

## Brain Drain in Nigeria: A Challenge to Human Capital Development

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### Abstract

The brain drain in Nigeria has been felt and discussed by Nigerian scholars in many different fora, data collected and displayed showed that it is a real problem in Nigeria and yet without possible and tangible solutions to arrest the dangerous trend. The government of federal republic of Nigeria has not seen it as a serious problem that will cause much harm on the human development of the nation in future. This dangerous trend is being embarked on by the skilled professional of Nigeria mostly from the ages of 25 years to 50 years of old. This is a big problem to the human capital development of the nation called Nigeria, though the problem is not peculiar to Nigeria as a country for this is seen mostly in the third world countries of the world. The developed countries of the world are not helping matters especially in African countries where they continued to entice these third world countries by under-developing these third countries of the world through superior technological advancement, superior economy and strategic political cultural system. The results of these tactics are slavery in reverse gear, continuous exporting of raw materials to developed nations, and perpetual under-development as is seen in Nigeria today. This paper investigates the brain drain in Nigeria using the change theory to establish the causes and effects of this continuous migration of skilled professionals from Nigeria to other countries of the world and its consequences to the growth of the nation. Multidimensional approach is used in this research for proper analysis of data collected. Recommendations were made on how to scuttle this menace of the brain drain in Nigeria for it is discovered that this brain drain syndrome has crippled the human capital development in Nigeria.

### Introduction

New global economies are emerging and many challenges have been associated with them like brain drain which is the common characteristic and heritage of this present age of globalization. Hence the emergence of globalized economy has been a key factor causing nations to lose some of their most and talented people to foreign countries or become jobless. According to Roudgar (2014) many talented young people are disillusioned with the socio-cultural, economic and political conditions they found themselves, especially when government policies are not good enough for well-being of people. Bad policies, of course is one of the most significant factors which have contributed to the issue of brain drain globally.

From another perspective, brain drain can be seen as natural phenomenon which takes place among all classes of living beings in search of better living conditions. This of course involves a movement which may be in form of migration or emigration from one's locality to another. Due to adverse conditions, animals also tend to move from one place to another where living conditions is better for them. This results in disappearance of some animals or living organisms in a particular place, the new place of settlement is now seen as having gained from this movement. This is to show that human environments undergo brain drain or brain gain in terms of movement of lower animals. Hence one keeps hearing of disappearance of species of animals or other living organisms in a place popularly known to have been their natural habitats.

With regard to human beings, this is daily occurrence, brain drain comes in different forms and patterns within one's locality and outside of one's locality. African countries have been in the fore-front of this migration to other continents of the world, after they have been forced to migrate to other continents of the world in the form of slave trade without their consent, but today with their consent they are being taking to these countries where they were rejected and were maltreated. This is why Mbefo (1996) regarded the migration of Africans, Nigeria inclusive to other continents of the world in any form as

slave trade in reverse gear. The first one involves being forced and manipulated while the second migration or neo-slave trade involves a will to be a slave in another country (without being forced). Hence Mbefo stated that:

Many Africans who stream into Europe and North America forget that they are willingly undertaking what their predecessors did unwillingly, namely, to be second-rate citizens used to service the dynamics of western industry and their economic, super-power status. Africans in Europe and America are satisfied to take jobs that the Whiteman would rather not do if given a choice, jobs that would normally be below the Africans' professional competence.... But they are spurred on by the consideration that whatever dollar or franc they gain will turn them into instant millionaires when converted into African currency. (p.69).

According to Rodney (2009), Africa continent has not recovered from the menace of pre-colonial trade in slaves, gold and other raw materials, which led to the foundation of the under-development of African countries till today. This necessitated again the dependence of African countries as of today to borrow and export their raw materials to other continents of the world. This is why Offiong (2001) noted that the cost of manufactured goods being imported is much higher than the prices paid for the raw material exports because of the valued added to it while bringing them back to African countries. This is why African countries encounter much debts instead of gaining from such international transactions, more still there are many losses and thefts like in Nigeria, in the case of exporting their crude oil, thousand barrels of crude oil are lost to theft on daily basis. So Offiong observed that:

To pay for these debts they have to produce and export more primary products. The consequence of the emphasis on export of primary products is that they are unable to feed themselves and it further inhibits development of economic diversity. (p. 203).

Due to the above problem, Nigeria became one of the countries in Africa with the highest number of her citizens migrating to other countries of the world with a smaller number of emigrants into Nigeria because of imbalance or inequality mistakenly being laid down in her transactions. All the sectors of Nigerian state experience this migration from health professionals, sports professionals, skilled laborers, religious men and women, academics, technology experts and able-bodied men and women. According to one of the reports by the African Poll Institute (2021) seven out of ten Nigerians are willing to leave the country for other countries of the world. This is noticed from the visa processing centers in Nigeria which are being crowded always. Sahara Reporters (2021) reported that the passport issuance rises by 38% in 2021 as young Nigerians relocate to United Kingdom, United States of America, Canada and other countries of the world. In 2020 and 2021 there were 767,164 and 1,059,607 passports issued respectively. Between these two years the Nigerian Immigration Service (NIS) issued around 2,081 and 2, 853 passports to Nigerians per 24 hours. Additional research by Sahara Reporters (2019) revealed that over 19,000 Nigerian skilled workers and Nigerians who got study visas relocated to UK and the number increased by 59,000 Nigerians in 2021. This number kept increasing yearly showing that something is fundamentally wrong in Nigeria as a country.

This shows that Nigeria has experienced large migration flows over the years, which is contrary in 1970s when Nigeria experienced oil boom which attracted foreigners, many companies, and the country saw more people coming than leaving, (Sasu, 2023). From 1980s the reverse became the case and seemed uncontrollable to Nigerian government due to multiple factors. Foreign students and academics, companies, investors started pulling out from Nigeria even till today. Other factors like insecurities, political instability, weak economy, poverty, and so on set in and retard the growth of Nigeria from all aspects. These factors of course accounts for the rooted corruptions and injustices ravaging the country which is defying any practical solutions. The negative effects of brain drain keeps manifesting every day in different forms and practices draining the country of viable and skilled men and women to other countries of the world. Efforts are made in this research to proffer practical solutions in remedying the problem being faced in Nigeria as regards to brain drain draining her of young skilled professionals and retarding human capital development.

### **Explaining the Many Faces of Brain Drain**

Generally, brain drain is a slang term which indicates a substantial movement either by emigration or migration of individuals from one place to another for various reasons. This movement in this case is always from developing countries of the world to already developed countries of the world. Watanabe (1969) and Sako (2002) expressed that brain drain represents the loss of highly skilled professionals from a source country to a recipient country. Migrants leave one country for another as a result of strong attractions associated with differentials in living conditions, opportunities for professional advancement, and the existence of an environment that is conducive to peace and security. Hence, for the developed countries of the world, it now becomes brain gain and brain drain for the developing countries of the world. This results in gaining more of professionals and skilled labourers for the developed countries while the source countries lose all their academics, professionals and skilled labourers, hence they are being drained of their human capital. But Watanabe (1969) went further to distinguish brain drain into three types firstly between developed countries, secondly from developing to developed countries, and thirdly between developing countries. Here Nigeria as a country finds itself in the last two types.

This human capital flight (brain drain) as already noted above involves the emigration or immigration of individuals who in one way or the other has received advanced trainings in one way or the other in different fields of life for years in their own country or locality. This is why it is seen as loss in one's country when they migrate to other countries of the world better than their own country because the countries concerned have spent their resources and times in educating and training of these individuals who now moves to another country. On the hand it becomes a gain to the country where the respective individuals migrated to, for they are reaping the resources which they did not sow or work for. This is why Sako (2002) argued strongly that:

The brain drain is largely a negative externality imposed on the source country; they say it amounts to a zero-sum game, with the developed recipient countries becoming richer at the expense of the source developing countries. Many policy makers have suggested that the international community should intervene by implementing strategies to support international transfers that would compensate the source countries. One example is to a plan that would levy a brain drain tax on recipient countries and distribute the revenues internationally through development projects. (p. 25).

One fact about brain drain or human capital flight is that developing countries of the world always lose a good substantial number of educated and professionals to the developed countries of the world. This migration of individuals is always caused by many factors which may take some years to be fixed in some countries. Another fact about brain drain according to Docquier (2014) is that there is always decrease in economic development which in contrary is always the main target of any nation of the world (development of human capital). For the fact that brain drain involves international transfer of human capital resources from developing countries, it is viewed as a serious constraint on the development of poor countries which its end is not yet known. Again, another known fact about brain drain is that many countries of the world intensify their efforts to attract and retain foreign skilled laborers, academics, foreign students, which increases the risk of brain drain from the source countries of the world. This is why one hears of African summits in different developed countries of the world, where they seem to be interested in the development of the source countries but it is a way of consolidating their master-slave relationship. These summits certainly are not done in any African countries even when they are done in Africa, it is still a way of retaining the services of the source countries to the receiving countries.

Generally, the continuous loss of skilled and experienced professionals is largely attributed to poor economic and political governance, socio-political instability, inappropriate economic policies and declining economic growth rate, poor infrastructures and weak institutions, repression of human rights, bad judicial system, and political violence. In Nigeria one will add quickly the tribal and religious violence and incessant kidnapping of citizens and constant borrowing. Not minding the above bad situation, this migration or movement automatically changes or affects the skill structure of the labour

force and fiscal policy of the countries concerned, which will certainly have other adverse effects, though there may be some benefits like remittances from expatriates and returnees but it is always more of loss to the developing countries.

In Nigeria, brain drain phenomenon is recently called or nicknamed *japa* (in Yoruba language which means run or to flee) which is the exodus of middle-class and highly skilled Nigerians to other countries of the world. This trend started in the late 1980s for some professionals but as of today it has become free for all with the introduction of visa programs and offer of lucrative jobs from various countries of the world for all skilled individuals. Hence, as of today in Nigeria migration or movement out of the country is in waves because both the skilled and unskilled migrate out of the country, some even without valid visas go through the sea or desert. This accounts for the great number of Nigerian refugees found in other countries of the world and some found dead in the seas and deserts while trying to escape or migrate from the Nigeria. This certainly was caused by politically and economically downturn of events in Nigeria from 1980s following the period of economic boon in the 1970s propelled by the discovery of oil wells in Nigeria (Asemota, 2019).

### **Theoretical Backgrounds of Brain Drain**

The brain drains which necessitated the wave of international migrations going on in the world today and which has become a global phenomenon has become a concern for most nations of the world especially the developing countries which are mostly the source countries. Some theoretical projections have been made as form of a background to the brain drain taking its toll in the source countries of the world. These theories are used to investigate the conditions which contribute to the cause of brain drain and its consequent implications on international migrations of professionals and loss of human capital. One of the theories is the change theory commonly referred to as push-pull theory, which was formulated by Lewin (1947) which states that behavioural intention is as a result of struggle between satisfaction and frustration in the social environment. This theory enumerates two factors that influence a situation which are forces (push factors) and helping (pull factors) that drive and lead movements towards a goal. Based on this, Miller (1976) commented that people's participation depends on the degree of agreement or disagreement between their needs, wants and perceived pain or pleasure in the social environment that influences the decision making concerning their situation at a particular moment. This theory (push factor) is seen as primary and fundamental cause of action people take when they face problems. Hence, they make decisions and as a consequence the pull factors lead them to react and respond to the situation in a new behaviour or sense (Baruch, (1995). These push factors exist in every human environment and it forces them to move away to another environment. These push factors come from one's home or one's country like Nigeria in the form of crisis, violence, poverty, insecurity, kidnapping, unemployment, corruption and so on. These (push)factors influence the individuals or people's decisions or attitudes towards their attraction to another destination or movement that will provide the needed support for life.

The second factor is pull factor which influences the people's action or attitude towards perceived attraction to another place. Hence, these factors led peoples' action in choosing why they will migrate to another place or host country. In Nigeria, some professionals, skilled labourers, academics migrate to different countries of the world like Canada, United States of America, United Kingdom and so on depending on their choice. In this case, the host countries provide for the migrants all the factors or conditions not found in their country of origin. This explains the wave of brain drain commonly going on in Nigeria which the Nigeria government is yet to solve or address. Some scholars disagreed with the above theories because it ignored some factors like economic policy in the host country which may not favour the immigrants and that may change with time, political power, racism, religious conflicts excessive taxation by the host country and so on. Alejandro and Adrienne (2013) again agreed that this theory cannot adequately explain the migration patterns of highly skilled immigrants and it is based on individualistic differentials of advantage by receiving countries.

According to the theory of reasoned action (TRA) by Fishbein and Ajzen (1975) beliefs, attitudes, intentions and behaviour form a causal chain, so that beliefs leads to attitudes, and attitudes in turn lead

to intentions and behaviour. It explains that people evaluate the social environment as satisfying, hopeless or frustrating and this affects whether one stays or migrates to another environment. It further alludes that the behavioural attitude or intention is caused by two factors: one's attitude and subjective norms (belief). Again, it explains the relationship between attitude and other variables. Here the concept of variables refers to behaviours that are consistently favourable or unfavourable to a person in an environment. In the theory of reasoned action, beliefs refer to person's evaluation of a place or an object in the context of what he/she expects from the object or the place. In summary it explains why people react differently or against any situation in an environment which leads to decision taking for migration or change of environment for better living, hence this is the reason behind most brain drain taking place in many parts of the world Nigeria inclusive.

Here it has to be noted that inadequate infrastructure is an important factor in Nigeria underdevelopment and poverty, despite the heavy investment in the past and much borrowings recently to cushion the effects of poverty and brain drain, services remain extraordinarily poor. This flow of migrations is as results of interests of corporations and institutions from the advanced countries of the world. These theories investigate why most young professionals in a source country who faced the same economic condition or the same modernization syndrome always migrate more than professionals who are already stable in their economic well-being. Though partly, relative deprivations account for the motivating force why the migration of young skilled professionals from their own country to other advanced countries of the world. So far it is noticed that theories of brain drain or professional migrations have concentrated on the departure of skilled workers but not on the likelihood of their return which takes place after some years of sojourn in the country of their choice.

### **Brain Drain and Its Effects in Nation Building**

Nigeria as a nation has been troubled from political instability, mono-economic problems, ethnic/tribal/religious wars and so on and this truncate and retard capital human development so terribly in Nigeria, hence most economists cajole the nation Nigeria as having defied all good economic policies which have been stipulated starting from the time of Okonjo Iwuala as minister of finance till date. These problems mentioned above have divided the country greatly before and after the civil war to the extent that it has gone down to other present crisis being experienced in Nigeria to the extent that brain drain syndrome is the only solution seen by the young people both the lettered and unlettered which will help them to survive the present situation. The effects of the brain drain again, have greatly and drastically threatened the unity of the country judging from the crisis being experienced on daily basis. This brain drain started with local migration from local inhabitants to major cities in Nigeria. This is seen immediately the civil war ended in Nigeria, there was a kind of zeal to rehabilitate from the effects of war especially among the south-east of Nigeria. This accounts for majority of South-Easterners migrating to other states of the federation to rebuild their entire life.

From the picture painted above, it can be seen that brain drain involves local and international migration of people. In the case of Nigeria, brain drain again can be of short term basis, for example when the political elites migrate to other European countries for medical check-ups, this is termed brain drain because the political elites or wealthy people are searching and consolidating for survival from the health point of view and paying heavily for the services rendered to the receiving country while brain drain in search of means of survival or economic stability involves working and gaining more funds for healthy living. Brain drain is the main cause of continuous structural decay that is going on in Nigeria because no professionals agreed to stay and work in Nigeria for so many reasons, hence the elites in the society travel outside Nigeria for medical check-up there by contributing to the economy of the host countries while at the same time those working outside Nigeria contribute to the economy of the host country.

Nation building involves the development of people and seeking the good of the people by the government, hence Offiong (2001) maintained that:

The primary task development seeks to accomplish is to eliminate poverty. Development is concerned with improving the well-being of people. Raising living

standards and improving education, health and equality of opportunity are among the essential components of economic development goal. Insuring political and civil rights is a broader development goal. Economic growth is an essential means for enhancing development. (p. 95).

But this is not the case in Nigeria, the opposite has been the current situation hence the high case of international migration. For in most African countries especially Nigeria, Rodney (2009) termed economic growth as growth without development. This means that goods and services of certain types are on the increase like crude oil, coffee, rubber but the profits go abroad and the economy becomes more and more dependent on foreign manufactured goods, so dependency, borrowing and underdevelopment continue going on from one administration to the next in Nigeria.

Economically, some of the push factors that have forced most skilled and professionals in Nigeria to move outside the shores of Nigeria include wage gap, job opportunity, low-level standard of life, corruption in most tiers of government, workforce policy, insecurity in all parts of the country, harsh economic policy, lack of infrastructures and inability to diversify the mono-economy (oil economy) and so on. Nigeria debt profile is high and this factor alone is causing the country the high taxation among her citizens. The infrastructural decay is much in school system, health-care system, no government official in Nigeria ever get adequate health care from Nigeria rather they all travel out when the need for such arises. Recently one of the deputy senate presidents from Nigeria in 2023 is being accused of organ harvesting, Olatunji (2023) reported that Ike Ekwerehadu and his wife along with their confederate in United Kingdom a practicing physician from Nigeria were convicted for organ harvesting in United Kingdom. This is due to decay in health-care sector and migration of medical personnel to other countries of the world, for Nigeria government has neglected this sector for many years.

The political dimension of brain drain in Nigeria shows that political instability and corruption among the political class is getting worse with each new administration in power. The recently conducted democratic general election in 2023 was highly marred with different kinds of malpractices, with court cases flying around which was an indication that the guide lines by the Independent National Electoral Commission (INEC) were not duly followed by the political class. This alone has caused much distrust among the citizens towards the ruling class. Hence most of the Nigerians believed that her country is irredeemable politically, even when technology is deployed for the general election for transparency and results transmitted electronically, it was still manipulated. This push factor increased the number of brain drain among the citizens of Nigeria because all hope was dashed by the electoral body. With this, Nigerians are envisaging that political institutions like judicial system will be highly compromised, and when these institutions are weak, politically the country in question is gone, that is the case of Nigeria as of today. At this point Docquier (2007) stated that the political climate of any nation has fundamental implications for mobility and this contributes to the rate of brain drain in any nation and that the political institutions which assure equality and stability remain the foundation for good governance. Unfortunately, these are not seen in Nigeria, hence brain drain is on the increase among her citizens.

Social-cultural dimension of brain drain has affected Nigeria and Africa as whole so much to the extent that Africans and other developing countries find Western culture and standards more attractive than traditional social and cultural structures (Morady, 2011). This is why the goods and services of the foreign countries are valued more than the goods and services made in home country like Nigeria. This has obstructed the development and employment in Nigeria badly that professionals seek job outside the walls of Nigeria. It is a common news today that Nigeria is regarded as poverty capital of the world. Likewise, in the area of sports, watching life football matches most Nigerians do not watch Nigerian league but concentrate more on Spanish league (La Liga), Italian league (Seria A) and of course English league. This is also seen in fashion and designing, watching movies and so on. The brain drain has really turned the country (Nigeria) against upholding her cultural value system.

The religious aspect is much baffling on how most pastors leave the shores of Nigeria to go outside Nigeria to preach because where they are going are better developed and they are well paid there as pastors hence pastors are moving in numbers to other parts of the world in order to preach the Word of God. Even when visa is denied to some Nigerians, they connive with church authorities to make sure that they travel out of the country for greener pasture. This is only confirming the words of Mbefo (2009) that slave trade is still going on Nigeria and Africa as whole in a reverse movement. Those who could not travel out of the country become pastor of their own to dupe people and practice all manner of things in the name of religion. Even the ritual killings going on in the country are as a result of some citizens who are trying to be like those who have already made it financially in another developed countries of the world. All these are showing that the bad effects of the brain drain phenomenon are increasing and spreading its tentacles daily.

The cultural gap and ethnic/tribal crisis or religious wars being witnessed today in Africa and Nigeria result in brain drain effect taking its toll in Nigeria. The brain drain or international migration is increasing because of ethnic crisis or religious war on Nigeria are not ending soon. Udoidem (1997) reported that:

The problem has been so unnerving that in 1987, worried about the consequences of continuous religious crisis, the federal government established a National Advisory Committee on Religious Affairs (NACRA) charged with the responsibility of seeking and recommending ways of harmonizing the religious-cultural interests and values with the aim of ending religious conflicts and ensuring a peaceful co-existence. But this has not in any way prevented the eruption of religious related crises. (p. 152).

As of today, this religious crisis has grown into kidnapping, herdsmen killing, unknown gunmen, banditry all these have increased the rate of brain drain in the country because all of them constituted the push factors in brain drain. The high rate of insecurity in Nigeria causes most countries of the world to tighten their immigration policy on the citizens of Nigeria. Hence Nigeria is treated like a low-class citizen in other countries of the world even among African countries. The Egyptian authorities in 2023 during the Sudanese face-off between their two generals which resulted in a war, virtually did not allow the Nigerian evacuees to be airlifted from their airport till the interventions from the presidents of the both countries. With this kind of the above situation, the human capital development remains a mirage.

### **Possible Solutions Toward Brain Drain Syndrome in Nigeria**

It is a very possible venture to stop the increasing wave of this brain drain syndrome and reverse the situation to a condition where by the foreigners will be coming back again into Nigeria and the Nigerian citizens will have no need to move outside the country in numbers for one reason or the other. In this case, the pull factors will be created or activated in Nigeria by the government of the day. Nigeria as the most populous black country in Africa and rich in oil deposits of different kinds will definitely surmount this situation when appropriate measures and policies are put in place and followed strictly to produce results.

It is a known fact that the problem of Nigeria as a country is the problem of right leadership and the process of electing good people in government. One of the presidential candidates in February 2023 election in Nigeria was known to have gone to court to challenge the process through which the president-elect emerged. Nigeria has not gotten there since she got her independence in 1960, it can be seen from the last general election which took place on 25<sup>th</sup> February 2023, in which foreign and local observers tagged the president elect as selected president elect for the presidential election. Also, the number of court litigations or lawsuits to presidential/governorship elections were indications of malpractices and not following the due process or electoral guide lines. When the right leadership is not gotten in a system, other institutions can never stand on its own and good policies can never be made nor implemented for good governance. So, there is need to get the right leaders in place who can move the country forward from all sectors. That is why Abubakar (1997) stated that:

Although Nigeria attained formal independence from British colonial rule, it has still been unable to establish a stable social and political order based on the principles of

popular democracy. The country's political history reveals an array of disillusion characterized by religious crises, corruption, lack of accountability and abuse of public office, cut-throat struggle for the monopoly of state power, marginalization of the disadvantaged cultural regional groups within the political process.... The cumulative effects of these maladies are that they have not only provided the bases for systemic political instability, but also retarded the prospect for rapid socio-economic development. (p. 69).

Hence one has to agree with Offodile (2016) that the way forward in these present political problems of Nigeria is to first craft an aggregate worldview, reflective of the opinions of all Nigerian ethnic groups. This will make it easy to work out an efficient political structure, devolving power in concrete terms to the federating units for quick development.

Governance is all about the good of the common people and for economic growth, but with the situation on ground concerning the security of life and properties in Nigeria, no foreign investors can come into Nigeria to invest. Rather within the last few years most foreign investors and international organizations left Nigeria in numbers for safety and because their capital is going down on account of insecurity. With this, exchange rate in Nigeria skyrocketed beyond control of the Central Bank of Nigeria (CBN). This is why Offiong (2001) agreed with the World bank that to contend the foundation for nation's growth there must be reduction in budget deficits, flexible exchange rate, controlling inflation, huge or minimal foreign investors and so on. Unfortunately, Nigeria as a nation lacks some of these pull factors that deters brain drain syndrome. With this situation, federal government of Nigeria in this new era of globalization inspired by technology, should queue in with other countries of the world in using technology to efficiently manage their insecurity. Otherwise it will be impossible to stop brain drain in Nigeria without negative consequences.

Eradication of poverty has to be priority for the leaders of any country. Nigeria as noted earlier is one of the capital poverties of the world because she ranks lowest on every social and economic indicator or indices. This is recently heightened by too much borrowings by the government of Nigeria even at the point of handing over to new elected government on 29th May 2023. The two models of poverty absolute and relative are seen in Nigeria. According to Offiong (2001) absolute poverty refers to the inability of people to maintain physical survival on a long-term basis while relative poverty is the situation of being economically deprived compared to some other particular groups (Bryjak and Soroka, 1992). People experience relative deprivation when they feel that their legitimate expectations are not met or blocked. This is one of the foundations of brain drain syndrome in Nigeria because most people are of the opinions that political elites take the wealth of Nigeria to themselves and for their future generations. Our leaders should embark on creation of wealth for her citizens and not hoarding it to themselves and future generations. Creation of wealth ensures sustainable development which will eliminate absolute poverty and this will give access to education, good jobs, good healthcare, life expectancy will rise, security of life and property. These in turn increase human capital developments. In Nigeria there is need to revamp all the industries, refineries, agriculture which was our main stay in economy before the discovery of oil, and power sector should be revived which helps in the growth of internally generated revenue (IGR) and the gross domestic product (GDP). Then enhancement of human skills especially towards the youths will increase productivity and competitiveness. This means that the education and research institutions are to be strengthened and funded in all annual budgets. The federal government will truly invest on micro businesses by offering loans to individuals and other companies. Through this way, reversing of Nigeria's brain drain syndrome will be possible because it will strengthen indigenous capacity in everything. Again, international bodies should pay more for the raw materials from the source countries to boost the of the developing countries.

### **Conclusion**

It is true that international migration is good but when there are no significant returns or coming back to invest in one's country that is where problems begin, it will cost a lot of loss in human capital development. For this is the key engine of any economy in the world. As already pointed out, Nigeria

needs as a matter of urgency to focus on strengthening her economic and infrastructural base to encourage long term development which are the main pull factors of brain drain syndrome. A survey of evidence concretely shows that Nigeria is far from sustainable development in the next couple of years for there is no good infrastructure, poor human development, poor education system, poor in information and communication technology (ICT) and so on. Nigeria economic policies in the last few years have badly dealt with human capital development especially the sudden change of naira notes and its scarcity for daily transactions coupled with debt servicing by the Nigeria government. The developed nations and some of the international financial bodies or institutions are not helping matters because they still colonize the developing countries through their different dealings and engagements, the master and servant relationships kept most developing countries to be dependent on these developed countries. It is possible that Nigeria can reach this stage of global brain gain when the foundations of pull factors are established and they are higher than the push factors. It is worthy of note that the movement of talented people is an individual behavioural intention as mentioned earlier in one of the theories of brain drain but there are internal factors that can fore-stall the brain drain syndrome in Nigeria and in other developing countries of the world.

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