



## Brain drain and diaspora remittances: A comparative analysis of the costs and benefits of mass exodus of Nigerian highly skilled intellectuals and professionals in search of greener pasture abroad

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### Abstract

In Nigeria, the Socio-economic and political situations and climates, coupled with the forces of globalization are driving away the highly educated and highly talented professionals and experts to the developed countries of the world. This phenomenon often called the "brain drain" has led to several disastrous consequences in the political economy of Nigeria. However, considering the "trickle down" benefits of the brain drain through Diaspora remittances and other means to national development; current scholars and researchers on brain drain have marshaled out contrary arguments in support of the issue. This study examines the two sides of the debate. The study was based on secondary method of data collection and was anchored on the change theory of Kurt Lewin. Our findings show that there are benefits and costs of brain drain and Diaspora remittances. On a comparative level, it was recommended that the Nigerian government should use pro-active and pragmatic policy measures to address the "push factors" that are behind the "heightened rate" of migration of the quality human capitals in Nigeria. This would mitigate the negative impacts of it and in turn leads to an acceptable rate of Nigerian emigrants abroad.

**Keywords:** brain drain, brain gain, diaspora remittances, migration and emigrants

### Introduction

The mass exodus of highly educated and highly talented experts and professionals from Nigeria has reached an alarming rate. This is depicted by the recently advertised and highly publicized recruitment of medical experts by the Saudi Arabian Government in Nigeria (Punch editorial 14th Sept. 2021). The said recruitment was slated to hold on August, 24th 2021 at the Sheraton Hotel Abuja. This is in addition with the one held earlier on in Lagos. The event saw the "demonstrated willingness" of many consultants and various specialists in the Nigerian health sector of moving to Saudi Arabia in search of greener pastures.

Brain drain constitutes one of the major challenges facing the developing countries of the world (Beine, Docquier and Rapoport, 2011; Bredtmann, Martinez and Sebastian 2019) [7]. It is a big challenge confronting the development effort of these countries. The problem is worse in Sub-Saharan Africa as the "share of highly-skilled individuals" in the sub region is "among the lowest in the world" (UNESCO, 2016) [32].

Unfortunately, the same sub-region has the highest rate of highly skilled emigrants among the developing countries from the period of 1995-2010 based on available data (See Bredtmann, Martinez and Sebastian 2019) [7]. In West Africa, precisely, Maria and De Haas (2016) observed that "in recent decades, there has been rapid increase in the migration from West Africa to wealthy countries outside Africa" (P4). Indeed, even in West African sub-region, Nigeria's emigrants rate is one of the highest. According to Olubiyi and Olarinde (2015:P2) [27], the share of Nigerian emigrants in comparison with total labour force is very small, "but it has been increasing overtime particularly among the highly skilled." The figure was put at 59.200 for those OECD Countries around 1990s. By 2000, Docquier (2011) [11] opined that this figure increased almost 3 times.

In the opinion of Olubiyi and Olarinde (2015 p1) [27], "The continuous increase in the emigration of highly skilled workers tends to create skilled shortages in sensitive sectors such as technology and health." They insist that Nigerian educational system lacks the capacity to replace these highly skilled labour force leaving the country in quick succession. The danger of the above scenario was fully captured by the statement of Bredtmann, Martinez and Sebastian (2019) [7], when they noted that:

The brain drain represents a major policy challenge in these countries as it involves the transfer of human capital which is one of the scarcest resources and a key determinant to economic growth and poverty reduction.

However, the opponents and critics of the idea of brain drain have been saying without equivocation, that the mass exodus of the highly skilled and highly talented experts and professionals from developing country to the developed countries is at worse a win-win situation for both the developing and developed countries of the world. This is what they called "brain gain". At best, it is the view of the critics of the idea of brain drain that the developing countries of the world are the full beneficiaries of the massive movement of highly and very talented human capital from the developing countries to the developed countries of the world. To them, this is because of the huge inflow of remittances from these emigrants to their sources nations, as well as other positive externalities that come to these sending nations (Matto, Neagu and Ozden 2008) [22]. In the views of Gibson and Mackenzie, 2011; Duquier and Rapoport 2012) [12], remittances remain one major way through which negative consequences of brain drain can be compensated.

In this paper, we looked into the concepts of brain drain and Diaspora remittances. Our focus is basically on the comparative analysis of the costs and benefits of brain drain

and Diaspora remittances to Nigeria. The structure of this paper, besides this introduction is as follows: theoretical frame-work, conceptual explanations, argument for and against brain drain; argument for and against Diaspora remittances, comparative analysis of the costs and benefits of brain drain and Diaspora remittances for Nigeria; Conclusion and recommendations.

### Theoretical Framework

In this work, we shall be guided by the change theory of international migration. The change theory was formulated in 1947 by Kurt Lewin (See Roudgar, 2014) [30]. The theory analyses the behavioural pattern of individuals based on two major factors. The theory states that the behavioural tendencies of individuals in terms of migration is a product of two "struggling factors of satisfaction and frustration in the social environment" (Roudgar, 2014:p 13) [30].

According to the Model, there are two factors that influence a situation for migration: i. force (push factors) and helping (pull factors). These two factors are the drivers and obvious motivational factors toward a goal.

According to Miller (1967) [23], people's participation in anything depends on the degree of agreement or disagreement between their needs and perceived pain or comfort in the social environment that affect their decision making process. To him this is the emphasis of Lewin theory of change. In fact, the theory explains the reasons and strategies on why people migrate from their home countries to the recipient nations in search of greener pastures. According to Roudgar (2014: p3) [30] in his explanation of the theory "the two major factors that inform people's decision to migrate are the push factors and pull factors and the both are two sides of the same coin". In policy circle, the two factors could be called "carrot and stick approach".

According to Lewin (1947) [20], in his original version of the theory, push factors are the foundational reasons which inform the decision of emigrants to leave their home country. He observed that they are the motivation to change and decision to move to countries of new destination. Such decisions are further rationalized and re-enforced by the pull factors. The push factor are found within the source countries of emigrants while the pull factors are found within the host countries. To this theory, any attempt to reverse the brain drain phenomenon must be based on the intentional policy of the source countries which should be strategically geared at addressing the push factors.

### Conceptual Explanations

In this section of the work, we ventured to explain the concept of brain drain, brain gain, Diaspora remittances and Diaspora. According to Johnson (1965 P299) brain drain "is obviously a loaded phrase involving implicit definitions of economic, social welfare and implicit assertion about facts". This is because the term "drain" conveys a strong implication of "serious loss". Hence the word is used to describe a situation where quality investments on human capital is lost due to migration of such persons from the countries of training to the countries where their career is being practised.

According to Bhagwati and Hamada (1974), the concept of brain drain is based on the argument that most of the developing countries had invested in the training and education of the indigenous professionals who leave their

countries after this investment. The concept depicts a huge loss of investment returns on human capitals on the part of the developing countries to countries where these professionals now go to practise their professions (Darkwa, 2020) [10].

According to Clemens (2013 cited in Zovanga and Ozden 2015) [35], the term "brain drain" first appeared in the British media a little over a half century ago. This is used to depict the loss of skilled labour from Britain mainly to the United States of America.

In the exact words of Zovanga and Ozden (2015 p 20) [35], the term "brain drain" was used to emphasize the importance and the "unfair" nature of the highly skilled emigrants from developing countries to the developed countries. Hence, the "brain drain" as a concept was used in the 1970s till 1990s to describe the huge loss of the highly talented and highly trained and educated individuals from the developing countries to the developed countries in search of better prospect of their career and a better standard of living in general.

It is mainly used to specifically describe such human capitals (emigrants) who moved on their own volition from the source countries to the host countries where they now practise their career.

"Brain gain" is one of the concepts that emerged from the discussion of brain drain. It is used to describe the "reverse meaning" of brain drain. According to Zovanga and Ozden (2015:p 5) [35]:

While the literature on brain drain argue that emigration deprives a country of its human capitals, literature on brain gain postulates that departure of high skilled migrants, may lead to an increase in the human capital level of the sending states.

Thus, the concept of the "brain gain" is used to depict a situation where the mass exodus of highly talented and highly educated individuals brings about the abundance of such high human capitals in the sending state with its overwhelming benefits.

Different mechanisms have been used by different scholars on how this expected accruable gain often manifests in the sending states (see Beine, Ducquier and Rapoport, 2001) [6]. Diaspora is a concept used to refer to emigrants who left the country during the era of slave trade and those who are leaving the country during this era of brain drain (see also Adebayo, 2011 and Ogbu 2016) [1, 28]

According to a definition given by Africa Union (2008) [3] while trying to give a comprehensive definition of African Diaspora; sees African Diaspora as: "Peoples of African descent who lives outside the African continent, irrespective of their citizenship and nationality and who are willing to contribute to the development of the continent and the building of African Union".

From the above definition, we can infer that Nigerian Diaspora are those people of Nigerian descent who are living outside the shore of Nigeria and who believe they have "Nigerian root" and can contribute to the development of the country".

The key ingredient in the above definition is that such a people must have Nigerian background (any of their parents or grandparents must have Nigerian root) or they are "direct citizens of Nigeria". Included in this group are emigrants who left the shore of the country either during the slave trade era or during the brain drain era. Such people must be willing to identify with the development of Nigeria and

must be in constant touch with the Nigerian government or its agents or officials.

The concepts of Diaspora remittances refer to money sent to the country by Diaspora communities from any part of the world.

This can be in form of transfer of money sent to the relatives of those emigrants or as a result of savings in the country kept in domiciliary account of such emigrants.

### **The Argument for and Against Brain Drain**

The argument on brain drain began in the 1970s and until the 1990s, it focused on the negative effects of human capital flight from the developing countries to the developed countries of the world (Zovanga and Ozden, 2015) <sup>[35]</sup>. According to (Zovanga and Ozden 2015:p8) <sup>[35]</sup>, as the debate on brain drain moved from the “academia to the public vocabulary and dominated the policy debate, a new academic literature began to emphasize the beneficial effects of high-skilled migration which is referred to as “brain gain”. The earliest discussion on brain drain highlighted the detrimental effects of the brain drain phenomenon, while the follow up literature on it argued for its benefits to the home countries.

The argument for brain drain generally centered on how the movement of highly trained and highly talented emigrants from the developing countries to the developed countries negatively undermines the development of the developing countries thereby helping to compound the existing inequality between the developed and developing countries of the world.

Specifically, the scholars on the negative effects of brain drain observed that the mass migration of the highly educated, highly talented professionals and experts causes the dearth of such personnel in their countries of origin that are in dear need of them for their developmental purposes.

According to Bretzman, Martinez and Sebastian (2019:p3) <sup>[7]</sup>:

The brain drain thus represents a major policy challenge in these countries as it involves the transfer of human capital, which is one of their scarcest resources and a key determinant to economic growth and poverty reduction.

Thus, it is believed that such mass movements obstruct the development of the countries that “produced them.” It is equally said that such movement of the best labour force deny the countries of origin, the much needed taxes for the urgent and or emergent developmental needs of the countries. It is equally argued strongly that much money are expended to sponsor the training of these human capitals with the hope that they could contribute to the development of the source countries and upset the public and private revenues that were utilized to train them. Additionally, it is argued that this “mass flight” of highly educated and highly talented experts and professionals does compound the existing inequality between the rich and the poor countries of the world. It is further argued that most of the emigrants are given less suitable and less commensurate positions in their host nations, unlike what their qualifications, experiences and refined talents demand. This underemployment is what is called occupational downgrading in such countries. Matto, Neagu and Ozden (2008) called it “brain waste”. Unfortunately, this abnormality is justified by the developed countries based on their arrogated superior educational system which they believed makes their man-power superior to those of the source nations.

More so, it is argued that the migration of certain specialists and professionals, like the medical doctors and other health care workers as well as scientists and professors in the educational system creates the scarcity of them in their source nations thereby causing the underdevelopment of the countries. This is subsequently responsible for the developmental crisis being witnessed in these countries. In fact, empirical analysis of data in this area by WHO, World Health Organization (2006) <sup>[32]</sup> indicates that “the share of emigrant medical professionals account for a low proportion of the current shortages experienced in parts of African and Asia” (p15).

On the other side of the argument, “emerging scholars” on this debate have marshaled out several points on how brain drain is much more beneficial to the source nations than the receiving countries. This is what is currently known as “brain gain”. Several points are being made to support the above assertion.

First, the protagonists of “brain gain” opined that it is misleading to argue that the emigrants who are working abroad were fully trained in their source nations. They note that most of the pools of labour force that fall within the boundary of “brain drain” are trained in their host nations. Besides, they argue that some of them that were trained and educated in their source nations most often, they are not sponsored with public fund of the source nations, rather they were trained by their respective family members. (Ozden and Phillip cited in Darkwa, 2020) <sup>[10]</sup>.

Second, it is equally argued by the protagonists of “brain gain” that most of the pool of professionals and experts working in advanced countries of the world serve as greater source of human resource to their respective countries. This is especially at this time of extreme globalization and internationalization of human capital (Adebayo, 2011 and Ogbu, 2011) <sup>[1]</sup>. To these scholars, such pool of experts from the developing countries can and do actually contribute to public policy formulation of their source nations.

Third, the proponents of the “brain gain” have postulated that the departure of skilled and highly talented migrants can lead to increase in the human capital inflow of the sending nations. To them, this can happen in several direct and indirect ways. Firstly, low placement of the emigrants in their host countries can prompt them to come back to their home countries, thereby leading to greater pool of such vital human capital in the source countries. Secondly, the quest to migration in the source nations can induce a greater passion for human capital development in the source countries. And since not every desiring trained person that apply or want to migrate get such opportunity, the “left over” from the pool of trained interested emigrants who were motivated by the prospect of migration to acquire more education and skills, will be left to develop their respective source countries (Zovanga and Oz den, 2005).

Fourthly, the protagonists of brain gain argue that skilled emigration generates positive externalities in their source nations through the sending of remittances which are used to invest in human capital development of the source nations. For example, Yang (2008) <sup>[34]</sup> provided the empirical evidence on the link between remittances and investment in human capital in the developing countries. Docquier and Rapoport (2012) <sup>[12]</sup> equally confirmed that remittances in such countries are sustainable sources of fund for investment in these countries.

According to Asian Development Bank (2008: p5):

Since the late 1990's, an additional element of brain gain has been recognized in the current era of globalization. Global link may be more important than the home capital stock in a particular country.

A professional may contribute more values to the source country by residing overseas than by returning permanently. The above accretion of knowledge is what some scholars called knowledge diffusion or "brain circulation" in a globalized world. It is believed that such "brain Circulation" can benefit various economic agents in the home countries as well as the host countries of migrants. This, indeed, to the proponents of "brain drain", encourages global industrialization at the world stage. To understand how this "knowledge circulation on a wider scale" can occur, the exact words of the Asian Development Bank is once again very apt. According to the institution: "the industry relies on ideas, technologies, markets and reputational advice of individuals and professional organization from the Diaspora and Diaspora-led subsidiaries in key market such as the united states."

Indeed, the above points are the high-lights of the argument against the "brain drain" which have become the high-points of the proponents of the "brain gain"

#### **Arguments for and Against Diaspora Remittances**

Like the debate on "brain drain", opinions also vary on the benefits and costs of Diaspora remittances for developing countries. The main argument has been on the adequacy of Diaspora remittances in compensating for the loss of the highly valued, highly priced and highly talented professionals and experts that are leaving in droves from developing countries to the developed countries.

The proponents of the argument against Diaspora remittance generally assert that the remittances that come from the highly talented and highly educated emigrants from developing countries to developed countries cannot compensate for the "high loss" of their loss in terms of "development equation". Specifically, their points are as follows:

1. Diaspora remittances are not enough to compensate for the loss of highly educated and highly talented human capital flight in the developing countries.
2. Remittances can trigger off political and economic upsets in the developing countries.
3. Remittances are dependent on the immigration policies of the host countries where the emigrants move to practise their occupations.
4. There is no certainty that emigrants with high talent, potentials and experience will continue to send remittances to their source nations.
5. The effectiveness of remittances as a tool for promoting the development of the source countries is a function of their efficient utilization and management.

In the words of Darkwa (2020 p 4) <sup>[10]</sup> "Remittances' impact to Africa development can only be effective depending on their prudent use and management".

In the same vein, Miller and Ritter (2014) <sup>[24]</sup> found that "remittances inflow increase the risk of civil war by making resources available to the rebels especially in repressive regimes" (p 20).

Scholars against the effectiveness of Diaspora remittances have also opined that they compromise the external competitiveness of a nation's economy as they increase the rate of import and discourages export promotion policies of

the source nations. This is due to "easy money" in such nations via remittances inflows. It is equally said that such inflows of remittances affect the productivity of such countries as well as discourages investment drive in such states (Darkwa, 2020: p 14) <sup>[10]</sup>. All these economic behaviours in turn lead to high rate of inflation in source nations.

Kapur and McHale (2008), opined that remittances leads to cultural dependency. This means that they make recipients nations and their citizens to be lazy and less competitive in world economy.

Johnson (2009:p10) <sup>[17]</sup>, illustrated the above negative effect of remittances in any source nation and pointed out other negative effects of them (remittances) in any source country when he stated thus:

It is possible that remittances may be doing more harm than good for a country. It is not far-fetched to believe that the continuous money distribution may encourage unemployment, complacency and low level of ambition within the recipients who become dependent on the remittances for their survival and livelihood. Let us also remember that remittances are not always used to fund consumption. They have in certain circumstances, been used to fund terrorism, civil war and other violent campaign (p 10).

Indeed the above points are some of the high-lights of the negative effects of remittances in the source countries.

On the other hand, Literature on remittances from Diaspora communities are also replete with views on scholars who believed that remittances do more good than harm in the developing countries of the world. These scholars are of the view that such remittances do compensate adequately for the economic, political and social-cultural losses that the developing countries witness due to "human capital flight" to the developed countries.

In the view of world Bank (2016), remittances contribute immensely to poverty reduction of the developing countries of the world.

In the opinions of Adams and page (2005), remittances are huge source of financial capital through which the Agricultural programmes and projects of the developing countries are been executed.

Chikezie (2011) and Ogbu (2016) <sup>[28]</sup> cited in Darkwa (2020:p6) <sup>[10]</sup> all agreed that funds made available from people living in abroad have "provided a critical capital for the creation and sustenance of small businesses in Africa". Darkwa (2020: p7) <sup>[10]</sup> in his exact words, asserts that "remittances have become a very reliable source of foreign exchange earnings that many developing countries have come to rely in as financial grants, FDI and other forms of fund".

Economically, he asserted, that they "boost economic growth, promote poverty reduction and serve as supports for balance of payment problems of the developing countries" as well as insurance against exogenous shock" in these countries (Darkwa 2020:p8) <sup>[10]</sup>.

According to Asian Development Bank (2008:p5), remittances serve as legitimate "earnings from abroad to the families of immigrants" even as "they also serve as foreign savings, such as earnings from trade or investment". The financial institution also noted that remittances provide business opportunities to financial institutions in the source nations as well as boost the standard of living in the recipient nations.

Indeed, the debate on negative and positive effects of Diaspora remittances and their adequacy in compensating for the huge loss of quality human capitals through brain drain has continued. The superiority of any of the sides of the argument is yet to be established (Darkwa, 2020, Johnson, 2008) <sup>[10]</sup>.

### **Comparative Analysis of the Costs and Benefits of Brain Drain and Diaspora Remittances for Nigeria.**

From the argument on brain drain and Diaspora remittances, it has been established that there are benefits and associated costs from the two concepts (Johnson, 2008; Darkwa, 2020) <sup>[10]</sup>. This fact compels us to make a comparative analysis of the costs and benefits of them in Nigeria.

There is no doubting the fact that the migration of the professionals and experts from Nigeria to the developed countries, especially the health care workers and other “high breed” in the academic and science and technology is affecting the development of Nigeria (punch editorial, see 14, 2021). However, the major question has been which one (costs or benefits of brain drain or remittances) outweigh the others in Nigeria.

According to Gibson and Mckenzie (2012) cited in Bredtmann, and Sebastian (2019; p5) <sup>[7]</sup>, “the most evident way through which some of the negative externalities of brain drain can be somehow offset are remittances”. In other words, they believed that negative effects of brain drain supersede its positive contributions to the economy of the source nations.

According to Faini (2007) <sup>[13]</sup> and Niimi, Ozden and Schiff (2010; p 10) <sup>[26]</sup>, “the adverse impact of skilled migration cannot be mitigated through remittances because migrants’ remittances are lower in countries with a high share of high skilled emigrants”.

Some scholars doubt the validity of the above conclusion. Such scholars believed that there are several factors that account for the relationship between the two (brain drain and Diaspora remittances) and which one is most beneficial to the source nations (Bredtmann, Mertinez and Sebastian, 2019) <sup>[7]</sup>, Docquier, Rapoport and Salomone 2012) uncovered that “destination country’s immigration policy is a key determinant between high-skilled emigrant and remittances” (P20)

Using empirical data from five countries in sub Sahara Africa (Burkina Faso, Kenya, Nigeria, Senegal, and Uganda), Bredtmann, Mertinez and Sebastian (2019) <sup>[7]</sup> relied on micro data and found out that “the economic conditions in migrants home region and the characteristics of the home of the countries of origin (income level) are important determinants of the remittances’ behaviour of migrants”. Their study led them to the conclusion that “some of the negative externality of brain drain on source countries can be counter balanced by migrants’ remittances” (p10).

In the opinion of Darkwa (2010; p5) <sup>[10]</sup> “remittances’ impacts to African development can only be effective depending on their prudent use and management”. The study of Bredtmann, Martinez and Sebastian (2019) <sup>[7]</sup> shows that empirical evidence based on micro data that are very reliable on the issue in Nigeria and four other sub-Saharan Africa countries mentioned “is still scarce and the results are inconclusive”, (p1). However, our observation and literature review on the matter show that Nigerian Diaspora communities have made tremendous contributions in the development of Nigeria, (see Amagoh and Rahman

2020 and Ogbu 2011). There is no doubt that in this era of globalization, Nigeria is benefitting from her Diaspora communities through remittances and other means. It is in this direction that Asian Development Bank (2005: p8) observed that “international migration is increasingly influencing the global economy”. The institution further asserts that “human capital flows from poor countries to rich countries are large and growing” (p5). The financial institution concluded that the above is benefitting both the sending countries and receiving countries. In the opinion of Johnson (2008: p5), “Remittances are not only helping the individual friends and relatives that are receiving them, but also help the countries that receive them”. He opined that human capital flight from Nigeria to developed countries is a “win - win” issue and cannot be a zero sum game.

Indeed, a deeper understanding of the reality of the concept of “brain drain” and its associated concepts of “brain gain” and “Diaspora remittances” in Nigeria shows that there is no outright “loser and winner” in them. This is coupled with the fact that migration is a human rights affair, and the inevitable nature of globalization in our current world means that it can no longer be avoided.

A critical analysis of the gains and costs of brain drain and that of Diaspora remittances in Nigeria shows that they are not “zero sum gain matters” (Johnson, 2009). What is needed is a negotiated approach where the source nations and receiving nations must see them as “bargaining issues” of international relations in a way where their benefits are mutually maximized by both the source countries and receiving countries of the world.

The cause of “high human capital flight (brain drain)” in Nigeria calls for pro-active domestic policies as well as foreign policy wherein the Nigerian government can practically and pragmatically address the domestic challenges (push factors) that are given rise to mass exodus of highly talented and highly educated professionals and experts. It is through this approach that “the excessive movement” of such persons could be reduced. The government should equally set up a robust Diaspora policy (as it is currently doing) backed with citizens’ diplomacy to secure the confidence of the Diaspora communities so as to maximize their contributions toward national development via remittances and other means possible.

The developed countries of the world, especially the OECD countries must improve upon their immigration policies, specifically in this globalized era to upset some of the costs of the brain drain to Nigeria (as well as other developing countries of the world). Through this way, the costs of “brain drain” which is realistically widening the gap between the rich countries of the world and their poor counterparts could be drastically reduced.

The ideas espoused by the proponents of “brain gain” should be made realizable by the developed countries of the world through goodwill and accommodation of the development interests of the developing countries (in this case Nigeria).

### **Conclusion**

In conclusion, we can say that the reality of our contemporary international relations and the inevitable trend of globalization have made the issues of “brain drain” and “remittances” a win-win international relations matters. The debate should not be on how to stop the migration of voluntary expatriates (emigrants) from Nigeria to other parts

of the world, but on how to reduce the rate of it and mitigate the negative impacts of it through adequate and constant inflows of Diaspora remittances and other contributions of the Diaspora to Nigerian development.

It is therefore, believed that a pro-active policy on the part of Nigerian government backed up by political will is what is needed to address the challenges. This should be based on visionary and capable as well as committed leadership at the home-front, driven by “citizenship diplomacy”.

### Recommendations

Flowing from the findings of this paper, the following recommendations are made:

#### 1. Strong and Efficient Leadership

To address the issues raised on this paper, it is recommended that Nigerian political leaders must live up to expectation. This will help in addressing the socio-economic and political problems fueling the migration of the highly educated and highly talented professionals and experts.

#### 2. Citizenship Diplomacy

To address the problem raised Nigerian government should revisit the reform on Nigerian foreign policy which is focused on citizenship diplomacy. This will help to ensuring a pro-active and collaborative policy for Nigerian Diaspora communities all over the world. This will elicit their support and collaboration in the development agenda of the country,

#### 3. Mutual and Diplomatic Engagement With developed countries

it is expected that Nigerian government should continuously engage the developed countries on this matter. This can be done on a bilateral or multilateral basis. Through the platform of international organizations, Nigeria could secure a favorable immigration policy from the developed countries of the world. This would help to enhance the status of the emigrants, secure their better contributions to the developmental agenda of the country and ensure “an acceptable level of migration” for Nigerians.

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