polled had received their diplomas before 2015. Since most of the respondents were young engineers, their experience in Australia is limited to a few years.

The majority of them (85.7%) were in Australia for less than two years. Only 9.5% of respondents were in Australia for 2 - 4 years, while 4.8% were in Australia for more than five years. At the time of the data collection, 38.1% of the respondents have applied for permanent residency (P.R.) in Australia. 61.9% of the respondents have not yet applied for P.R. in Australia.

Push factors of migration

Push factors stand for the reasons that push the persons from the mother nation (Balasooriya, 1975). On a 5-

Point Likert scale, respondents provided their perceptions of major push factors for Sri Lankan engineers to migrate. Balasooriya was the first to notice these contributing factors (1975). The use of graphics in data interpretation facilitates comprehension. The statements that respondents made on the survey are represented visually in the graphs.

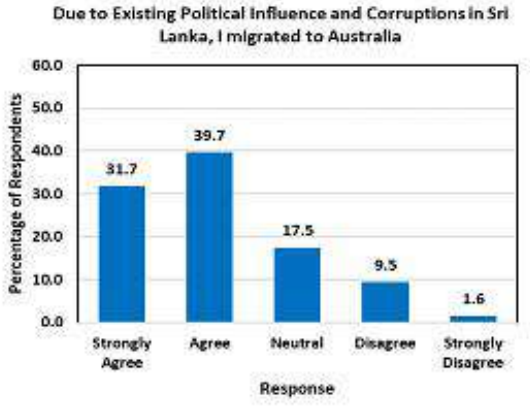

Figure 1: Perception of Existing Political Influence and Corrupt Practices in Sri Lanka

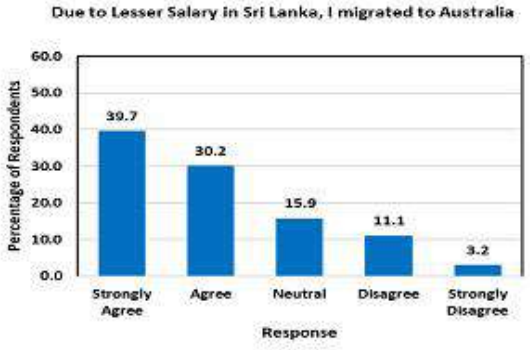

Figure 2: Perception of Lesser Salary in Sri Lanka

The majority of respondents (71.4%) have identified existing political influence and corrupt practices (Figure 1) in Sri Lanka as the major push factor for their migration to Australia. Only 11.1% of respondents disagreed or strongly disagreed with that, while 17.5% stayed in neutral perception. So, existing political influence and corrupt practices in Sri Lanka are in the first position among the push factors of migration. When reviewing the social media posts shared by the young generation of engineers in Sri Lanka, it is clear that most of them show critical disagreements on the prevailing political system in Sri Lanka. This result further confirms the findings of (Balasooriya 1975; Gunawardena and Nawaratne, 2017).

Figure 2 depicts respondents' agreement that engineering jobs in Sri Lanka pay less than other jobs in the country. 70.1% of respondents have agreed that lesser salaries in Sri Lanka have motivated them to migrate to Australia. Only 14.3% of respondents have shown their disagreement, while 15.9% have stayed in neutral perception. Therefore, the lesser salary in Sri Lanka is the 2nd major push factor of migration.

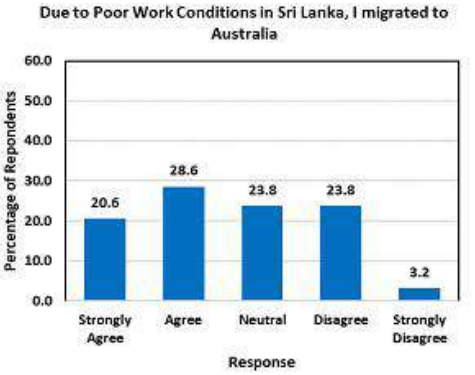

Figure 3: Perception of Poor Work Conditions in Sri Lanka

According to figure 3, 49.2% of respondents have agreed that poor work conditions in Sri Lanka were a push factor for their migration to Australia. Based on the percentage of agreement, poor work conditions in Sri Lanka become the 3rd major push factor of migration to Australia.

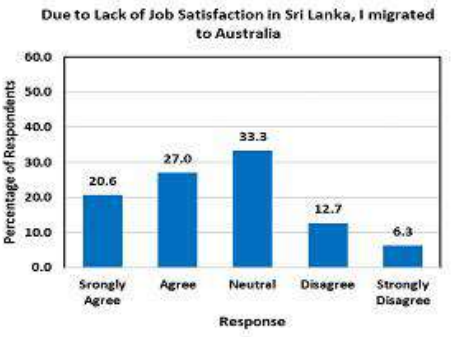

Figure 4: Perception of Lack of Job Satisfaction in Sri Lanka

Job satisfaction is one of the significant factors many professionals expect at the end of their day. If anyone has less satisfaction with their job, most of the time,

such people leave that job or perform with lesser efficiency. Figure 4 demonstrates the perception of respondents on their job satisfaction in Sri Lankan engineering jobs.

47.6% of respondents have identified that lack of job satisfaction has caused their migration to Australia. 19% of respondents have shown their disagreement on that push factor, and 33.3% have stayed neutral. So, lack of job satisfaction is the 4th major push factor as identified by the migrants.

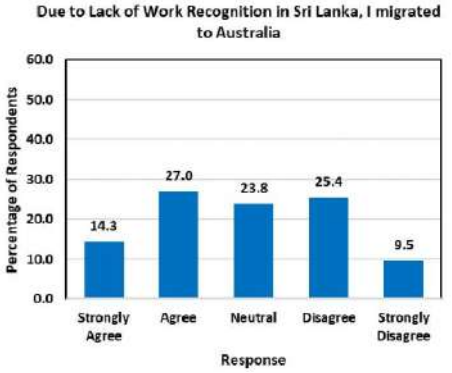

Figure 5: Perception of Lack of Work Recognition in Sri Lanka

In Sri Lanka, professional engineers have a considerable reputation. However, sometimes there is a lesser recognition from society for good work done by engineers. Only 41.3% of those polled said that a lack of work is a driving factor in engineers' decision to leave their current jobs. So, lack of work recognition is the least significant push factor that causes the migration of engineers in Sri Lanka.

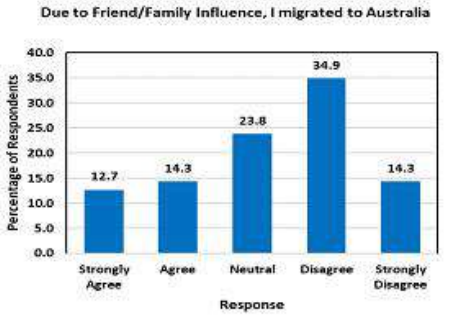

Figure 6: Perception of Friend/Family Influence on Migration

Figure 6 illustrates the impact of the push factor friend/family influence on migration. Only 27% of respondents have made their decision of migration considering that factor. Since 49.2% of respondents demonstrated their disagreement on this factor, it cannot be considered a significant push factor of migration.

Several major push factors should be addressed first from the individual level up to the policy level in Sri Lanka to minimize the migration of qualified engineers. In this case, Sri Lankan engineers also have a greater responsibility to direct the general public and other professionals to change the current corrupt practices in Sri Lanka.

Pull factors of migration

Pull factors stand for the reactions of the persons to excellent conditions of another country, which cause them to migrate (Balasooriya, 1975). Since the study's focus was on migration to Australia, the questionnaire included questions about the country's unique draw factors. 76.2% of respondents have migrated to Australia within the first two years after their graduation through subclass visa 376. Only 23.8% of respondents have utilized other forms of visas since they migrated to Australia after two years of graduation. Hence subclass visa 376 has motivated the majority of young engineers to migrate.

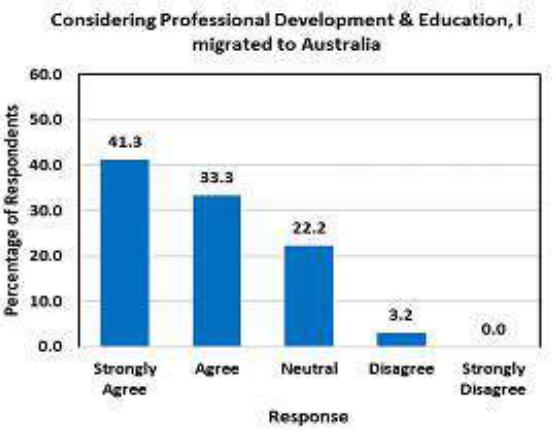

Figure 7: Perception of Professional Development & Education opportunities in Australia

According to figure 7, 74.6% of respondents have identified that Australia's professional development and education opportunities have motivated them to migrate from Sri Lanka. Only 3.2% of respondents have shown their disagreement on the above factor, while 22.2% were in neutral perception. In Australia, many

reputed universities offer world-class post-graduate degrees for engineers with scholarships. So, many young engineers who have engineering degrees with an excellent Overall Grade Point Average (G.P.A.) from Sri Lankan state universities tend to join Australian universities quickly.

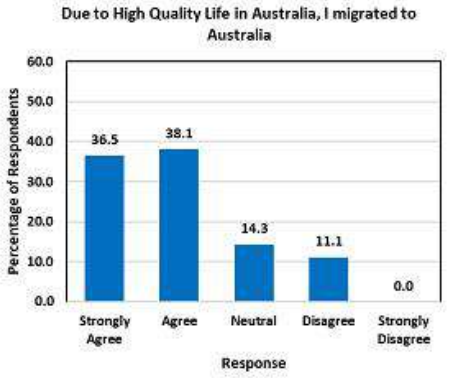

Figure 8: Perception of Quality of Life in Australia

Figure 8 illustrates the perception of Australia's high quality of life as a pull factor for migration. 74.6% of respondents have also agreed with that statement. Only 11.1% of respondents have shown their disagreement, while 14.3% have stayed in a neutral perception. When comparing the two pull factors illustrated in figures 7 and 8, both have similar agreement percentages. However, the factor of professional development opportunities in Australia has a higher response.

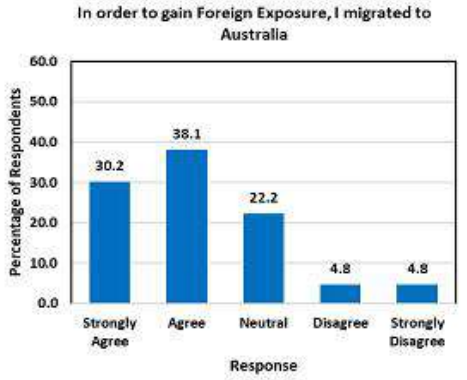

Figure 9: Perception of gaining Foreign Exposure

The percentage for the Strongly Agree option (41.3%) is higher than that of the Strongly Agree option for quality of life in Australia (36.5%). As a result, migration to Australia is driven primarily by professional development and education opportunities, with quality of life in Australia ranking as the country's second most crucial draw. According to Figure 9, most respondents (68.3%) have migrated to Australia to gain foreign exposure as professional engineers. Only a tiny percentage of respondents, like 9.6%, have demonstrated their disagreement for the above pull factor, while 22.2% were in neutral perception. As a result, the desire to broaden one's horizons by living abroad can be considered a significant pull factor for moving to Australia. 47.7% of respondents have migrated to Australia with an expectation to use their full potential as engineers. 33.3% of respondents were neutral on that, while 19.0% have shown their disagreement with that pull factor.

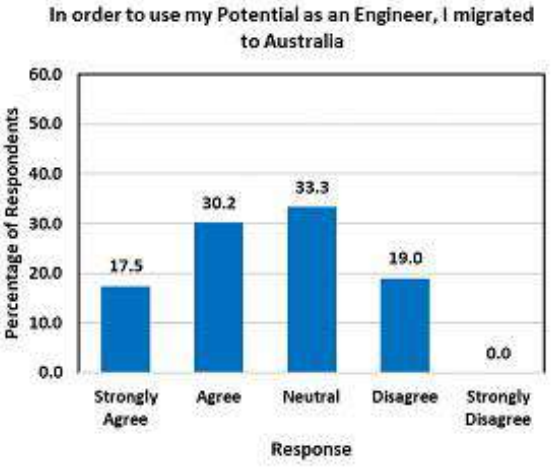

Figure 10: Perception of Available Opportunities in Australia to use the full potential as an Engineer

Informal discussions of authors with engineering colleagues in Sri Lanka have revealed that many engineering graduates are not involved in purely engineering or technical jobs. Most of their job roles comprise management and people-handling aspects. However, some engineers do not like that situation. They expect to use their full potential as engineers in R & D or technical fields (Fahim, 2012). Maybe due to that reason, the expectation of using the full potential as an engineer has become the 4th major pull factor for migration to Australia.

When considering the primary pull factors of migration as identified in this research, Sri Lanka needs to consider many aspects to retain qualified engineers. More professional development opportunities should be provided for graduate-level engineers while

enhancing the quality and recognition of post-graduate degrees in engineering offered by local state universities. Graduate engineers should be encouraged to pursue their post-graduate education in local universities while incorporating some form of international level exposure to them through such local post-graduate programs. However, all engineering stakeholders should work together to find a solution to the salary issue. Otherwise, the migration problem of qualified engineers from Sri Lanka will become a more severe problem for the country's economic development.

Migrant Engineers and Australian Life

This section discusses some important aspects of Australian life as experienced by respondents.

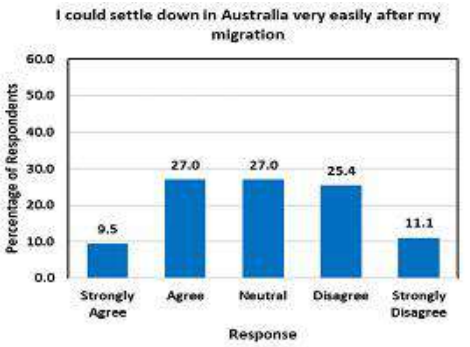

Figure 11: Perception of Convenience in Settling Down in Australia

Figure 11 demonstrates mixed results on perception. Two sets of 36.5% of respondents have shown their agreement and disagreement on the convenience of settling down in Australia after migration. As per the responses, for the engineers to settle down in Australia is not easy for every migrant engineer.

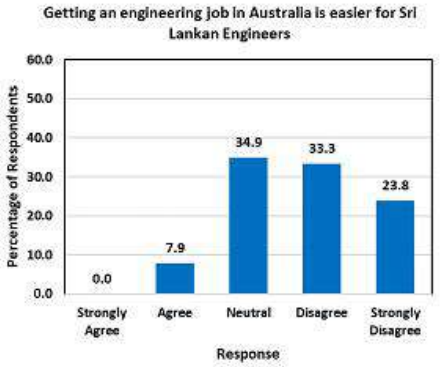

Figure 12: Perception of Convenience of Getting an Engineering Job in Australia

According to Figure 12, getting an engineering-related job in Australia is also tricky for Sri Lankan engineers. Even though most engineering degrees awarded by Sri Lankan state universities are internationally recognized, obtaining an engineering-related job in Australia necessitates obtaining permanent residency (P.R.) there. Getting PR in Australia is somewhat tricky, although graduate engineers migrated to Australia temporarily for 18 months under subclass visa 376 (*Subclass 476 Skilled—Recognised Graduate visa*, 2020). So, most migrant engineers have to do odd jobs not relevant to their educational qualifications until they get PR in Australia.

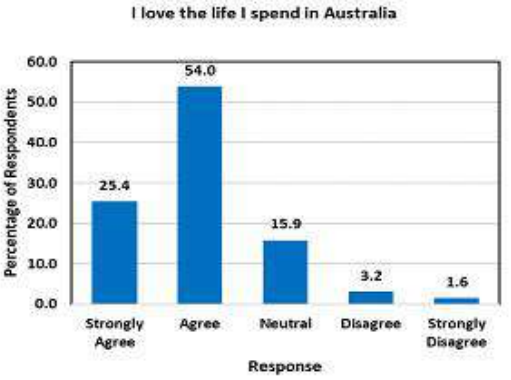

Figure 13: Perception of Life Experience in Australia

Figure 13 demonstrates respondents' perception of their life experience in Australia. The majority of respondents (79.4%) prefer the life they spend in Australia. Only 4.8% did not like Australian life, while 15.9% stayed neutral.

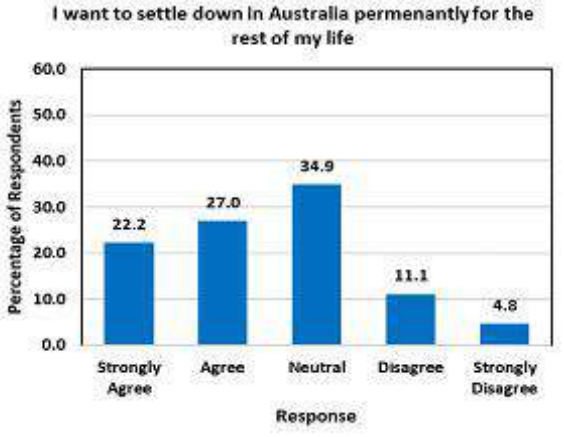

Figure 14: Perception of Intention to Settle Down in Australia

According to Figure 14, nearly half of the respondents (49.2%) need to settle permanently in Australia, while 15.9% do not need to settle down in Australia. Neutral respondents will also decide with the time to settle down there or come back to Sri Lanka. However, according to Figures 13 and 14, it is clear that only a few migrant engineers will return to Sri Lanka permanently from Australia.

There should be a way of getting the support of migrant engineers for the economic development process of Sri Lanka. To help the local engineering community develop, they should be willing to share the knowledge and experience they have gained while living in Australia.

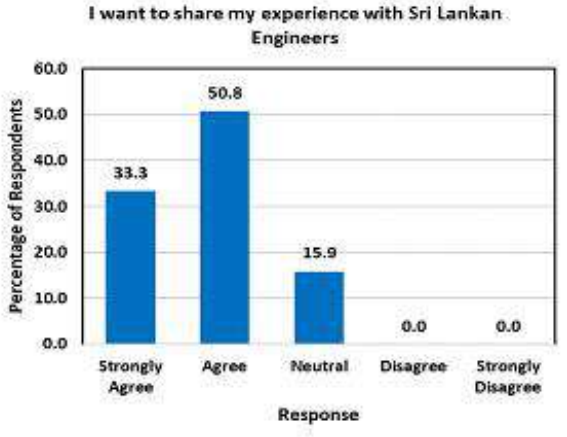

Figure 15: Perception of Sharing Experience

As per Figure 15, most respondents (84.1%) are willing to share their experience with Sri Lankan engineers in the future. Although it is difficult to stop the migration of Sri Lankan engineers to other developed countries one hundred percent, responsible engineering bodies like IESL and local engineering universities can develop platforms to share such expertise with local engineers and engineering undergraduates. Permanently migrated engineers can also be satisfied with such efforts by feeling that they have done something to the mother country without being debtors for having free education in Sri Lanka.

Due to the ease of migration to Australia temporarily through subclass visa of 376, a considerable number of just passed out Sri Lankan engineering graduates will try to migrate to Australia more and more in the future.

According to Figure 16 below, only 25.4% of respondents have recommended fresh engineering graduates to migrate to Australia, while 12.5% have not recommended. The majority of respondents (61.9%) have stayed neutral on recommendations.

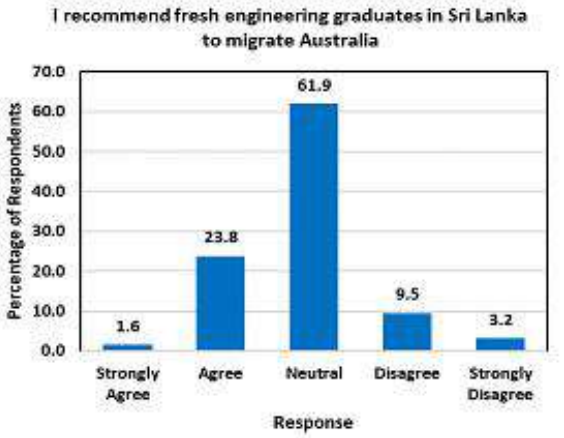

Figure 16: Recommendations on Migration to Australia

Therefore, fresh engineering graduates should search for more information on existing engineering opportunities in Australia and the PR process before migrating to Australia temporarily through subclass visa 376.

5. CONCLUSIONS

Several factors have caused the migration of young Sri Lankan engineers to Australia. Subclass visa 376 is the primary motivating factor to migrate to Australia. Aside from that, negative political influence and corruption, lower salaries, and poor working conditions in Sri Lanka are all strong motivators in that country. Professional growth and education opportunities and a desire to experience life in a foreign country are strong reasons to migrate to Australia. The majority of migrant engineers prefer the life they live in Australia. As a whole, Sri Lankans should take action to gain the benefits of brain drain by converting it into a brain gain.

Researchers used a convenient sampling strategy, so the study is an eye-opening look at young Sri Lankan engineers moving to Australia for better opportunities. Conducting quantitative research with a probability sampling strategy on the entire population helps to obtain generalizable results for migrant engineers.

If you want to dig deeper into any issues raised here, you could suggest an interview-based qualitative investigation.

6. REFERENCES

Balasooriya, B. M. A. (1975). The Brain Drain; With special reference to Engineers, *Economic Review*, September, pp. 23–27.

Dahl, M. S., and Sorenson, O. (2010). The Migration of Technical Workers, *Journal of Urban Economics*. Elsevier Inc., 67(1), pp. 33–45. DOI: 10.1016/j.jue.2009.09.009.

Dodani, S. and LaPorte, R. E. (2005). Brain Drain from Developing Countries: How can Brain Drain be Converted into Wisdom Gain?, *Journal of the Royal Society of Medicine*, 98(11), pp 487–491. DOI: 10.1177/014107680509801107.

Fahim, C. M. M. (2012). Critical Factors Contributing to Job Satisfaction of Engineers in Sri Lankan Telecommunication Industry. University of Moratuwa. Available at: http://dl.lib.mrt.ac.lk/bitstream/handle/123/13969/PreText.pdf?sequence=1&isAllowed=y.

Ferro, A. (2004). Brain Drain and the Academic and the Intellectual Labour Market in southeast Europe Romanians email from abroad A picture of the highly skilled labour migrations from Romania' Bucharest: UNESCO-CEPES, pp 1–30.

Gokbayarak, S. (2012). Skilled Labour Migration and Positive Externality: The Case of Turkish Engineers Working Abroad *International Migration* Thousand Oaks; CA: SAGE Publications Ltd, 50(S1) pp e132–e149. DOI: 10.1111/j.1468-2435.2009.00520.x.

Gunawardena, C. and Nawaratne, R. (2017). Brain Drain from Sri Lankan Universities *Sri Lanka Journal of Social Sciences* 40(2) pp 103–118. DOI: 10.4038/sljss.v40i2.7541.

Gunawardhana, N. U. L. and Jayalath, J. H. T. K. (2017). Factors Affecting Brain Drain of Sri Lankan Engineers in *06th International Conference on Business Management and Economics*. Global Academic Research Institute (Pvt) Ltd pp 1–27.

Hugo, G. and Dissanayake, L. (2017). The process of Sri Lankan migration to Australia focusing on irregular migrants seeking asylum in *A Long Way to Go*. A.N.U. Press & JSTOR pp 197–226 Available at: https://www.jstor.org/stable/j.ctt20krxxh.16.

Jager, J., Putnick, D. L. and Bornstein, M. H. (2017). More Than Just Convenient: the Scientific Merits of Homogeneous Convenience Samples *Monographs of the Society for Research in Child Development*, 82(2) pp 13–30. DOI: 10.1111/mono.12296.

Jauhar, J. and Yusoff, Y. M. (2011). Brain Drain : Propensity to Leave by Malaysian Professionals *International Journal of Innovation, Management and Technology* 2(2) pp 119–122 Available at: http://www.channelnewsasia.com/cpasingapore/topchallen.

Khoo, S. E. *et al.* (2007). Temporary Skilled Migration to Australia: Employers' Perspectives *International Migration*, 45(4), pp 175–201 DOI: 10.1111/j.1468-2435.2007.00423.x.

Lee, E. S. (1966). A Theory of Migration *Demography*, 3(1), pp. 47–57. DOI: 10.2307/2061645.

Sri Lanka University Statistics 2018 (2018). Available at: https://www.ugc.ac.lk/en/statistical-reports/2131-sri-lanka-university-statistics-2018.html.

Subclass 476 Skilled—Recognised Graduate visa (2020). Available at: https://immi.homeaffairs.gov.au/visas/getting-a-visa/visa-listing/skilled-recognition-graduate-476 (Accessed: 3 July 2020).

The Institution of Engineers Sri Lanka - Accreditation of Engineering Degrees (2013). Available at: http://www.iesl.lk/page-1668326 (Accessed: 15 December 2018).