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Globalization and Brain Drain, Causes and Effect: A Nigeria Perspective

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Introduction

Human capital refers to the skills, training, experience, education, knowledge, technical know-how, and competencies contributed by humans to productive business. Simply put, it is the value added to increase productivity. Therefore, brain drain is the departure of these values or individuals with technical skills or knowledge from organizations, industries or geographical region to another.

In recent time, Nigeria as a country is faced with brain drain to the extent that sectors of Nigeria economy is being affected. Good percentage of Nigerians abroad are doing well and contributing immensely to the economic development of these countries. The best brains in Nigeria choose to transfer their values abroad as a result of bad governance and other factors.

Munro (2018), attributed that developed economies structured brain drain of underdeveloped countries through introduction of International Dependence Theory.

Amin (1976), deposit that international dependence theory is

an approach to understanding economic development that emphasizes the supposed constraints imposed by global and political orders. It was proposed in the 1950's by Raul Prebisch and gained prominence in the 1960's and 1970's. The principal idea behind the international dependence theory is that the underdeveloped countries are caught up in a dependence and dominance relationship with the rich countries, (Onwuka, 2011). The rich developed countries either intentionally or unintentionally encourages this unequal relationship (Jhingan, 2011). According to the theorist in this school of thought, the world is divided in two groups: the Center and the Periphery. The Centre is the developed countries such as Britain, United States of America, European countries etc; while the Periphery is dependent on the Centre in an unequal relationship in trade activities, technology, investment and so on. This dependency results in underdevelopment of the Periphery due to exploitation by the capitalist countries who are powerful in global economic activities (Onwuka, 2011).

According to DOS Santos (1971), dependence is when countries condition their economy by the development and expansion of another country to which the former is subjected to and this can be beneficial or detrimental to their instant development.

Dependence theory found the causes for the lack of development to be external to the socioeconomic formation of the less developed countries (LDCs). It does not prevent the dysfunctional institutions of LDCs as the cause of backwardness. Internal institutional structures such as corruption levels, unproductive land holdings, concentration of wealth and unresponsive political systems are never considered as the causes of underdevelopment, Metu (2017), maintained that Many dependency theorist advocate social revolution as an effective means to reduce economic disparities and brain drain in the world system.

Purpose of the Study

- i. The research paper will examine the causes of brain drain.
- ii. The research paper will provide possible ways to arrest brain drain in Nigeria.

Questionnaire

- i. Have you travelled out of the country?
- ii. Why do you want to travel out of the country?

Brain drain is categorized among the scholars into various classes. According to Cole (2015), Brain drain is classified into three:

1. **Organizational Brain Drain:** This is the movement or flight of talented, creative and highly trained employees from one large organization or cooperation to another.
2. **Geographical Brain Drain:** This is the movement or flight of highly trained individuals from one region or country to another region or country, e.g, the movement of a Doctor from Nigeria to the United States of America.
3. **Industrial Brain Drain:** This is the movement of traditional skilled workers from one sector of industry to another.

Causes of Brain Drain

- i. **Social Environment:** Poor working conditions in a country may force talented individuals to move to another country where there are better working conditions.
- ii. **Political Instability:** Political instability, which increase the spread of insecurity, kidnapping, political killings and social vices may force trained personnel to move to another country that have political stability and freedom, Cole (2015).
- iii. **Undeveloped Economy:** This is the major setback of African countries especially Nigeria that is blessed with vast national resources. Nigeria leaders have refused to develop the economy by untapping the natural resources. Therefore, talented Nigerians are forced to move to another country where the economy is highly developed and where their full potentials can be utilized.
- iv. **Bad Governance:** Bad governance contributed greatly in brain drain. Poor governance have gotten to the point that nobody in Nigeria both the rich and the poor do not believe in

Nigeria leadership anymore. A country characterized by poor living condition, lack of steady electricity, lack of pipe born water, lack of good roads, lack of better living wage, total neglect to rule of law, widening the gap between the rich and poor, unable to fund education, health sector, inability to obtain justice in the country, so on. These unwelcome characteristics forced Nigeria out of shore of Nigeria territory in search of better living condition, Cole (2015).

- v. **Systemic Corruption:** Corruption has eaten deep into every sector of Nigeria economy both public and private. Some acts are accepted as new normal which entails that wealth without sources are celebrated, Cybercrime called “yahoo” is a new normal in the system. Political leaders, public and private sectors have engaged different types of organized crime, acquiring wealth without a source. As a result of these, an average Nigerian look for possible ways to be wealthy via any source, irrespective of the illegitimate nature of the business. This systemic corruption has forced Nigerians to travel to another country.
- vi. **Poverty:** Lack of possession of material wealth caused by unemployment have continued to force emigration. The productive aspect of labour are not engaged in productivity activities. Good number of Nigerian youths are not gainfully employed. Nigerians who have acquired high education are not being engaged in productive sector of the economy. Best brain are not valued and regarded. Therefore, talented Nigerians travel to another country where they will be valued, gainfully employed and opportune to gain greener pasture. Nigerians who do not attain high education but energetic, talented and skillful without in Nigeria, then, forced themselves to travel out of Nigeria for greener pasture.
- vii. **Consumer Economy:** This is a type of economy where majority of consumers spend most of their income on consumer goods. The practice of consumer economy by Nigeria government has hinder economic growth and development. The fact that Nigeria imports more and exports less have

negative impact on the economy. The fact that Nigeria government does not want to implement industrialization and indigenization policy of 1977, have adverse consequences on Nigeria economy, Metu (2017). The labour force of the country are not fully utilized, there is no functional productive venture of the government. Nigeria economy centred on market driven economy selling another country’s products. This has caused adverse balance of payment disequilibrium and high debt for the country. Therefore, everybody in Nigeria wants to travel to other countries to find greener pasture.

- viii. **Lack of Investment in Technology and Research:** Nigeria government has not invested heavily on technology and has not embraced digital economy. The contemporary world is driven by technology and Information Communication Technology (ICT) today. This has greatly caused capital flight where talented professionals travel to countries where they have access to technology and Information Communication Technology (ICT) uninterrupted.
- ix. **Insecurity:** Insecurity has eaten deep into all the nook and crannies of Nigeria. Most villages have been sacked due to banditry. Insecurity has caused exodus movement of men and women of different ages to move to another country where there are relative peace and security.

Material and Methods

A cross-sectional study was conducted among 100, informants aged between 20-40 years old (men and women) in Imo State. A questionnaire was used to collect data. Chi-squared (fisher’s exact test) was used to analyze the data.

Results

The result showed that 40% of the research population have travelled out of the country. 60% of the research population have not travelled out of the country.

Additionally, 90% of the research population wanted to travel

out of the country on the ground of insecurity, unemployment, bad governance, poor condition of living, poverty, and so on.

5% of the research population would want to travel abroad for better life because they are developed countries with developed economy, life is relatively managed abroad with peace of mind while 5% of the research population do not want to travel out of the country irrespective of the country's situation or challenges.

Conclusion

Brain drain is taking place at a very fast rate in developing countries like Nigeria. People get disenchanted with bad governance, insecurity, unemployment, poor condition of Nigeria economy, poor condition of living, lack of placing value to Nigeria best brains and talented Nigerians have caused them to migrate to developed countries in search of greener pastures and have moved to a place of safety.

Recommendation

To solve the problems of brain drain in Nigeria, the paper recommended:

- i. Nigeria government should embrace self-reliance: The dependent of Nigeria economy on imported product should be discouraged.
- ii. Nigeria government should invest extensively on technology and research to meet global competitiveness.
- iii. People's lives and properties should be taking as a priority; therefore, insecurity should be dealt with decisively without political undertone.
- iv. Systemic Corruption should be dealt with.
- v. Social-economic welfare of Nigerians workers should be placed as a priority.

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