

The Complicity and Consequential Effect of Large Scale Migration in the Originating State: A Nigeria Model

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Introduction

Sub-Saharan African migration is rising steadily, sometimes even daily. Like her peers in the Democratic Republic of the Congo and Somalia, Nigeria is one of the African countries that has ever dealt with a mixed migration issue. Prolonged internal displacement, human trafficking, migrant smuggling, and brain drain are indicators of this. Low levels of temporary internal displacement in Nigeria have over time given way to widespread, extensive, and long-term displacement. Currently, the majority of Nigerian migrants are known to be present in large numbers abroad as asylum seekers and refugees. Along with this sizable population, there were an estimated figure of the Nigerian refugees who were waiting to be repatriated in Cameroon, Niger, and the Chad Republic. As a result

of shifting migratory patterns, the Nigerian government has risen to the task of coordinating and managing migration difficulties, even as the subject of internal displacement has taken centre stage in national development plans.

Nigeria is the most populated and economically significant country in Africa; hence, the world and the continent of Africa are affected by its economic success. It has been observed that Nigeria's labour market has significantly deteriorated since the Covid-19 epidemic and the 2016 recession, failing to keep up with the nation's expanding working-age population. Investing in the human capital of large populations of educated youth has the unrealised potential to yield substantial economic rewards. There is little doubt that a combination of growing unemployment, an expanding population, and unmet expectations is putting more pressure on young Nigerians to leave their country in search of better prospects abroad. Due to the lack of viable legal options, young Nigerians are increasingly opting to migrate illegally in search of better opportunities abroad.

The paper's justification is based on the fact that immigrants commonly feel compelled to leave their home states in pursuit of better living conditions elsewhere in the world. These migrants have contemplated that leaving their home state would be the answer to the issues they are encountering. This is due to the widespread displacement caused by violent conflict in some areas of the country, which has been brought on by ongoing conflicts between farmers and herders, hunger and poverty, high unemployment, political unrest, unstable economic conditions, disruptions in the educational system, outages in the power supply, threats to the environment, insecurity, and shortages of food, as well as electoral violence and judicial manipulations. Others include, the ongoing industrial strike, the irregular payment of labour salaries and benefits, the manipulation of government apparatus to benefit a small number of political elites, the acquisition of influence over the media, and terrorism, government insensitive attitude which always results to mass protest, etc. The idea that poverty in Nigeria is typified by hunger, joblessness, and violence stems from preconceived notions about developing countries.

Method of Discourse Analysis

The discourse is historically grounded in a survey of Nigeria's decline toward state failure which led to a large scale migration with its complicity and consequential effects on every sector of the country. The Migration theory's descriptive vantage point is used to approach the study. This kind of study intends to reconstruct and re-interpret Nigeria's current woes from the perspective of state failure which encourages large scale migration to the destination state, using the most recent materials and events from secondary sources. The principal objective of this chapter is to understand the complicity and ensuing impact in the "originating state," with a focus on Nigeria specifically, particularly in view of its return to the status of a fourth republic between 1999-2024, which marked a significant mile stone in the history of the country. Because the researcher is acquainted with the country's operating system and has lived among the populace to have a deeper understanding of the economy and how people feel about it, Nigeria, among other African nations, was carefully chosen as a model for the discussion. To further the discourse, pertinent examples and illustrations from within Nigeria societies may be used as appropriate. This will assist in offering answers to the various issues brought on by this awful syndrome following a comprehensive evaluation. The fact that this chapter will offer suggestions for ways to steer clear of this terrible situation when representing the nation internationally will also be beneficial.

Conceptual Clarifications

At this juncture, it is pertinent to describe the important study concepts from the author's perspective: *Migration, Originating State, "Japa" Syndrome, Nigeria.*

Migration

Scholars believe that the term "migration" has a fairly broad definition since it includes both forced and voluntary movements of people. Migration as used here by the author, simply means a movement of the people or group of people outside their own area

to another space. Many factors are responsible for the people’s movement, which can be facilitated by a variety of demographic, economic, socio-cultural, and psychological difficulties, as opposed to forced migrations, which are the result of disasters like civil war, ethnic and political turmoil, starvation, poverty, insecurity, and all forms of natural and environmental disasters. To understand more about the phenomenon of human migration, one can travel back in time to the earliest periods of human existence.

Originating State

The author in the context of this paper, described the concept – “Originating State” to mean an individual or group of individuals who are forced to relocate from their usual place of residence, either temporarily or permanently. This is usually because of an abrupt or progressive change in the environment brought on by any condition or abrupt change.

“Japa” Syndrome

As espoused by the author, the Yoruba word “Japa,” which means “to flee,” is very popular in Nigeria, especially among individuals who want to go overseas in search of better opportunities. The phrase, which originated in Yoruba, literally means “leaving for better opportunities.” This idea has evolved into the new catchphrase for the unchecked movement of destitute Nigerians looking for better prospects for employment, education, permanent residence, etc. It is acknowledged that this idea is the result of various factors, each of which has a number of ramifications. Another name for this strategy is “reverse brain drain.”

Nigeria

The word “Nigeria” is used here in this context as a federating nation of 36 autonomous states with a varied population located in the Federal Capital Territory. The country is a multinational state that harbours over 250 ethnic groups with different languages, all situated within a diverse locations of the country.

Brief Historical Background of Migration in West Africa Context

Yoruba migrants and Ghanaians have been strongly entwined in the social and economic realms since the 20th century, with mutual benefits. In addition to having significant access to work alongside their Ghanaian counterparts, the Yoruba migrants also held a number of influential positions that aided in the transportation of goods between the nation's rural and urban areas. The Yoruba migrants made a significant contribution to the economic development and transformation of Ghana's rural areas through their economic services. The Yoruba migrants' gifts and taxes paid to the government of Ghana supplied the majority of the funds used by the government and traditional authority. These days, they resemble overseas workers' tax remittances as well. However, during that time, these remittances were remitted to Ghana for development reasons rather than to their original state. Though they are not intended for the lowest of the poor, remittances are known to have been playing an important role in the economy of various nations, helping to improve their economies and the livelihoods of less rich individuals (Arimardan, 2021).

In application, the history of this human mobility indicates that we are currently experiencing the third wave of major global human migration. Between 1880 and 1914, people traveled across borders and continents during the first wave. The second wave emerged following World War II as a result of the conflict's extensive devastation and the redrawing of international borders, especially in Europe. It is important to note, though, that the third wave is widely present in contemporary societies in emerging nations like Nigeria. Scholars have categorised this trend as both "forced" and "voluntary" migration that affects a sizable segment of the world's population. This wave is characterised by both a significant emigration to newly developed parts of the world and a migration to other areas where opportunities can be investigated. The majority of countries in the world now have embargoes against people entering their borders, the United Kingdom can be cited in this case based on her recent policy. Nevertheless, it seems that the prohibition

does not seem to apply to PhD candidates, i.e., highly qualified students whose studies normally take three to five years. This strategy is best described as a major immigration crackdown on foreign students (*Vanguard*, 2023).

Historical Overview of Migration in Nigerian Context and Its Applications to International Human Rights Standard – The “Japa” Syndrome

Mass migration is a complex and multifaceted phenomena that affects individuals, groups, and entire countries. Natural disasters, political uncertainty, and economic opportunity all encourage people’s desire to improve their lives. In quest of better living conditions, access to healthcare and education, and job prospects, many Nigerians are forced to emigrate. Political unrest, including as war, insurgency, and human rights abuses, also has an impact on a broad migration of Nigerians. This problem is often caused by a dearth of capable leadership across the country. According to several articles and publications, many Nigerians feel compelled to leave their country in search of a better future because, despite their affection for it, they no longer trust its leaders. The loss of leadership has also caused division in the political system, with each tribe and region fearing dominance or marginalisation from one another (Umaru, 2023).

In the 1960s and late 1970s, Nigeria was a respected country on a global scale. Her passport is a source of pride, regardless of the degree of entry or exit. Nigeria’s economy and currency were doing well. But Nigeria’s economy and reputation have suffered as a result of the country’s issues, which include political violence, banditry, kidnapping, corruption, and insecurity. This downturn has caused a large number of young people, both talented and unskilled, to leave in search of a better life. People would rather move to Middle Eastern countries like Saudi Arabia and, more lately, Dubai and Qatar, where they share the same beliefs and practice the same religion, than to Northern Nigeria, where Islam predominates in culture. On the other hand, the majority of migrants are found in southern Nigeria, where they are escaping unstable political

leadership and appalling governance.

Despite the differences between the North and South in terms of access to school, quality of life, work opportunities, and economic potential, many young people still feel compelled to leave the country due to the bad leadership and governance. Nonetheless, both the knowledgeable and the ignorant know how to escape Nigeria. Under the guise of migrating to a place with better living conditions, people are trafficked from Edo State and other States, and instead of receiving the respect and dignity they deserve back home, they are usually sold as slaves and utilised as labor. This idea is at odds with the United Nations Blue Print Agenda for 2030, which prioritised respect for human rights and dignity, the rule of law, justice, equality, and non-discrimination. It also included civil, political, and cultural rights in addition to economic and social rights, as well as the right to development. In a same spirit, it is a world that is fair, equitable, tolerant, transparent, and socially inclusive, where the needs of the most vulnerable people are satisfied (UNSDG, 2023).

However, by placing the human being and their inherent dignity at the core of development programmes and empowering everyone to take action, universal principles are meant to make the Sustainable Development Agenda really transformative. This goal puts pressure on the UN to keep up its strong enforcement of international human rights law, end gender inequality and all forms of discrimination, and prioritise helping those most in need in order to ensure that no one is left behind in achieving the objective. This is not merely a change in philosophical perspective; all nations need to change the way they do business, from setting goals to working with partners across the world, from completing tasks to evaluating and reporting on accomplishments. The need for the United Nations to undergo such a radical transformation is so great that it even makes sense to take into account the diversity of the global workforce in terms of gender, region, disability, and every other aspect (UNSDG, 2023).

In order to lessen inefficient ways of flowing into and out of countries, the international community has inserted the requirement for “Decent Work and Economic Growth” without any kind of

discrimination into her Blue Print Agenda. Despite the lingering consequences of the global recession and the 2008 financial crisis, a rigorous review of the concepts shows a significant decline in the number of workers living in extreme poverty over the previous twenty-five (25) years. In several emerging nations, the middle class currently makes up more than thirty-four (34%) percent of the workforce. As of 2015, this figure has almost tripled from 1991. As the global economy shifted, slower growth, greater inequality, and a shortage of jobs to support an expanding labor population arose. Given this, the International Labor Organization said that in 2015, there were over 204 million jobless people worldwide (UNDP, Undated).

Additionally, after returning home, some talented migrants make good changes in their home nation. When most of these migrants returned home, they created businesses and employed locals, which had a positive economic impact. On the other hand, skill development increases people’s work prospects and capacities, giving them greater leeway for creativity and job satisfaction (International Labour Office, 2010). Because Nigeria has one of the highest rates of maternal mortality and out-of-school children worldwide, the movement of these groups had a significant negative impact on the country. Nigerian-trained medical professionals, scientists, engineers, musicians, and filmmakers are hard at work all over the world. For the development of the nation, the lowering of maternal mortality rates, and the introduction of high-quality education at all levels, the Nigerian government requires their help and contributions.

According to the Africa Polling Institute cited by Afonne & Moiseh (2022), seven out of ten Nigerians were open to moving abroad in 2021 for a variety of reasons, many of which resulted in success. This was corroborated by a recent report from the pan-African research group Afrobarometer, which included Nigeria among the top 13 African countries where people fled in pursuit of employment, education, security, and other reasons. The British government published information showing that 137,000 foreign workers, belonging to 202 different countries, co-worked with British physicians and nurses. Nigerian medical professionals made up 3.9%

of the group. Nigerians who emigrate are unquestionably well educated professionals with experience in a range of disciplines, including information technology, engineering, medical, and teaching. Most of them are working for pay as doctors, nurses, instructors, information technology specialists in the US, UK, Saudi Arabia, South Africa, Canada, and other prominent nations across the world (Afonne & Moiseemhe, 2022).

Others, on the other hand, struggle to make ends meet through jobs as merchants, auto mechanics, construction workers, hairdressers, and cleaners in their home states. Experts predict that a large number of Nigerians will continue to leave unless proactive steps are taken to halt the flood of resignations by Nigerians from businesses across numerous industries in the country, with all of the detrimental effects this has on the GDP and standard of living of the populace. Because of the corona virus pandemic, employees now desire a work environment that supports their mental health and work-life balance, which has raised the demand for remote work options. For example, in Nigeria, due to traffic congestion caused by ongoing repairs, road construction, and the rainy season, residents of Lagos have expressed worries about the “man-hours” spent driving to and from work on the highways. As part of state governance, the Nigerian government hasn’t addressed these issues, though.

To encourage and maximize the output of those who are “left behind” in countries like Nigeria, Mrs. Oluwakemi Akinnubi, a pioneer and human resource springboard from the United States, challenged the Nigerian government and organizations to make significant investments in information and technology to support remote work systems in the country. Akinnubi suggested that in order to boost living standards and encourage workers to pursue many careers, the country should formally explore implementing a “pay as you go” wage model akin to that found in western countries. She also underlined the necessity for companies to provide incentives to lower the rate of mass resignations and to demonstrate more empathy for the suffering of their employees. The need for remote work cannot, however, supersede the social obligations to engage

with coworkers and the community. All levels of government must acknowledge that there is a disturbance in the workplace and move quickly to protect the rights of their nation’s workers (Afonne and Moiseh, 2022).

Upon comparing businesses and organizations in established and developing nations, it is evident that international companies are quickly realizing the dignified and prominent roles they need to place their “employees.” In the developed world’s past, “consumers” were revered as “Kings and Queens”; however, in the present, the narrative has undergone a dramatic transformation, with “employees” assuming the prestigious roles of the former “customers” and receiving the same respect as the new “Kings and Queens.” Similar to Nigeria, these structural changes resulted from the desperate needs of “employees” in every business and organization in the developed world as opposed to how these workers – who on a daily basis determine production output in those developing worlds – are treated there. It won’t be hard to demonstrate that American firms used “gym membership,” daycare, and other perks as bargaining chips when negotiating with their workforce. This is just the antithesis of what we observe in the developing world, where incompetent leadership and management put their personal egos ahead of the needs of the people as a whole.

This might be seen as a “brain drain,” especially when it comes to skilled workers who are authorities in their domains. These individuals include educators, instructors, other technocrats, and healthcare professionals like physicians and nurses. Because of this poor planning and the positive incentives that workers have in their many companies and careers, the “Japa” syndrome – a large-scale mobility of skilled labor force – will persist. According to Mr. Seye Rotimi, the founder of MSME Africa, everything that has an impact on the workforce and economy typically distorts a nation’s growth dynamics. He went on to say that technology had created a world of seemingly endless choices, and that many migrants were choosing electronic jobs over traditional ones in order to be more productive, flexible, and in charge of their lives (Afonne & Moiseh, 2022).

The positions of stakeholders both inside and outside of Nigeria

have been made clearer by empirical assessment, even if the following assertions were presented from a variety of angles. Mrs. Gbonju Akintola, Learning and Organization Development Consultant, United Kingdom, House of Commons, stressed the significance of enhancing the working environment in Nigeria as a means of stopping the Great Resignation. According to her colleague, among other things, the nation has to address poverty and insecurity, provide incentives to fight inflation, and improve working conditions. Furthermore, Focus Care Link's human resources administrator in the UK, Mrs. Omobolanle Imafidon, underlined the importance of improved employee care and workplaces that acknowledge and consider workers' mental health. People are also lured to environments where they feel more supported and happy than simply by their pay at work. Another person agreed, arguing that businesses should always be considerate of their workers' requirements and implement a hybrid work style given that even medical consultations can now be conducted over the phone. As per Mrs. Aramide Nwokediuko, Group Company Secretary, CFAO Nigeria, employers' reactions to employees who want to quit could potentially stop the trend. She went on to say that during similar circumstances in the 1980s and 1990s, jingles were aired to persuade individuals to stay behind and aid in the development of the nation. People want power, a decent environment, and the ability to give their kids greater opportunities for school and other things, as well as the resources to maintain a decent standard of living. These elements do in fact contribute to the "Japa" syndrome, and experts believe that if they are addressed, Nigerians will be more inclined to remain and that the economy of the nation will gain (Afonne & Moiseh, 2022).

Theoretical Framework

Many hypotheses that seek to understand the factors of migration have emerged since the late 19th century in a variety of social science fields. The primary problem in migration research is the absence of a core set of theories that synthesise, generalise, and systematise the cumulative insights of a substantial body of empirical research. These theories can serve as a shared framework of reference for

analysing, interpreting, comprehending, and characterising data and facts from various findings from various paradigmatic perspectives and fields of study, as well as guide future research. Many factors contribute to this general stagnation in our understanding of migration. In the framework of this study, functionalist and historical-structural theories will be analysed. According to functionalist theory, society can be understood as a system made up of individuals and other agents who are interrelated, much like an organism with a natural tendency toward equilibrium.

Sociologists and anthropologists have recently given these beliefs more support. However, these beliefs served as a framework for developing theory that views society as a complex system whose components work together to provide support and stability. They were presented from both sociological and anthropological perspectives. Notable proponents of this viewpoint include Robert Merton and Herbert Spencer (Deeb, 2016). Functionalist theories of migration hold that resources such as money, goods, and knowledge flow both ways and encourage wealth, productivity, and ultimately greater equality in the societies where they originate and settle. The fundamental idea behind these theories is that people, and sometimes families or households as well, use migration as an optimisation strategy to access better and more stable sources of income as well as alternative livelihood options. However, the majority of these individuals have not contributed in any way to the society to which they belong because of the injustices they experienced within the system that did not initially favour them, which led to their decision to opt out.

Functionalism is a theory in social sciences that is predicated on the idea that every element of a society, including institutions, roles, norms, and so on, has a purpose and is necessary for the egalitarian society to survive over the long run. Because the institutions that are there and have a role to play have migrated to other societies, Nigerian society is steadily deteriorating. This occurrence highlights the necessity for new institutions to spring up quickly in response to the altering needs. According to this viewpoint, society's constituents should reposition themselves in order to achieve stability.

Nigeria's essential industries are being severely impacted by the migrant surge, which is having a negative impact on all spheres of society and necessitating drastic societal transformation. Because of the Nigerian government's insensitivity to the needs of the people and all sectors of the economy, professionals and other persons have been compelled to leave the country, which has caused systemic dysfunction. The migration wave that Nigeria saw has not in any way aided in the expansion and advancement of the community. If all goes according to plan, there will be stability, law and order, and high production to stem the massive migrant influx; nevertheless, in the absence of these things, mass migration has become abnormal.

Push-pull migration theory models, which are essentially a prototype for neo-classical migration theories, also view movement as a result of income and other opportunity imbalances between origin and destination regions. The explicit or implicit assumption behind all of these functionalist models is that people rationally choose their actions in an effort to maximize wealth or utility. From a functionalist standpoint, individual optimization choices are expected to help achieve a more optimal macro-level distribution of production factors. This is mainly due to labor migration from developing to developed countries and regions and concurrent capital flows from rich to poor areas, which are expected to reduce the economic gap between origin and destination regions (de Haas, 2010a). But these narratives often overlook the ways in which injustice, violence, and government repression can prevent people from relocating, force them to be forcibly relocated, or force them into terrible labor conditions. The "push-pull" logic of these explanations closely reflects intuition, but has been shown to be inadequate and often just incorrect to understand real migration dynamics. Push-pull models are unable to explain migration as a social process because they usually just list a number of static factors that are obviously relevant to migration without explaining their functions and interactions or providing a structural explanation of the social processes influencing population movements (Skeldon, 2012).

This situation clarifies why the theoretical basis for this study was based on the functionalist and historical structural theories. Regarding the study, it provides justifications for why each element of the system has a specific function in order to increase the system's sustainability. However, it doesn't address how the services would be provided or what should be done when the government neglects its obligations, which influenced people to choose to emigrate in large numbers or individually in quest of a better life elsewhere. These theoretical insights explained why the social and economic benefits of migration are often distributed unequally among migrants and non-migrants. There is a general difficulty with functionalist migration theory: it has a reductionist tendency.

A number of important issues in Nigeria have made it necessary for a considerable number of people to leave the country, particularly professionals who could have made significant contributions to the socioeconomic development and expansion of the important sectors as well as the society at large. A number of issues, including as various forms of violence, government persecution, inequality, institutional cruelty, kidnapping, unreliable power supplies, irregular worker salary payments, and others, may have contributed to this population's mass migration.. It should be made clear that this type of free movement would emerge as a means of redress when the people of the country were experiencing such inconvenient conditions and were no longer satisfied with the kind of life they were leading—a situation in which the powerful in the government were growing stronger and suppressing the weaker ones among them at will. Instead of adhering to the cohesiveness of what a functional society would be, these people were searching for alternatives to improve their individual.

Complicity and Consequential Effects of Large-Scale Emigration on Nigerian Economy

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According to a study, the "Japa" tendency has caused Nigeria to lose a large number of talented workers to the labor markets of the United States, Canada, the Netherlands, and Australia. Approximately 11,854 Nigerian citizens were granted work visa clearance between December 2019 and June 2022, according to the UK government. Many professionals are immigrating to other nations in pursuit of greater prospects, especially doctors, bankers, academics, and technocrats. Nigerians grew by 303% from 3,918 in December 2019 to 15,772 in June 2022, making them the second-highest recipients in their respective countries (Enengedi, 2023). The enormous wealth of Nigeria's human resources is demonstrated by the fact that many skilled Nigerians are being hired by Western countries.

Skill Gaps in Organisations

Without a doubt, most organisations are experiencing a severe skills gap as a result of the present "Japa" trend. Great talents have continued to leave their home country of Nigeria, as was previously indicated in the previous paragraph above, as businesses are losing many of their top employees, who bring years of experience and training with them to their new nations. In many organisations, this creates a void that must be filled by fresher people, who might not have the same level of expertise as those who have departed. Stated differently, organisations must continually engage in retraining their workforce, which will undoubtedly impact their ability to realise profits.

Crippled Industrial Growth and the Vision of the Companies/Organisations

The phenomenon of emigration has hindered the growth of certain significant industries in Nigeria. We can picture the top doctors and technocrats going to Europe and America to further their careers, the top academics taking their knowledge with them, and the best technicians and technocrats leaving their own countries. This scenario affects all other economic sectors. The African Union’s Revised Policy Framework for Africa and Plan of Action (2018–2027) states that it is estimated that 70,000 skilled people depart the continent each year. Approximately 9000 medical professionals from Nigeria left the country for the US, UK, and Canada between 2016 and 2018, according to sources. Because there is a shortage of medical experts in the country, medical tourism costs the country between \$1.2 billion and \$1.6 billion annually (Enengedi, 2023).

Tax and Financial Losses to Other Countries

Over 15 million Nigerians reside overseas, according to Abike Dabiri-Erewa, chairman of the Nigeria Diaspora Commission (NIDCOM). Assuming half of the population is employed and of working age, Nigeria is losing out on 7.5 million potential tax contributions that could have bolstered its economy. There’s also the problem of paying astronomical amounts of money for both the British Council’s International English Language Testing System (IELTS) exams and visa costs for Nigerians who want to study abroad. The Central Bank of Nigeria (CBN) reports that between December 2021 and February 2022, Nigerians spent at least \$220.86 million for overseas schooling. Another report states that Nigerians spent \$11.6 billion (N5 trillion) on study abroad between 2019 and 2022. All of this money that were lost to other nations could have been useful if they had been used in Nigeria (Enengedi, 2023).

High Dollar Demand and the Naira’s Depreciation

The US dollar has become artificially scarce due to the growing number of Nigerians who need dollars for travel; as a result, one

must now exchange it for up to N700 on the black market. Rising dollar demand is putting a lot of pressure on the naira, and regrettably, the CBN's current tactics to prevent additional naira declines don't seem to be working. The worrying naira/dollar exchange rate has resulted in price increases for almost all imported goods in Nigeria. According to Enudi (2023), the Nigerian artificial market known as the "Black market or Aboki market" is where #760 is being swapped for \$1 USD on May 31, 2023. The exchange rate between the naira and the US dollar on May 30, 2023, opened at \$464.10 per dollar and finished at \$464.50 per \$US1 dollar, according to statistics provided on the official forex trading portal, FMDQ Security Exchange (<https://www.google.com>).

The "Japa" Syndrome's Optics

The positive impact of the "Japa" syndrome on the influx of remittances from the diaspora is something we should not undervalue. Nairametrics reports that during a six-month period in 2022, Nigerians received \$10.11 in remittances from the diaspora. The Central Bank of Nigeria (CBN) receives remittances from Nigerians residing overseas, which furnish it with the necessary funds to fulfill the unfulfilled foreign exchange requirements of the nation and safeguard the Naira against volatility. In developing countries, remittances from the diaspora rank among the most important sources of foreign currency and cash (Enengedi, 2023), and they have a big impact on the lives of those who receive them.

Recommendations

It is necessary to combat the "Japa" syndrome with a multipronged approach that considers the advantages and challenges of migration. These included expanding economic opportunities, promoting stability and security, and improving access to healthcare, education, and employment opportunities—all of which will, at the very least, contribute to slow down migration. Furthermore, the country's security architecture should be enhanced to provide enough security of life and property on a vast scale, as well as to raise wages and

salaries to prevent pointless worker strikes, rather than restricting the idea to the demands of political elites. Everyone has a legitimate claim to the country, and it is everyone’s responsibility to ensure the country’s future in every way. To control the “Japa” syndrome (emigration from the originating states), public and private sector organizations, as well as human resource practitioners in their respective roles, must adopt some management dynamics to retain the nation’s best talents and add value to the nation’s economy.

It should be noted that “Managers” need to keep pushing certain buttons in order to ensure that the welfare of the people in their companies is met, by figuring out how to ensure that their workers are satisfied and have good working circumstances (packages). All levels of government in the country are keeping up in this area. In order to halt the wave of mass resignations that lead to “Japa” syndrome, employers within organisational contexts must provide more welfare benefits, perform exit interviews, and create a regular feedback area. If at all feasible, the corporation should include “equity” in employee compensation as this will strengthen the employees’ sense of commitment to the business. The organisational settings’ output quality, productivity, and efficiency will all greatly improve as a result.

Conclusion

The study started with the introduction what large scale migration looks like and the factors that necessitated it; its implication in the Nigerian economy was however emphasised. Migration theory was cited to structure the discourse with a brief historical background on Nigeria’s and Africa migration in the early years. The paper nevertheless, emphasised a point of highlighting how more educated professionals are migrating from Nigeria to other countries – primarily the US, the UK, and Canada. Since many of these emigrants are graduates of government-sponsored Nigerian colleges, they carry years of training and skills with them to their new home countries. These exports of human capital have generated concerns about the resulting deprivation in many of Nigeria’s faltering sectors, particularly the financial services and health care industries. The

migration of middle-class, highly educated professionals from Nigeria to other countries is known as “brain drain.” This trend, which was formerly restricted to a few professions, has now become widely prominent across all professions as a result of the creation of many immigration schemes to cover worker gaps in industrialised countries. The paper therefore, recommended measures on how to treat the case of large scale migration in order to improve the economy of the nation.

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