

## Brain Drain Syndrome: A Clog In The Wheel of Economic Development of Nigeria

Omotayo Oladapo **ADU**, Ph.D  
Department of Geography  
School of Arts and Social Sciences  
Sikiru Adetona College of Education, Science and Technology,  
Omu Ajose, Ijebu-Ode, Ogun State

Mabayoje Albert **SENNUGA**  
Department of Economics  
School of Arts and Social Sciences  
Sikiru Adetona College of Education, Science and Technology  
Omu-Ajose, Ijebu-Ode, Ogun State  
Email: albertsennuga@gmail.com, senugama@tasce.edu.ng

Temitayo Gbeminiyi **ADEDAYO**  
Department of Human Resources Management  
Salford Business School, University of Salford  
Salford, Greater Manchester, United Kingdom  
Email: Adedayotemitayo78@Gmail.Com

and

Ahmed Adegoke **ADELEKE**  
Department of Psychology  
School of Education  
Sikiru Adetona College of Education, Science and Technology  
Omu-Ajose, Ijebu-Ode, Ogun State  
Email: adelekegoke@gmail.com

### **Introduction**

Nigerians have been emigrating since the country's contact with the Western world, the earliest emigration was different from the

contemporary type in terms of scope, purpose and its effect on the country. At the initial stage, the scope of emigration was small as people left in trickles; the purpose was for self-development through the acquisition of higher academic degrees and skills from acclaimed educational institutions of the west to boost national development. The effect on the country then was positive as the quality of its human capital was greatly enhanced.

Contemporary emigration is different in terms of these parameters: it is threateningly widespread in scope; its purpose motorised by personal consideration of survival and escape from the socio-economic/political contradictions in the domestic economy and its effect is far-reaching as it erodes the country's vital human capital base that is indispensable for national development.

Furthermore, early emigrants always returned to contribute their quota to national development. They often left as unskilled or unschooled young men and women but returned with enhanced skills and capabilities. Now emigrants are the highly-skilled and schooled young professionals who often times obtained their education through government grants and sponsorship thus leading to “brain drain”. Most contemporary migrants don't contemplate returning home as they naturalise in their host countries. The need to recover and harness these diaspora human and capital resources for national development has been in the front burner of national and international discourses thus leading to the adoption of several policy prescriptions. Several strategies have been put in place by Nigerian governments to harness diaspora contributions to national development.

In the year 2000 the Olusegun Obasanjo administration began an enthusiastic programme of mainstreaming Nigerian diaspora in its development programmes, especially the attraction of foreign investments. The presence of Nigerians in almost every country of the world, and their apparent relevance in those countries, contrasts sharply with the paradox of domestic development dilemma that tends to characterise their home country Nigeria. For instance, in 1997, the land mapping of Nigeria that was carried out by consultants from Canada worth about \$3 million borrowed from

the world bank (Ojeme, 2011) also, Nigeria's Satellite programmes Sat 1 and 2 were handled by experts from the UK while many Nigerians are integral members of the science and technology teams abroad.

From the 1980s, highly-skilled Nigerians started migrating in droves, ostensibly in search of greener pastures but actually to exit the domestic constraints that have limited good quality life. Good life in this context connotes the existence of a conducive domestic environment that favours the practice and enjoyment of the proceeds of one's professional calling necessary for higher standard of living that guarantees high life expectancy. The World Bank Development Prospects Group reported in 2007 an estimated emigration rate of 36 percent for Nigerians with tertiary education (Mberu and Pongou, 2010).

The impetus to migrate is a product of interrelated factors spanning the domestic and international environments. Although there is a tendency to confuse brain drain with labour migration, there is a big difference. The difference lies in the innate and acquired skills and capabilities of the migrants. While labour migration could play some positive roles in the domestic economies of developing countries, in terms of dousing tensions and pressures from imperfect employment scenarios.

Brain drain, on the other hand is essentially negative, as it erodes the vital human capital necessary for national developmental purposes. This study, while taking a sweeping look at labour migration is concerned with the emigration of highly-skilled Nigerians and the effects which such emigration has had on the socio-economic and political formation of the country.

While modern migration generally appears to be anchored on individual decisions, these decisions are not made in isolation but within the context of the state system, especially their material condition within that system as well as the stimuli from the international system. Thus, the brain drain of Nigerian professionals and other highly-skilled personnel is not a product of isolated occurrence. It is a product of and a response to the stimuli from two interrelated sources: the domestic and international

environments.

Nigeria’s mono-cultural economic base confers on it certain constraints that limit its expansion beyond a certain point. It is these constraints that underpinned the impetus for brain drain. The internal dynamics in the Nigerian economy such as economic stagnation, macroeconomic instability, political tension, inter-tribal and civil wars, famine and hunger, economic self-interest and are some of the sundry factors facilitated the seeming mass emigration of highly-skilled Nigerians (Afolayan *et al* 2009; Tomori and Adebisi 2007; World Bank 2008). The present reality of the Nigerian economic situation reflected negatively on these professionals and thus, impelled them to search for where their skills could fetch them better earnings. Thus, brain drain is a manifestation of natural economic behaviour, although this economic behaviour is itself determined by the interaction of socio-economic and political forces.

While Nigeria’s internal dynamics engendered and shaped the conditions that facilitated brain drain, it was the international stimuli that gave and still gives as well sustain its manifestation. and sustain it’s manifestation. The political economy of the developed countries dictates the imperative of massive inducement of human capital, not only to maintain the status quo of the contemporary world order, but also to keep their leadership position within the threshold of competitiveness.’

There is the brain gain argument, which has mainly maintained that brain drain is a win-win situation as it underpins the creation of net wealth for the world economy. It is estimated that an increment of an equivalent of 3% in the proportion of migrant workers in the labour force of developed countries would increase world welfare by over US\$150 billion per annum (Sriskandarajah, 2005). Undoubtedly, there are positive “feedback effects” from the remittances of Nigeria in diaspora back home. Nigerian in diaspora in the form of remittances back home. The creation of business and trade networks, and diaspora involvement in certain developmental projects under the auspices of national and international agencies, but are these feedback effects compensatory enough to the forfeiture of the skills of these migrants?

The consideration of the singular obsession of Nigerians with emigration and its effect on Nigeria's development is the singular factor that motivated this study. This obsession is propelled by the international commodification of labour, i.e the assignment of lesser value to the labour power from the developing countries than these countries could assign. In view of the emigration of highly-skilled professionals, the question is how does the sustained depletion of healthcare and educational professionals through brain drain affect national development? What measures has the Nigerian government adopted to stem the tide of brain drain especially in the education and health sectors in Nigeria? Based on the above premise, the following are the objectives of the study: (i) Determine how the long-term depletion of healthcare and education professionals due to brain drain affects long-term national development of Nigeria; (ii) Examine the measures taken by the Nigerian government to halt the country's brain drain.

### **Conceptual Clarification**

#### ***Brain Drain***

The term "Brain Drain" was coined by the British Royal Society to describe the outflow of scientists and technicians to the United States and Canada in the 1950s and early 1960s (Carrington, 1999). Peterson (2007) asserts that the menace of human capital movement seems to be an issue of global concern to many scholars, because its occurrence defies ideological affiliation worldwide as well as their level of development. While Idahosa & Akpomera (2012) and Onyeke & Adieme (2014) asserted that brain drain, also known as capital flight, simply connotes "large-scale emigration of individuals with technical skills or knowledge" to other countries for better conditions of service and an improved standard of living. It is generally agreed that the migration of highly educated and skilled workers across national and internal borders has adverse economic, social, and cultural implications for both the countries of origin and the destination (WHO, 2009).

Migration of people from one place to another in different

countries around the world in search of better living conditions predates history. Since the contact of western society with the rest of the world, migration has been on the increase. Internally, the movement of manpower from one job to another within a country is evident in all nations. There has been rural to urban movement of people in search of better conditions for living. Consequently, any manpower asset who sees any opportunity in another organization moves to such an establishment. This does not impact negatively on the advancement of such societies, but the mass movement of human capital from poor countries to rich countries has begun to impose some stress on the human capital available to such developing countries.

International migration has recently widened in scope and become very complex. According to Uzuegbunam (2017), global migration has increased by nearly 5%. This is about 221 million in 2010 and 232 million in 2013. Recently, international migration has increased globally and most of the migrants are found in only 10 countries, with the United States of America accommodating about 20 percent of all international migrants (United Nations, 2014). However, international migration from one country to another is still a rare issue in world development, and as such, only about 3.2 percent of the world's population is affected by it. The migrants are scattered throughout Europe, America, Canada, and Asia, especially in the Gulf States of the Arab world. Nigeria and other African countries have very few international migrants. These migrants have contributed to development in various ways in these countries. They fill up labour vacancies, complement native workers' skills, create jobs, and contribute to social welfare and even pension remittances back to their home countries.

However, despite the positive impact of having international migrants, emigration can undermine and exert negative effects on the development and sustainable development of their home nations, especially in the health, education as well as science and technology sectors of developing countries like Nigeria. Umal and Obidike (2013) opined that the level of brain drain in Nigeria over the years has left the country in a state of inadequate and inappropriate

manpower needs.

Brain drain is a global phenomenon which has continued to intensify due to low living standards, poor remuneration, unemployment, and insecurity. According to the IMF (1999), 74% of African immigrants to the United States are highly educated, with Nigeria accounting for 95,000 of the 128,000 Africans who arrive each year. Although brain drain is considered a global phenomenon, its degree of occurrence varies from one country to another (Anekwe, 2009). While its occurrence is very minimal in the developed world, it is endemic in underdeveloped nations. However, this cannot be divorced from the fact that factors prompting brain drain in underdeveloped countries are well addressed in developed countries.

Education is another sector that has been adversely affected by the effects of brain drain in Nigeria, and in fact, the entire African continent. The growing incapacity of the education and health sectors due to poor funding and a crisis of autonomy were issues relating to careers, job satisfaction, and career growth. According to Yaqub (2007) and Nwozor (2010), academics' purchasing power was eroded as a result of the lack of research grants and empty libraries, and academics whose career progression was dependent on research and the number of publications faced additional challenges, unlike their counterparts in the non-academic sector. Also, teachers at different strata of educational institutions were poorly remunerated and teaching materials such as relevant books, journals, etc were not readily available for teaching and research.

### **Some of the Causes of Brain Drain in Nigeria**

A relevant and troubling question is: why have highly skilled educated citizens left the country and why are many people genuinely considering leaving the country? Various reasons account for the willingness of most Nigerians to migrate to other countries especially the West (Emerghara, 2013). Past and recent studies have proved that the major cause of brain drain in Nigeria is grossly inadequate economic opportunities. The citizens are educated and experienced and they know their skills can be more properly utilized while they will gain a lot of economic benefits in other countries, so, they choose

to migrate to other countries that provide them with greater and better employment opportunities (Adebayo, 2010). Young (2020), agrees that lack of economic opportunities can cause brain drain but other factors at a geographical level can also cause brain drain like political instability, limited access to health care and poor standard of living. These impetus prompt the migration of highly-skilled individuals from one country to another in search of better opportunities and in turn leads to brain drain.

According to Stanjoka and Petreski (2012), social factors also lead to brain drain. Brain drain also occurs in Nigeria as a result of lack of respect for citizens' social rights and inaccessibility of social benefits and social right assurance. Mistreatment and marginalization of certain class of individuals due to ethnic root, sexual orientation or family background can cause them to migrate. Marginalization can also occur through educational discrimination, for example, some regions in Nigeria support male education but reluctant to female education, these have influenced some women to migrate to other countries for educational purposes (Emerghara, 2013). Some skilled individuals who are marginalized on their gender, religion or ethnicity (quota system) can decide to migrate in search of career opportunities and that increases the rate of brain drain in Nigeria. Emerghara, (2013) argued that the push and pull factors also lead to brain drain in Nigeria. These push factors in Nigeria include “insecurity in the North East and North West of Nigeria, inadequate social and infrastructural facilities, political instability in some regions of the country, under employment and unemployment, better career expectation and desire for a better life” (Emerghara, 2013). However, pull factors also cause brain drain in Nigeria, the pull factors include: economic prosperity in other countries, easy access to health care services, substantial funds for research and better facilities that ease movement of people like better transport services, good roads etc. All these factors are common factors that have increased and caused brain drain in Nigeria.

### **Development and Underdevelopment Issues in the Migration and Brain Drain Paradox**

The UN Development Decade envisaged development as a gradual and orderly movement towards an ideal state of modernism. Development within this context was conceived in accordance with the Western paradigm that equated development to efforts deployed to, or march towards a pseudo-Western system (Igwe 2002:115).

Development does not begin and end with the creation of the necessary conditions for people to meet their basic needs or to partake in reaping the benefits of economic growth; it involves a dynamic and continuous transformative process towards sustainability. Offiong (2001:223) emphasizes that sustainable development depends much on investing in people. It is human beings that are principal means of achieving development in any economy. For instance, the rapid growth of the South East Asian economies depended on their investment in education which increased their pool of skilled professionals for their industries (Toyo 2002:538). The plight of Nigeria and Africa's development is its inability to keep its trained personnel as they are poached by the developed countries. Africa exports a large percentage of its graduating manpower to the US and Europe.

There cannot be development without human resources. It is human resources that transform the relevant factors of production to achieve development. And if the bulk of trained human capital which Africa requires to propel its development agenda is lost, then development can as well be a mirage. From historical experience, the engine of development revolves around the middle class. It is the middle class that drives development through small and medium-scale industrialisation and taxation base. But the combination of disadvantageous world system and the brain drain syndrome has stalled the prospects of development in Africa. In contrast, the so-called brain gain in terms of remittances dulls into insignificance in the face of the fact that an African professional working in the United States contributes about US\$150,000 per year to the US economy (Rena, 2008).

Statistics have put the volume of yearly human capital loss to

Africa at 20,000 skilled professionals. And Nigeria contributes a substantial part of this figure. What this implies is that “every year there are 20,000 fewer people in Africa to deliver key public services, drive economic growth, and articulate calls for greater democracy and development” (Sriskandarajah, 2005b). Pro-migration scholars have argued that brain drain helps sending countries to increase its stock of educated people as the international demand would whet more and more people’s desire to acquire education (Teson, 2008:5, Batista, Lacuesta and Vicente 2007:3-4). This, certainly is incorrect. Rather than brain drain increasing investment in education and the stock of educated people, it actually decreases growth in the stock of educated people and also threatens the entire education sector. As Adebayo (2010:3) attests, brain drain drained hundreds of thousands of professionals out of Nigeria’s universities, Polytechnics, Colleges of Education, Teaching hospitals, and research institutes.

The impact was such that many of these institutions became hollow and shallow with only 36 percent of the required number of academic staff on the ground. Brain drain, which metamorphosed from slave trade, has effectively depleted the pool of skilled professionals needed by Africa to engender its development. The various immigration policies in the DCs attest that brain drain is not accidental but a premeditated strategy to frustrate African development. The DCs were able to create the necessary conditions for the harvest of African brain by its bouquet of economic reforms which they forced down the throats of African and Third World countries through the Bretton Woods institutions of the World Bank and the IMF. These economic reforms, which were designed by the IFIs to supposedly tackle internal factors undergirding Africa’s domestic contradictions helped them and the DCs to have unfettered control of their economies such that their claims to national sovereignty are questionable (Offiong, 2001:19).

Despite the positive contributions attributed to brain drain such as remittances, brain gain and brain circulation, these are not adequate enough to drive development. In actuality, brain drain has deepened Nigeria’s development dilemma while enhancing that

of the developed countries... As Andre Gunder Frank (cited in Meier 1995:107) asserts,

Underdevelopment is not simply non-development, but is a unique type of socio-economic structure that results from the dependency of the under developed country on advanced capitalist countries. This results from foreign capital removing a surplus from the dependent economy to the advanced country by structuring the underdeveloped economy in an “external orientation” that is characterised by the export of primary commodities, the import of manufactures and dependent industrialization.

Universities and other tertiary institutions workers were dissatisfied with their jobs, and many of them left Nigeria at the earliest opportunity. The essential nature of brain drain is its unidirectionality movement of vital human capital away from less developed countries to developed countries. Such a movement has a mutually reinforcing effects: it creates holes in the human capital formation in the sending country while filling such holes in the receiving country. The loss of such vital human capital naturally has serious implications in the development potentials of a country. And it is even more complex when the country is at the fringes of the global economic, technological, scientific and political system.

There has been a trend of quixotic sophistry in the treatment of brain drain syndrome. There is an argument that the backwardness of developing countries constituted the main cause of brain drain and that rather than brain drain being a hindrance to the prospects of development in the LDCs, it actually helps in resolving contradictions that could have deepened their underdevelopment (Ghosh and Ghosh 2001:4; Mundende 1989:2). But this is farther from the truth. The developed countries have, through a combination of immigration policies, ensured that the right calibre of trained personnel is admitted into their country. The underlying motive for attracting HQM (highly qualified manpower from the LDCs is purely economic.

### **Consequences of Brain Drain on Nigeria**

Brain drain has been identified as one of the principal factors

hampering development in Nigeria especially in the University system, teaching hospitals and research centres. This was especially during the 1990s (Adebayo, 2010). The phenomenon has caused and continues to cause incalculable damage to the country. Its effects on Nigeria are legion and multifarious. Some of the consequences are discussed below:

- (a) **Drastic Fall in Standard of Education** The mass movement of highly skilled and seasoned academics from Nigeria's tertiary institutions (particularly universities) to overseas countries in search of greener pastures has certainly adversely affected the quality of outputs from the institutions. As Yesufu (1996) aptly observed that “the quality of graduates is so poor that their impact on the national economy in terms of productivity is generally below the required standard for a developing economy”. Corroborating the above view, Oni (2008) avers that “the mass movement of academics from the nation's universities to other countries has invariably taken its toll on the quality of outputs produced from the system”. He further laments that “in this very depressing situation the process of teaching, research, publication and knowledge development has no relevance to the challenges of the next millennium or even the present global market”.
- (b) **Tremendous Reduction in the Quality of Skilled Manpower in Nigeria's Tertiary Institutions, Teaching Hospitals and Research Centres** Akin to the issue of fall in standard of education is that of reduction in the quality of skilled manpower in institutions of higher learning in Nigeria. Ipso facto, there is mass exodus of seasoned intellectuals from these institutions (especially the ivory tower) to other sectors of the economy within the country or other countries for greener pasture. It is hardly surprising, that the quality and quantity of academic staff will be considerably reduced. In this perspective, Mbanefo (1992) aptly observes that “today the Nigerian university system continues to suffer from intellectual haemorrhage created by the problem of brain drain”. This, according to him, is

more so in the very critical fields of human medicine, pharmacy, computer science and engineering. Similarly, in the words of Adebayo (2010) many hospitals and research centres in Nigeria were without specialist and consultants in the 90s, whilst many higher education institutions (HEIs) were left hollow and shallow. The clear implication of this development is that as a result of migration of technological know-how, the economy cannot grow.

- (c) Retardation of Socio-economic and Technological Growth and Development of Nigeria There is no gainsaying the fact that like other developing nations, brain drain has seriously retarded the socio-economic and technological growth and development of Nigeria. This is by depleting her natural supply of intellectual and valuable manpower. Evidence abounds to show that there are many talented and well-educated Nigerians such as medical doctors, pharmacists, nurses, medical laboratory scientists, computer scientists, professors, lawyers, pilots etc, working and living overseas (especially in the West). The educational and health sectors of the Nigerian economy appear to be the most affected by brain drain. For instance, according to Jibril and Obaje (2008) a source estimates the population of Nigerians in the United States of America as follows:

In 2004, up to 3.24 million Nigerians were in the United States alone. Some 374,000 were information technology professionals 202,000 were medical and allied professionals, about 50,000 were engineers and another 250,000 were professionals in other areas, including University lecturers.

Also, according to estimates of the Presidential Committee on Brain Drain set up in 1988 by the Babangida administration and headed by Professor Oye Ibidapo- Obe, from Nigeria between 1986 and 1990 lost 10,694 professionals from tertiary institutions alone. Also, according to Bangura (1994) between 1988 and 1990 over 1000 lecturers left federal universities in Nigeria. Ekundayo et al

(2010) have, in their own view, opined that it is widely believed that more than 10,000 Nigerian academics were employed in the United States alone in 2010.

Similarly, according to the Minister of Health in the Abacha regime Dr. Ihechukwu Madubuike, 21,000 Nigerian doctors were practicing in the United States alone in 1995. According to him, by the time Nigerian doctors in Saudi Arabia and the Gulf States, Europe, Australia and those in other African countries are included, the figure would be close to 30,000. It is perhaps pertinent to stress that during this period Nigeria's health system was in a state of near collapse due largely to acute dearth of experienced medical practitioners. Evidence indicates that this appalling situation has not yet been ameliorated accordingly. This is evident in the medical check-up or treatment trips abroad by Nigerians. These educated Nigerians abroad (ENA) are basically making very insignificant or no contributions to the economy of Nigeria. Rather, they are contributing meaningfully to the economies of overseas countries (particularly the industrialized nations of the North) where vast majority of them are domiciled. By so doing, the West has become the major beneficiaries of their talents.

(d) Increased Gross Domestic Product (GDP) of the Receiving Countries

Undoubtedly, with the flight of seasoned intellectuals and professionals to other countries due mainly to better opportunities, the GDP of the receiving countries are boosted. Consequently, whilst the receiving countries are the winners, the releasing countries (Nigeria in particular) are automatically the losers (Utile, 2008).

Other negative consequences of brain drain include: it increases the level of dependence on foreign aid by Nigerian government; it costs Nigeria billions of naira (huge foreign exchange) to replace Nigerians with expatriates from the West; it brings about separation of family members and leads to less adequate family cohesion thereby promoting delinquency (Osinowo, 2005).

Conversely, some scholars have expressed the view that brain drain is not an unmitigated phenomenon. They have argued that

on a global level, free movement or interaction of highly skilled people is a positive thing which has its own merits and results in better development of the World and nations forming it. They are of the opinion that Nigeria has benefitted (albeit marginally) from the process in certain respects (Onwuharaonye, 2011). First is that through brain drain foreign remittances have been and will continue to be sent by migrants to their families back home to boost their families' income. It has been argued that monetary remittance is one of the main reasons family members tolerate migration and physical absence of their loved ones. Conversely, their inability or failure to remit money to their families at home has aggravated rather than ameliorated their (families') economic condition.

Next is the belief that brain drain is capable of transferring technology from the advanced industrialized nations of the West to developing countries like Nigeria. Accordingly, as Onwuharaonye (2011) posits the migrants would eventually return to Nigeria with the knowledge acquired over the years and impact same on the ready and willing Nigerians. However, their contribution in this regard will be minimal as most of them would have wasted their talents by the time they are back.

As already emphasized, from whatever angle it is considered, the cost of brain drain to Nigeria is incalculable in terms of both development opportunities and loss of investments. This is as result of loss of her highly skilled manpower.

### **The Measures Adopted by the Nigerian Government to Curb Brain Drain**

In order to address the shortfalls arising from government expenditure on health, a new insurance policy was introduced under the auspices of the National Health Insurance Scheme (NHIS) Act in 1999. The health insurance scheme was a strategy to introduce a new source of health care financing that would reduce the cost and the burden of health care of individuals, as well as improve the quality, availability and affordability of health services in Nigeria. It includes both government and private-sector employees, as well as the informal sector. Although the NHIS has not covered all sectors of

the economy, it promises to be a veritable source of health financing and it is estimated that 5.3 million Nigerians are already benefiting from it (Muanga, 2020). Health Insurance Expenditure (HIE) grew from about #15.66 billion in 2003 to #18.79 billion in 2005. In 2009, health insurance expenditure increased by 14% to #21.34 billion (FMOH 2009, Nwozor, 2011). The National Health Insurance scheme has contributed immensely to improving health standards in Nigeria and still plans to expand its reach. It has positive prospects. But its evaluation so far shows that despite its contributions, which eased a considerable burden off the shoulders of the poor and the middle class, the health indicators are yet to display its impact.

In the educational sector, the government has provided huge sums of money to tertiary institutions through the Tertiary Education Trust Fund (TETFUND). Through this fund, the award of scholarships to Nigerian youths to study abroad in medicine, engineering, and technology is a way of reducing brain drain, although a good number of these youths refuse to return to Nigeria after their studies due to better conditions of service and a better working environment. Some of these youths were granted state or federal government scholarships to study abroad.

Nigerians at home have also received government scholarships to study in our indigenous tertiary institutions and have improved themselves, both in education and health institutions. This has improved service delivery in our healthcare and educational delivery. A huge amount of money has been spent on procuring books and journals in our tertiary institutions and heavy equipment for our laboratories, even though they are still inadequate.

In recent times, the Nigerian government has given a lot of attention to alternative sources of energy, otherwise known as renewable energy sources, to assist the existing energy resources that have been very epileptic. This was also to improve the energy sources that are available for educational research and development in Nigeria. These alternative energy sources have been utilized to power computers, refrigerators, lighting, and other facilities needed to create a better working environment for Nigerian workers. The federal government has also, through public-private partnerships,

been able to provide housing facilities for some government workers. These facilities have provided good accommodation for some workers and thus have reduced the migration of many workers, especially the middle-income groups, to other countries.

Information, communication and technology (ICT) in Nigeria has also received a great boost. There has been a lot of improvement in ICT in the last two decades. Internet facilities and other information devices have been developed, and this has made transmission and access to information and communication very easy, even in the health and education sectors. Modern technology has been introduced in both the education and health sectors. This has made teaching and learning less cumbersome. For instance, computer-based tests (CBT) are used to handle examinations involving a large number of candidates, such as the Joint Admissions and Matriculations Board (JAMB) and university first-year examinations.

The introduction of information technology through the world wide web has greatly improved accessibility to information and communication in our health and educational institutions. Consequently, those in education and health-related fields, as well as those in technology, access information through the internet. This has reduced the stress of going to search for materials in the libraries (ITU, 2010, Enibe, 2013).

A healthy-looking environment plays a key role in maintaining our economic prosperity and attracting and retaining people to live and work in Nigeria. This will ensure sustainable development in Nigeria.

The Nigerian government has provided enhanced welfare packages to Nigerian workers, especially in the health and education institutions. Under the chairmanship of Prof. Jega, who later became the Chairman of the Independent National Electoral Commission (INEC) in 2015, after a long period of industrial dispute by the Academic Staff Union of Nigerian Universities (ASUU), the salaries of university lecturers and workers were reviewed and enhanced. Also, during the regime of President Obasanjo, the salaries of Federal Civil Servants and those in the public service were also reviewed

and good welfare packages were given to Nigerian workers. In addition, good welfare packages were given to civil servants during President Goodluck Jonathan’s administration. If these measures are sustained, sustainable development could be achieved and the brain drain reduced to the barest minimum.

### **Conclusion**

Brain drain and national development in Nigeria have been examined. One of the major concerns about brain drain is the erosion of highly skilled professionals, especially in the health and education sectors of Nigeria. In this regard, the findings of the study reveal that the sustained depletion of the stock of Nigeria’s health and educational professionals through brain drain necessarily leads to inefficient health care delivery in Nigeria. Although it has also contributed to the lowering of the standard of education in the country, the crop of academics that are available have been doing their best to improve the standard of education in Nigeria.

### **Recommendations**

While it is not possible to prevent people from migrating to developed countries for better prospects in this era of globalization, the adverse impact of such movements on economic development demands urgent attention. Based on the discussions and findings of the study, the following recommendations are made; The Nigerian government should provide 26% of the budget to the educational sector as required by the United Nations Educational, Scientific, and Cultural Organization (UNESCO). In our educational sector, this will go a long way in reducing the exodus of our young graduates in the health and education sector in order to ensure sustainable development in these sectors. Also, the National Health Insurance Scheme (NHIS) should include the private sector and not just public sectors.

- The government needs to increase the number of scholarships given to undergraduates and graduate students to assist more people to study in Nigeria or

overseas. In addition, more stringent measures should be adopted by the government to ensure that those sponsored by the government to study overseas return to Nigeria to work and teach so that the younger generation will benefit from their wealth of knowledge. In this way, sustainable development will be achieved.

- The government should on a regular basis give some welfare packages to our health and education professionals to help them cushion the effects of the harsh economic situation on them and this will help reduce the high level of brain drain of our skilled professionals and enhance sustainable development of the workers. If the professionals in the education and health sectors were well remunerated, the brain drain would be greatly reduced.
- The development of infrastructure such as good roads, good sources of water and electricity (power) supply, with good accommodation, would greatly reduce the rate of brain drain.
- That enhanced remuneration and a good working environment would help to reduce the level of brain drain and hence enhance sustainable development.
- Government should encourage and champion skills acquisition for the large number of graduates at levels of educational system in Nigeria as well as empowered these youths to be become job creators and not seekers of none existent jobs.
- Emigration is not totally bad as it contributes highly to economic development of home countries e.g in Nigeria where diaspora remittances have been said to be the second contributor to yearly budget after crude oil.
- Ensuring safety of the diaspora remittances will encourage them to give back to their fathers' land in the areas of their professional callings.

## References

- Adebayo, A (2009). "New partnership for global learning: Increasing opportunities and mutual benefits in relations between US and African Universities". Unpublished paper presented at the African Studies Association Conference New Orleans, November, 19-21.
- Adebayo, A. (2010). Brain drain- Brain gain: Leveraging the Nigerian diaspora for the revitalization of Nigerian higher education: A Paper presented at the 25<sup>th</sup> Conference of the Association of Vice-Chancellors of Nigerian Universities held at Osun State University, Osogbo on April 19 -22.
- Adebayo, J. (2010). A study of factors influencing Brain drain among medical personnel in Nigeria. *Nigerian Journal of Health and Biomedical Sciences*. 9.
- Afolayan, A. and IOM's Research Division (2009). *Migration in Nigeria: A Country profile 2009*. Geneva: International Organization for Migration.
- Anekwe, C. (2009). Brain drain: The Nigerian Experience. [http://www.nigerdeltacongress.com/barticles/brain\\_dain\\_the\\_nigerian\\_experie](http://www.nigerdeltacongress.com/barticles/brain_dain_the_nigerian_experie)
- Bangura, Y. (1994). Intellectuals, economic reform and social change: Constraints and Opportunities in the formation of a Nigerian Technocracy *Development and Change*, 25 (2): pp. 261-305.
- Carrington, W. J., & Detragiache, E. (1999, June). How extensive is the brain drain. *Finance and Development*, pp. 46-49.
- Emeghara, E. (2013). Brain drain as a clog in the wheel of Nigeria's Development: The University Education System in Focus. *International journal of development and management*. 8, 1-12.
- Enibe S. O. (2013). ICT and the challenges of MDGs. Lead paper presented at the maiden National Conference of the School of Sciences of the Federal College of Education (Technical), Umunze, Anambra State, 10th September 2013.
- Ghosh, B. N and Ghosh, R. (2001) "The problem of brain drain". In B. N. Ghosh (ed). *Contemporary Issues in Development Economics*. New York: Routledge.
- Ghosh, B. N. (2001). "Brain Drain". In P. A. O'Hara (ed). *Encyclopedia of Political Economy*. Vol. 1 (A – K) (Pp. 41 – 44) New York: Routledge.
- Idahosa & Akpomer (2012) Reversing brain drain in Africa by engaging the diaspora: contending issues. *Journal of Humanities & Social Sciences*, 4(1), pp. 17-24.
- Igwe, O. (2002). *Politics and Globe Dictionary*. Enugu: Jamoe Enterprises Nigeria.
- Itu (2010) Core ICT Indicators, 2010. International Telecommuni- cations Union (ITU), Place des Nations CH-1211 Geneva, Switzerland. Available

online at [http://www.itu.int/dms\\_pub/itu-d/opbind/D-IND-ICT\\_CORE-2010-PDF-E.pdf](http://www.itu.int/dms_pub/itu-d/opbind/D-IND-ICT_CORE-2010-PDF-E.pdf)

- Jibril, M and Abdulkarim O. (2008) "Nigeria in higher education in Africa: The International Dimension in Dumtew Teferra and Jane Knight (eds) Centre for International Higher Education and Association of African Universities. Boston and Accra, p. 362.
- Mbanefo, N. (1992). Dimension of brain drain in Nigeria: A case study of some critical high level manpower wastage in University College Hospital (UCH) Ibadan: NISER Monograph No. 8.
- Mberu, B. U and Pongou, R. (2010). Nigeria: Multiple forms of mobility in Africa's Demographic Giant <http://www.Migrationinformation.org/Profiles/display.cfm?ID=788>. Accessed on 23 July 2011. .htm. Retrieved on 20.4.2017.
- Meier, G. M. (1984). *Leading issues in Economic Development (4th Edition)*. New York: Oxford University Press.
- Misau YA, Al-Sadat N, Gerei AB. Brain-drain and health care delivery in developing countries. available from: <https://doi.org/10.4081/jphia.2010.e6>. Accessed 20 February 20, 2020.
- Mundende, D.C. (1989). "The brain drain and developing countries". In R. T. Appleyard (ed). *The impact of international migration on developing countries*. Paris: OECD.
- Mauanya, C. (2020). *Why 15% budget allocation to health is tall order by FG*. Retrieved from <http://m.guardian.ng>
- Nwozor, A. (2006). Phoenix and its Reincarnation: A critical appraisal of economic reforms in Post-Military Nigeria. *Journal of International Politics and Development Studies*, 2(1), pp. 147-161
- Offiong, D. A. (2001). *Globalization: Post neo-dependency and poverty in Africa*. Enugu: Fourth Dimension Publishing Company Ltd.
- Ojeme, V. (2011). "FG Saves N45bn through NigeriaSat-1". *Vanguard Newspaper* (Nigeria), May 31, 2011. <http://www.vanguardngr.com/2011/05/fg-saves-n45bn-through-nigeriasat-1/>. Accessed 12 October 2011
- Oni, B. (2008). Capacity building effort and brain drain in Nigerian Universities. Retrieved on online from [www.uneca.org/docs/conference-report-and-other-documents/brain-word-documents/oni-doc\(28/01/09\)](http://www.uneca.org/docs/conference-report-and-other-documents/brain-word-documents/oni-doc(28/01/09)).
- Onwuharaonye, S.C. (2011). *Issues in International Relations*, Owerri: Mercy Divine Publishers.
- Onyeike, VC & Adieme, FG. (2014). Brain gain and Sustainable Development of Nigeria University Education. *Journal of Educational Review*, 7 (3) pp. 410-415.
- Osinowo, O.H. (2005). Psychology of criminal and delinquent behaviour. In Bola Udegbe, Shyngle Balogun, Helen Osinowo and Ubenga Sunmola

- (eds) psychology: Perspectives in Human, Behaviour. Revised and enlarged edition, A Publication of Department of Psychology, University of Ibadan, p. 244.
- Rena, R. (2008). Brain drain and brain gain. *Africa Economic Analysis*. [www.africaeconomicanalysis.org/articles69/1/Brain-Drain-And-Brain-Gain-in-Africa/page1.html](http://www.africaeconomicanalysis.org/articles69/1/Brain-Drain-And-Brain-Gain-in-Africa/page1.html). Accessed on 25 February 2009.
- Sriskandarajah, D. (2005). "Migration and Development". *A Paper Prepared for the Policy Analysis and Research Programme of the Global Commission on International Migration*. September 2005.
- Sriskandarajah, D. (2005b). Reassessing the impacts of brain drain on developing countries. <http://www.migrationinformation.org/feature/display.cfm?ID=324>. Accessed on 16 April 2009.
- Teson, F. R. (2008). Brain drain. <http://ssm.com/abstract=1324979>. Accessed on 10 February 2009.
- Tomori, S. and Adebisi, M. A. (2007). "Migrants remittances and the Nigerian Economy: Theoretical and Impact issues". In J. C. Senghor and N. Poku (eds.) *Towards Africa's Renewal*. Aldershot, Hampshire: Ashgate Publishing Ltd.
- Toyo, E. (2002). *The Economics of Structural Adjustment: A study of the prelude to globalisation*. Apapa: First Academic Publishers.
- Uma1, K. E., Eboh, E., Obidike, P. C. (2003). Managing rural-urban migration and brain drain for sustainable economic recovery in Nigeria: Constraints and options. *Journal of Economics and International Business Management* 1(1) pp. 1-7.
- Utile, T. (2008). University autonomy and brain drain syndrome in Nigeria. Being a paper presented at the 3<sup>rd</sup> Conference of the ACU's Human Resource Management Network. 23<sup>rd</sup>-25<sup>th</sup> May, Trinidad and Tobago.
- Uzuegbunam A. O. (2017). Integration of population issues towards achieving sustainable development. In: C.N. Oguonu and O.M. Ikeanyibe (eds), *Recurrent Themes in Nigerian Public Administration*. Nsukka: University of Nigeria Press Ltd.
- World Health Organization (WHO), (2009), World Health Statistics 2009 (Geneva) IMF (1999). How extensive is the brain drain? Retrieved 15-12-17 from [www.imf.org/external/pub/ft/alldd/](http://www.imf.org/external/pub/ft/alldd/)
- World Bank (2008). *Global Economic Prospects: Technology diffusion in the developing World*. Washington DC: The International Bank for Reconstruction and Development/The World Bank.
- Yesufu, T.M. (1996). *The Nigerian Economy: Growth without development*. Benin Social Science Series for Africa.