

Impact Of Brain Drain and Factors Contributing to Migration of Staff**Abroad in The University of Ibadan**Akande, Olumuyiwa A.¹¹Tourism and Development Programme, Department of Sustainability Studies,
University of Ibadan, NigeriaUkpabi, Ihezie Donatus²²Department of Adult Education, University of Ibadan, NigeriaAdeolu, Obisesan John³³Department of Statistics, University of Ibadan, Nigeria**Abstracts**

This study examines the impact of brain drainage and factors contributing to migration of universities staff abroad. A Well-structured questionnaire was developed to gather information needed from the universities staff in the University of Ibadan. The result shows that migration of university staff abroad is not owned to perceived gender discrimination but is owned to insecurity, naira fall, political and economic instability, unfriendly working condition and insufficient wages. Furthermore, there is evidence of increased willingness to relocate among those that are yet to relocate with no evidence of any educational career development opportunities which has the potential of reducing brain drainage if it is sufficiently available. Thus, the study recommends the provision of educational career development opportunities in government fight against brain drainage

Keywords: Brain drainage, Migration

Introduction

The brain drain is a concept peculiar to both academic and non-academic sectors. In academia, it is tagged the movement scholars from both an underdeveloped and developing nations to a developed or industrialized nations to make a living of their labor (Dodami and LaPorte, 2020). Since 1999, according to Abang (2019), professionals have daily been leaving the country of

Nigeria. In response to consequential effect of prevailing insecurity coupled with some political and socio-economic factors, this migration had been witnessed in various sectors like health, business, education just to mention a few. The number of Nigerian emigrants searching for conducive places to work for a worthwhile living by both privilege professionals that had received a better training in Nigeria has not been so alarming as its witnessed now. In fact, in 2013, International Organization for Migration deduced that the frequency of Nigerians living outside the country in 1990 becomes more than doubled 2013, as their number increases from 465,932 in 1990 to 1,030,322 in 2013 and almost two-third of these emigrants, precisely 61.4%, were living in developed regions (Uche and IOM Nigeria, 2014). This current trend is unassociated risk-factors like security itches ranging from murdering to destruction of properties, unsustainable wages, unfavorable conditions of work, unemployment, and underemployment to mention but few (Gbamwuan and Agidi, 2022). More so, bearing in mind the population of staffs in comparison to student population, the report indicates an unrealistic lecturer-to-student ratio in Nigerian universities and this reflect an unimaginable difference between Nigerian universities when compared with system in other countries

Statement of Problem

The problem of brain drainage in Nigerian universities cannot be overemphasis, when academic staff that ought to be catalysts to propel the operation of tertiary learning through teaching and researching, equipped with necessary tools and materials to enhance effective teaching and learning of students who without doubt are the future of the society tomorrow are lost to developed countries, the future of the nation is at risk as in consequential effect reduces students' performance in the labor market . In fact, in the recent times, tertiary learning in the nations had been called-out for not breeding students with efficient skills needed to compete favorably with their colleagues in international markets. This is unconnected with the migration of professional to developed countries in search for greener pasture and if swift and solution-providing approach for preservation of staffs from emigrating is not taken, emigration of more staffs that are managing to stay is inevitable (Anokyeet *al.*, 2019).

Aims and Objectives

Owning to the observed problem above, this study aims at:

1. Unraveling the risk factors to staff migration

2. Measure the consequential effect of staff migration on education system
3. Propose a measure to curtail staff migration

Literature Review

In his theory, Everett Lee explained that the migration is selective and is influenced by factors of pull and push. Further explain that the rationale to migration can be grouped into factors contingent on areas of origin, area of destination and some others in the likes of intervening obstacles and personal factors. The push factors are circumstances that warrant individuals to leave their respective homes in search for greener pasture. These factors are class into factors that are economically, socially and politically related. Economically-influenced factors, just to mention a few, include non-availability of jobs, natural mishaps in the likes of floods destroying means of income, bringing about shelter and food scarcity. Ibrahim et al. (2019) states that insufficient jobs and dense population in upcoming countries significantly associated to push migration of scholars to established countries. According to Llull (2017), immigration to lucrative countries open up chances for migrants to have sufficient incomes and position them better opportunities in their participation in labor market. Countless socially-influenced factors again bring about push migration. this, among others includes, no provision of well-equipped health care systems as individuals hopes for sound healthcare services (even free treatment) in these lucrative countries (Novotná 2010), others are limited educational opportunities and evidence of religious intolerance. Furthermore, politically-influenced factors again bring about migration, the likes of bias legal operations, war, terrorism, unfair governance, unfavorable political environments all contribute to migration Wadsworth (2011).

Opposite to push factors are the pull factors to migration. Pull factors are circumstances that convinced people to come to a certain location. Similarly, pull factors is again classed into economically, socially and politically-influenced factors. Zoelle (2011) established that, economically-influenced factors occasioning pull migration are economically sustainable jobs offer, improved shelter, suitable income and food. On the other hands, some socially-related factors occasioning pull migration to lucrative countries among others includes advance health care operation, religious tolerance and better educational opportunities. Furthermore, some politically-influenced factors are the likes of right-to-vote, freedom from bias persecution and security. In addition to the above, there are cultural factors contributing to migration, like cultural

belief geared towards gender discrimination. Many cultures discriminate against women and their rights are not respected. Some of the skilled workers in the university who are discriminated against as a result of their gender or workers with feminist ideology have tendency to migrate to gender friendly societies (Stanojoska, A and Petrevski, B 2012).

Carbajal and de Miguel Calvo (2021) explained that the socially-influenced factors occasioning pushing migration is as a result of human craving for enhanced quality of life. This enhanced quality of life can be in form of quest for quality education among others. Furthermore, (HadjAbdou 2020, Chandler and Tsai 2001) noted that politically motivated incidence can occasion push factors like economic standstill and civil wars just to mention but a few; thus politically-associated changes can potentially push individuals to places associated with safe political movement. To commemorate this, Kadiri, (2016) expressed that increasing violence and insecurity in the country had driven many Nigerians to seek safety in other countries. Gbawuam A. et al (2022) attributed migration to naira fall as they observed that with the current economic situations in Nigeria and the constant fall in the value of the Nigerian currency as compared to the stronger currency in the world, staff of the Nigerian universities are not left out in the effect of the harsh economic insecurity and henceforth contribute immensely to the mass exodus in the educational sector.

Methodology

The study adopts the quantitative approach to achieve the objectives of the paper. The study uses a questionnaire, designed on a 4-point Likert scale to gather information for the purpose of the study. A total of 70 questionnaires was administered to lecturers in the University of Ibadan. The questionnaire was splitted into several sections. The section A of the questionnaire was the introductory part which aims to gather information about the profile of the respondents and their individual characteristics. The socio-demographic aspect comprised information about the respondents' gender (male/female), age (x years), income (per year), marital status (single, married), religion (Christian, Muslim). Subsequently, other sections addressed each of the research questions. Excel 2013 was used to analyses the information gathered with the use of descriptive statistical tools like pie charts and bar charts.

Result

Indication from the analysis of the demographic characteristics in table 1 reveals that 65.1% were male while 34.9% were female. Also 55.6% of the respondents were academic staff while 44.4% were nonacademic staff member. Furthermore, two-third of the respondents earn more than N100,000.

Table 1: Demographic Characteristics of the Respondents

		Percentage (%)
Sex	Male	65.1
	Female	34.9
Staff Membership	Academic	55.6
	Non-Academic	44.4
Income	N10,000-50,000	19.0
	N50,000-100,000	11.1
	N>100,000	69.8

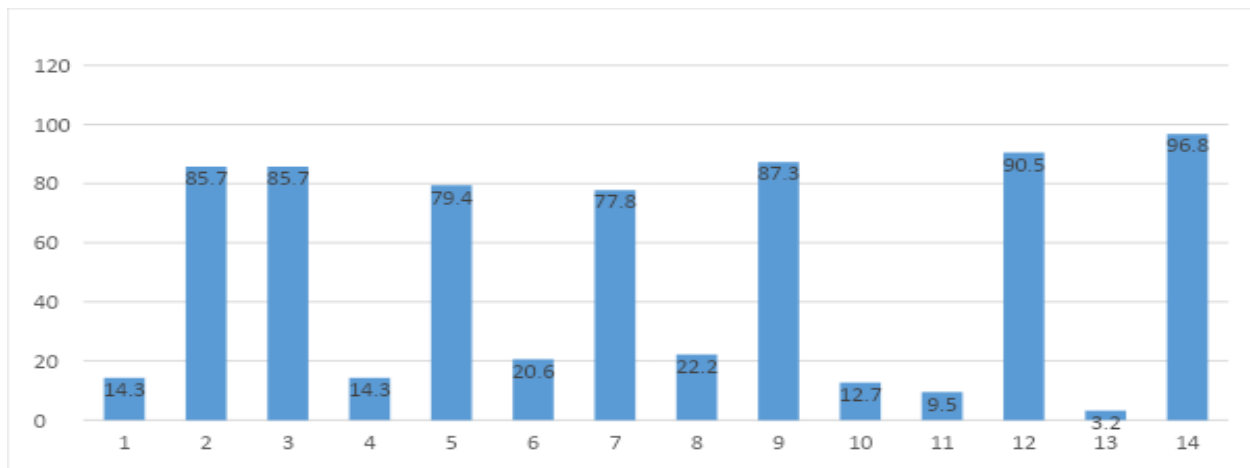


Figure 1: Bar Chart for Risk Factors to Brain Drainage/Staff Migration

In figure1, there is evidence that gender discrimination does not bring about relocation as more than two-third (85.7%) of the respondents indicate they cannot not relocate because of gender discrimination while on the other hand, university staff members are ready to relocate for the security of themselves and family as 85.7 of them indicate the possibility of relocating for the security of themselves and family. Furthermore, more of the staff are willing to relocate for dollar to naira exchange rate as 79.4% of them associate their readiness to relocate to dollar to naira

exchange rate. Political and economic instability is another risk factor to staffs' relocation as 77.8% of them indicate that political and economic instability influences their search for opportunity abroad. More so, majority of them (87.3%) indicates difficult working condition in the university settings, hence working condition is another risk factor to relocation abroad for greener pasture. Again, majority of them (90.5%) are not satisfy with their current earning per annum, thus one expects insufficient wages to be paid to them and this is the case as nearly all of them (96.8%) fails to indicate that sufficient wages is paid to them. Thus, insufficient wages payment is another risk factor that can trigger their urge to relocate abroad.

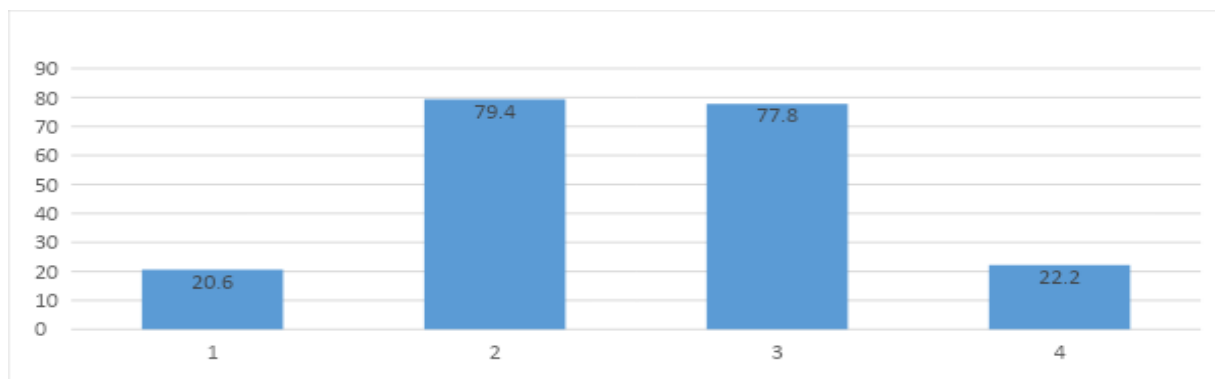


Figure 2: Bar Chart for Consequential Effect of Brain Drainage/Staff Migration

From figure 2, it is evident that brain drainage had caused shortage of staff strength in Nigerian universities. The causal effect of this is that it will worsen one lecturer to student's ratio, increase stress on the limited available lecturers. Also, it is evident from the same figure 2 that brain drainage had increase willingness of staff member, that are limited in number in the first place, to relocate abroad as 77.8% of them indicate increased willingness to travel abroad. This result is not far fetch as this increased willingness can be triggered by the report from their colleagues who had already relocated about the level of working satisfaction over there.

Do you think the Nigerian Educational system has career development opportunities for you?
63 responses

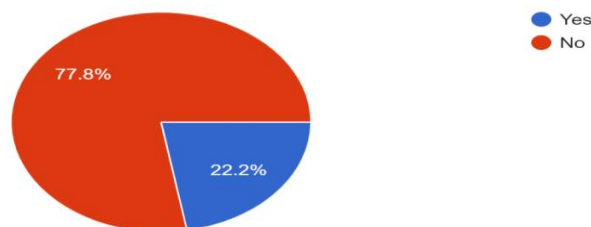


Figure 3: Pie Chart Showing Availability of Career Development Opportunities in Nigerian System

From the pie chart, more than two-third of the university staff, precisely 77.8%, reports the non availability of career development opportunities in Nigerian educational system. Thus, a measure to keep universities staff member is by provision of educational career development in the country.

Discussion of Findings

According to Llull (2017), immigration to lucrative countries open up chances for migrants to have sufficient incomes and position them better opportunities in their participation in labor market. Thus, lack opportunities is pushing factor to migration. This is in line with this research as it was discovered that two-third of the university staffs lack provision of educational career development. This statistic will go a long way to influence their decision relocate. While Carbajal and de Miguel Calvo (2021) attributed relocation abroad to quest for quality education among others, this study established that university staff members are ready to relocate abroad for the security of themselves and their family. Infact, Kadiri, (2016) expressed that increasing violence and insecurity in the country had driven many Nigerians to seek safety in other countries. Furthermore, (HadjAbdou 2020, Chandler and Tsai 2001) noted that politically motivated incidence can occasion push factors like economic standstill and civil wars just to mention but a few; thus politically-associated changes can potentially push individuals to places associated with safe political movement. In line with this, Wadsworth (2011) reported that political factors like of bias judicial operation, war, terrorism, unfair governance coupled with unfavorable political environments all contribute to migration. The discovery in research is not far fetch as it was established that political and economic instability is another risk factor to staffs' relocation with 77.8% of them indicate that political and economic instability influences their search for opportunity abroad

Lastly, Gbawuam A. et al (2022) attributed migration to naira falls. To commensurate this, this research established that more of the staff are willing to relocate abroad because of dollar to naira exchange rate, further revealing a statistic of 79.4% of them indicate their readiness to relocate to dollar to naira exchange rate.

Conclusion and Recommendation

The study concluded that relocation of university staff abroad is not owned to perceived gender discrimination but owned to insecurity, naira fall, political and economic instability, unfriendly

working condition and insufficient wages. Furthermore, there is evidence of increased willingness to relocate among those that are yet to relocate with no evidence of any educational career development opportunities which has the potential of reducing brain drainage if its sufficiently available. Thus, the study recommends the provision of educational career development opportunities in government fight against brain drainage as researchers had establish the possibility of reduction in brain drainage if educational career opportunities development is harnessed.

References

1. Abang, M. (2019). Nigeria's Medical Brain Drain: Healthcare woes as Doctors Flee. *Health / Al Jazeera*. <https://www.aljazeera.com/features/2019/4/8/nigeriasmedical-brain-drain-healthcare-woes-as>, Retrieved 15/3/2022
2. Anokye, S. A., Okri, J. A., & Adie, E. A. (2019). Retention and brain drain of academic Staff in higher institution in Nigeria: A case study of University of Calabar. *Global Journal of Educational Research*, 18(2). <https://doi.org/10.4314/gjedr.v18i2.6>
3. Carbajal, M. J., & De Miguel Calvo, J. M. (2021). Factors that influence immigration to OECD member States. *Cuadernos de Trabajo Social*, 34(2), 417–430. <http://link.gale.com/apps/doc/A669165126/IFME?u=anon~>. <https://doi.org/10.5209/cuts.70475> {fda4c11c&sid=googleScholar&xid=78f62dea (accessed on 17 August 2021). [CrossRef]
4. Chandler, C. R., & Tsai, Y.-M. (2001). Social factors influencing immigration attitudes: An analysis of data from the General Social Survey. *The Social Science Journal*, 38(2), 177–188. [https://doi.org/10.1016/S0362-3319\(01\)00106-9](https://doi.org/10.1016/S0362-3319(01)00106-9)
5. Charsley, K., & Shaw, A. (2006). South Asian transnational marriages in comparative perspective. *Global Networks*, 6(4), 331–344. <https://doi.org/10.1111/j.1471-0374.2006.00147.x>
6. Dodami, S., & LaPorte, R. E. (2020). *Brain Drain from Developing Countries: How can Brain Drain be converted into Wisdom Again?* *Journal of the Royal Society of Medicine*. Royal Society of Medicine Press.
7. Gbamwuan, A., & Agidi, P. A. (2022). Insecurity and brain drain in Nigeria Universities. *Journal of Humanitiisa and Peace Studies*, 3. No1, 1–3.

8. Hadj, A., & Leila. (2020). Push or pull? Framing immigration in times of crisis in the European Union and the United States”. *Journal of European Integration*, 42, 643–658.
9. Ibrahim, H., Zain Al Sharif, F., KarthyayaniPriyaSatish, L. H., & Nair, S. C. (2019). Should I stay or should I go now? The impact of “pull” factors on physician decisions to remain in a destination country. *The International Journal of Health Planning and Management*, 34, e1909–20. <https://doi.org/.justiceforimmigrants.org>. 2017. Root Causes of Migration. <https://justiceforimmigrants.org/what-we-are-workingon/immigration/root-causes-of-migration/> Retrieved May 12, 2021
10. Kadiri, A. A. (2016). Causes and consequences of international migration: A case study of Nigeria. *International Journal of Development and Economic Sustainability*, 4(3), 53–62.
11. Llull, J. (2018). The effect of immigration on wages: Exploiting exogenous variation at the national level. *Journal of Human Resources*, 53(3), 608–662. <https://doi.org/10.3368/jhr.53.3.0315-7032R2> Nejad, Maryam Naghsh, and Andrew Young.
12. Nejad, M. N., & Young, A. T. Want freedom, will travel: Emigrant self-selection according to institutional quality. (2016). *European Journal of Political Economy*, 45, 71–84. <https://doi.org/10.1016/j.ejpoleco.2016.06.002>
13. Novotná, T. (2010). *Immigration to the US through the Mexican perspective: Examining the push factors before and after NAFTA* [Unpublished bachelor thesis]. Charles University, Faculty of Social Sciences, Department of North American Studies.
14. Stanojoska, A., & Petrevski, B. (2012). Theory of push and pull factors: A new way of explaining the old. <https://www.researchgate.net/publication/283121360>
15. Uche, & IOM Nigeria. (2016). *Migration in Nigeria: A country profile 2014*. International Organization for Migration.
16. Wadsworth, J. (2011). *Immigration and the UK labour market: The evidence from economic research*. LSE research online documents on economics 57982. London School of Economics and Political Science, LSE Library.
17. Zoelle, D. (2011). *Push factors: Immigration as a consequence of development lending*.
18. S, S. (2023). Impact of social media on Youth: Comprehensive Analysis. *Shodh Sari-An International Multidisciplinary Journal*, 02(04), 286–301. <https://doi.org/10.59231/sari7640>



19. Naveen, & Bhatia, A. (2023). Need of Machine Learning to predict Happiness: A Systematic review. *Edumania-An International Multidisciplinary Journal*, 01(02), 306–335. <https://doi.org/10.59231/edumania/8991>
20. Kumar, S. (2023). Artificial Intelligence Learning and Creativity. *Eduphoria*, 01(01), 13–14. <https://doi.org/10.59231/eduphoria/230402>
21. Kumar S. (2021). Psychosocial impact of Covid-19 Pandemic on school educators' mental health and role of cognitive competence in coping with such adversities. *International Journal of Biological Innovations*. 3(2):323-330. <https://doi.org/10.46505/IJBI.2021.3212>

Received on Jan 14, 2024

Accepted on April 10, 2024

Published on Oct 01, 2024

Impact Of Brain Drain And Factors Contributing To Migration Of Staff Abroad In The University Of Ibadan © 2024 by Olumuyiwa A. Akande, Ihezio Donatus Ukpabi and Obisesan John Adeolu is licensed under CC BY-NC-ND 4.0