

7.The Sight Vision- Economy

Attracting talent positioned abroad. The tightening of U.S. immigration policy is a temporary geopolitical advantage. To convert this into a permanent "Innovation Dividend," India must use the ANRF and the ₹1 Lakh Crore R&D Corpus to create an environment where a returning scientist has the same administrative autonomy and funding certainty as they did abroad.

1. The Mechanics of High-Skill Migration (U.S. Context)

H-1B Visa- A non-immigrant visa that allows US companies to employ foreign workers in specialty occupations that require theoretical or technical expertise.

The 71% Statistic- In FY2024, Indian nationals received 71% of H-1B approvals. This concentration in STEM (Science, Technology, Engineering, Mathematics) fields makes the Indian diaspora central to the US's competitive edge.

Brain Drain to Brain Circulation- Traditionally, "Brain Drain" meant the permanent loss of human capital. However, the current trend is "Brain Circulation," where professionals move back and forth, bringing global expertise, networks, and capital back to India.

2. Factors Fueling "Reverse Migration" (2025–26)

Reverse migration is the voluntary or policy-induced return of skilled professionals to their country of origin.

3. India's Innovation Ecosystem- The "SIGHT" Vision

India's rise to 38th in the Global Innovation Index (2025) is built on a foundation of digital infrastructure and strategic funding.

Digital Public Infrastructure (DPI)- The "India Stack" (Aadhaar, UPI, DigiLocker) has created a low-cost digital layer that allows startups to scale at a speed impossible in the West.

R&D Corpus (₹1 Lakh Crore)- The government established a massive corpus to provide long-term, low-interest loans for research and innovation in the private sector, specifically targeting Deep-Tech.

ANRF (Anusandhan National Research Foundation)- An apex body created to seed, grow, and promote R&D across India's universities and research institutions, modeled after the US National Science Foundation (NSF).

4. Strategic Government Schemes for Diaspora Re-engagement

VAJRA (Visiting Advanced Joint Research)- * Definition- A faculty scheme specifically for Overseas Scientists/Physicians (including NRIs/PIOs).

1. Mechanism- Enables them to work for 1–3 months a year in an Indian institution, facilitating knowledge transfer without requiring them to quit their foreign jobs.

SWADES (Skilled Workers Arrival Database for Employment Support)- * Objective- Created during the pandemic but expanded in 2025–26 to map the skills of returning professionals to the needs of Indian and Multinational Corporations.

GATI (Global Access to Talent from India)- A platform to streamline the mobility of Indian professionals, ensuring they are protected by labor laws and integrated into global professional networks.

eMigrate V2.0- A completely revamped digital portal that uses AI and Blockchain to verify overseas job offers, prevent fraud, and track the welfare of Indian workers abroad.

5. The "Last Mile" Challenges

Despite the "Pull" factors, India faces systemic hurdles in retaining top-tier global talent-

The R&D Gap- India's R&D spend is 0.64% of GDP, while world leaders like Israel (5.7%) and the US (3.4%) are significantly higher.

Urban Infrastructure- Issues like traffic congestion, pollution, and high real estate costs in Tier-1 cities (Bengaluru/Mumbai) can act as a "reverse-push" factor.

Intellectual Property (IP) Protection- Returning entrepreneurs require a faster, more robust Patent Regime to protect their innovations from domestic and international infringement.

Source- <https://www.thehindu.com/opinion/op-ed/attracting-talent-positioned-abroad/article70670893.ece>

