



The Rising Migration in Nigeria: Causes, Effects and Pathways to Sustainable National Development

Mofoluwawo, E. O. Wahab, E. I., and Ogunniyi O. A.

Department of Social Studies and Civic Education, Emmanuel Alayande University of Education

Corresponding email: Oiubamiji38@gmail.com

Abstract

This study investigates the increasing migration in Nigeria, exploring its causes, effects, and potential solutions for sustainable national development. Many people especially the youths leave Nigeria for better opportunities abroad, and this mass migration of many talented and abled bodied people over the years has become a pressing concern. This paper reveals that economic instability, insecurity, and lack of opportunities are driving this trend. The effects include brain drain, reduced economic productivity, and increased dependency on foreign aids. To address this issue, the researchers propose strategies such as diversifying the economy, improving security, and investing in education and job creation. Also, policymakers must prioritize creating opportunities for young people and addressing the root causes of migration. By understanding the causes and effects of the increasing migration, Nigeria can develop targeted solutions to retain its talented professionals, promote sustainable development, and ensure a brighter future for its citizens. This study provides valuable insights for policymakers, researchers, and stakeholders seeking to address this critical issue and promote sustainable national development in Nigeria.

Keywords: Increasing migration, talented professionals, sustainable and national development

1. Introduction

Migration has existed since ancient times and is not a recent development. Migration is not an evil in itself and it is a part of life as people would of necessity want to move to different country despite having the best environment and conditions. In Nigeria, the phenomenon of brain drain is commonly referred to a Yoruba term that translates to "flee" or "run" (japa) (Nnoruga & Osigwe, 2023). The duo opined further that brain drain or run in Yoruba word is the exodus of youths or middle class and highly skilled Nigerians to other countries of the world. International migration is a form of geographic mobility involving permanent or semi-permanent change of usual residence and is rapidly on the increase worldwide. According to the report of the International Organization for Migration (2017), the global estimate of International migrations as at 2015 was 244 million, suggesting that about 3.3 percent of the world's population moved across international borders. In spite of the high global estimate of international migrants, more than 740 million people are internal migrants, which are far more than their counterparts who are involved in cross-border movements (IOM, 2017). This suggests that the global number of internal migrants is approximately three times greater than that of international migrants.

In the word of Ranjana (2015), migration has occurred throughout human history, beginning with the earliest

groups of people moving from East Africa to their current location in the cosmos. Because of how widespread migration is, both industrialized and developing nations view it as their top national security threat. When people migrate, either alone or in groups, it may be said that they are responding to a crisis that has economic, political, and socio-cultural components in order to survive. International migrants primarily aim to enter developed economies. Rohrmoser, (2008), submitted that colonial ties between Europeans and Africans had an impact on current global migratory movements. Also, the majority of economies in the universe experience external migration as a result of high unemployment rates, a lack of social amenities, poverty, economic crises, political instability, insecurity, low pay, and other undesirable factors. Youths in Nigeria have no choice but to emigrate because the labor market is unable to give them jobs.

The migration pattern in Nigeria from 2000 to 2022 has shown a predominantly negative trajectory. Human migration, driven by the availability of opportunities elsewhere that match one's area of knowledge, is one of the inevitable facts of life that has been occurring for centuries. However, Ogbu, (2019) observed that when the rate of emigration is higher than the rate of immigration in any country, it usually result into crisis. Such situations signal a declining state of the local economy in terms of overall gross domestic product or uneven distribution of resources among the populace. In the last two decades, Agbaje, et al (2024) asserted that the Nigerian economy has witnessed a great deal of external curiosity amidst her teeming youths and young

adults due to claims of inaccessible and insufficient opportunities at home.

The advancements in Information and Communication Technology (ICT) such as social media, access to information, and linkage with family and friends in the diaspora have the potential to ease and enhancing the reason why people view emigrate. The migration is also seen beyond the desire for a better life, many Nigeria are fleeing the country in response to the failure and corruption of the public institutions that should serve them. For some people, their decision to leave the country was sealed after the Lekki shooting in 2020, where peaceful demonstrations against police brutality led to several young protesters gunned down by the soldiers. Sasu (2023) observed that the future of the country is depended on the youth population who would build the country with their creative energies, innovations and capacities.

Fleeing or running from one's home or residence country to other parts of the world is a term describing the mass exodus of Nigerians and other Africans seeking greener pasture and better opportunities abroad. It is fueled by economic hardship, insecurity and lack of opportunities, leading to brain drain and other societal challenges, but also potentially fostering remittances and Diasporas contributions. Japa is coined from Yoruba language which is used to describe the massive exodus of Nigerian to other countries and search of greener pastures. The Japa slang has become so trending among Nigerians that evolved into a noun used to describe the exodus of Nigerian citizens from country (Enengedu, 2023, Okunade & Awosusi 2023). The Japa syndrome, characterized by a high rate of emigration, is not unique to Nigeria. It is a concept as the first wave of papers published on the issues date back to the late 1960s (Khalid & Urbanski, 2021). The causes identified include bad governance, unemployment, insecurity which has resulted into terrorism banditry, kidnapping for ransom, threat to life and properties (Olumoyo & Abiri, 2023). Other factors responsible for many Nigerians fleeing or running to other countries of the world according to Okunade & Awosusi, (2023) are poverty level, poor economic conditions, rising unemployment rate, the desire for greener pasture and to acquire international academic qualifications. In the same vein Okunade (2021a) opined avarice and deception as prominent elements that may also contribute to this motivation because many people believed that there is potential for earning greater salaries (in hard currencies) with little understanding of the cost and obligations in the nations of destination.

According to the United Nations Department of Economic and Social Affairs (UN DESA, 2020), 18 million Indians and 10 million Chinese were living outside their countries of origin. While there is no specific statistic on the number of Nigerians who opt for forced exodus versus those who genuinely migrate from the country, social interactions, workplace conversations, and prayers in religious centres serve as the only means to gauge the strong desire of youths and

young adults to leave Nigeria. Okunade and Awosusi (2023) report that Nigeria ranks third after India and China in study visas granted to the United Kingdom, representing a quantum increase from 8,384 in 2019 to 65,929 as of June 2022. Similarly, the rate at which these groups of people put up for sale properties such as land and buildings, vehicles, and businesses and the number of workplace resignations to successfully pursue their emigration plans is alarming. An important question to ask is: Why are Nigerians fleeing or what are Nigerians fleeing from? According to Adefusika (2010), the juxtaposition of the workings of the socio-economic environment between the home country and the targeted country causes an average Nigerian to consider the fleeing or running option.

The economic challenges facing Nigeria have been identified as a major factor prompting many citizens to seek opportunities abroad in order to sustain their livelihoods. In particular, the healthcare sector has experienced significant workforce migration due to issues such as unpaid salaries, frequent industrial actions, and inadequate infrastructure. It was also observed that there is a dislocation in our educational system. Many young Nigerians are now turning to Ghana in search of more stable educational opportunities. Migration is no longer limited to professionals in fields like medicine, education, law, and information technology; individuals from various backgrounds are also seeking better livelihoods abroad. In some cases, they resort to irregular migration routes, taking on jobs such as cleaning, driving taxis, manual labor, hairdressing, or vehicle repair. Alarmingly, some risk their lives by attempting dangerous journeys across the Sahara Desert or the Mediterranean Sea to reach Europe.

Many young Nigerians are now turning to Ghana in search of more stable educational opportunities. Migration is no longer limited to professionals in fields like medicine, education, law, and information technology; individuals from various backgrounds are also seeking better livelihoods abroad. In some cases, they resort to irregular migration routes, taking on jobs such as cleaning, driving taxis, manual labor, hairdressing, or vehicle repair. Alarmingly, some risk their lives by attempting dangerous journeys across the Sahara Desert or the Mediterranean Sea to reach Europe.

2. Causes of Increasing Migration in Nigeria

Several factors are responsible for increasing waves of migration to better countries with greener pastures. These following factors are some of the causes among others:

Dwindling Economy: Nigeria's stunted economic growth characterized by increasing unemployment problem as a result of limited economic opportunities, high poverty rates, inflation, and devaluation of naira, among others, push citizens away from their own local country to countries with improved economies high per capital income, employment opportunities, and technological advancement, among others in order to

look for greener pastures. The country's limited economic diversification and over-reliance on oil and gas coupled with corruption and mismanagement, have led to her limited economic growth.

Bad Governance: Bad governance has always been regarded as the root cause of migration of people (citizens) especially in Nigeria to countries abroad. Corruption, poor leadership and lack of accountability have led to a decline in trust in government and institutions. There is nothing of highest importance in the act of governance as the fact those governing have the trust of those being governed. And there is no way that such trust can be built up and maintained unless the leaders show themselves to be accountable to their subjects. According to Ogbozo (2018), accountability is tied up with transparency, and the twin virtues have the "social magic" of winning compliance, adherence and trust from the led. The regression in growth and development in Nigeria which have been largely found to be as a result of bad leadership make many Nigerians to seek opportunities abroad.

Poor standard of living: The low income per capital, coupled with high cost of living with inadequate health care and education are push factors making not conducive enough for citizens to continue staying in the country. More so, Nigeria's inadequate and poor infrastructure, including electricity, roads, water supply, among others, make lives so important to seek for better living conditions abroad.

Unemployment: Nigeria has witnessed a significant downturn in its economic performance since early (80s). This has seriously affected its ability to generate employment opportunities for its labour force. Unemployment is a critical social and economic challenge with far-reaching consequences, yet it is frequently overlooked in public discourse and policy implementation. Unemployment refers to a situation where a person who is actively looking for a job is unable to secure employment. It serves as a crucial measure of the overall economic well-being of a country. It has been observed that unemployment is one of the key causes of Japa syndrome. There are instances where artisans, after completing their training, lack the financial resources to establish their own businesses, leading many to consider the Japa option as an alternative for better prospects abroad.

Several factors contribute to unemployment, including economic recession, insecurity, poor governance, ineffective leadership, and widespread corruption, among others. Unemployment remains a significant challenge across developing countries, including Nigeria. According to Andow (2013), statistical data indicates that youth and service-sector workers account for approximately two-thirds of the unemployed population in these nations. Adewumi and Francis (2015) reported that unemployment is an indication of ineffectiveness of resources management, poor resources management which makes the state volatile with frequent social and political crises, brain-drain syndrome among others.

Security issues: another major cause for increasing migration is security issues ranging from banditry, kidnapping for ransom, terrorism, killing, maiming, and burning of properties among others. These challenges have been among the pressing issues confronting the nation over the past eight years. In a study on security matters and academic staff service delivery in southwest Nigerian universities, Olumoyo (2022) observed that the effect of terrorism to academic staff service delivery cannot be undermined, for instance attack of terrorist on April 29th 2012 at Bayero university Kano where 16 people were killed This creates fear among lecturers, discouraging them from participating in conferences and seminars beyond their immediate environments, which in turn hampers their effectiveness in research and community engagement. Trump (2010) opined that a place where there is security is a place of safety. Adegun (2012) asserted security as the assets of every culture, and it unavoidably exists with social, financial, educational, political, and improving development. Security issues frequently feature in both national and international media, highlighting their significance. Matters of security are critical, as they impact every aspect of human life and societal development. One can therefore conclude that from the above that high rate of unemployment is a major factor in the cause of mass emigration of Nigerians abroad

3. Empirical Review

The study of Okunade and Awosusi (2023) identifies endogenous and exogenous factors contributing to Japa syndrome in Nigeria. The argument suggests that Nigeria's current out-migration pattern is influenced by the UK's neoliberal structure and global trends rather than the country's unfavourable economic climate and security issues. They also argue that rapid out-migration is causing severe consequences for both nations and for Africa as a whole. More relevant in this case is that financing foreign education (the route by Nigerian emigrants) is heavily priced, taking thrice the amount charged to destination countries' nationals (Hillman, 2018). This financial burden can limit the ability of students from developing countries to participate in international collaborations and access cutting-edge research opportunities. The financial obligation usually stretches and stresses the emigrants' resources. In contrast, emigrants often travel with their immediate family members, especially infants, putting pressure on host national resources like housing, school funding, and social services.

Adegoke (2023) examined the role of social media in influencing the recent "Japa" migration trend in Nigeria. The study analyses the demographic data of new migrants, through which policymakers can tailor programs and services to better meet their specific needs. This can lead to more successful integration and overall well-being for this population in their new communities. In the study, it is expected that social media can help migrants stay connected with their families and communities back home, providing a sense of support and belonging during the transition. Also, social media can bolster emigrants' decision-making.

However, the Japa trend often disrupts the strong physical bonds rooted in African culture, particularly those that emphasize close family relationships and connections with loved ones. This separation can lead to feelings of isolation and disconnection, impacting the sense of community and support traditionally valued in African culture. It may also contribute to a sense of loss and longing for the closeness that is typically cherished within families. The study lacks evidence to suggest a direct influence of social media on the increasing migration decision trend among the interviewed cohort.

Olumoyo and Abiri (2023) examined the causes and consequences of the Japa phenomenon, as well as proposed strategies for achieving sustainable national development. The study highlighted rising insecurity, terrorism, kidnapping, banditry, academic disruptions, poor service conditions, and poor political leaders as key causes of migration ("Japa.") The consequences include brain drain, resulting in migration and a decline in investors' confidence and expertise in crucial economic sectors. To reduce this issue, recommendations include providing employment opportunities, enhancing infrastructure, fostering a conducive work environment, offering low-interest loans for entrepreneurship, and enhancing economic conditions to boost investor confidence.

Yusuf, Adewale, Jimoh, Ogunlana, and Eebo (2023) submitted that the drivers of migration ("Japa") are environmental and socioeconomic factors such that violence and insurgency in a major part of the country and economic hardship experienced by the citizens account for the highest influence. The study revealed a significant difference in the perceptions of migration ("Japa") among male and female youth regarding the factors contributing to the phenomenon. This corroborates the position of Afriyie et al. (2018) and Okunade & Awosusi (2023) that male is more interested in migration intention and "Japa" than their female counterparts. The factors identified in this study are common to other studies as being the reasons for "Japa" (Ogunode, Cletus & Christiana, 2024; Mpigi, 2023), which emphasizes the importance of adopting a comprehensive approach to effectively mitigate the issue. Olaniji (2023) amplifies the concern emanating from "Japa", which ranges from discrimination and racism to xenophobia, as experienced in South Africa by Nigerians. The serial destruction of lives and properties of the migrants are some of the aftermaths of "Japa." As of January 2024, new UK visa rules have been implemented, which restrict worker, health and care, family, and student visas (Vanguard Newspaper, December 6, 2023). These changes include higher fees, limitations on graduate programs, a ban on dependents, and an increase in wages of the category of workers who qualify for work permits. It is assumed that these changes will reduce the migration decisions of young people in the near future. However, recent restrictions and incidents indicate that the Japa phenomenon may not be socially beneficial for either the migrants or their home country.

4. Theoretical Review

4.1 Neo Classical Theory

The neo classical theory of migration generally consists of the micro and macro levels. Both levels of the neo classical approach place emphasis on economic factors and consider migration to be a response to logical economic considerations. Neo classical theory of migration focuses on cost-benefit calculation, which means that people migrate because they believe that the financial and psychological benefits of relocation outweigh the cost (Kurekova, 2011). The theory views countries as markets for the demand and supply of labour. Migration occurs due to disparity in the market conditions of the demand and supply for labour in different countries. Based on the premise of this theory, people will relocate from labour-rich countries with low demand and low wages to capital-rich destination countries with high demand. The core argument of this theory focuses on wages and considers migration to be a reaction to wage differentials in different countries. The neo classical theory recognizes that migration decisions are influenced by expected earnings rather than actual earnings and the probability of securing employment (Kurekova, 2011). However, according to Lee (1966), it is usually difficult to make informed decisions about destination countries because there is always a level of mystery and ignorance, as some information can only be obtained through the experience of living in the country

4.2 Pull- Push Theory

The push factors are the negative factors or challenges that a country faces, which influence migration, and the pull factors are positive factors, which are usually attributable to countries which attract citizens of other countries to come to them. Different researchers have identified various reasons under the push-pull theory that account for the decision to migrate. These reasons include: economic conditions, security issues, social status, and availability of resources and opportunities, living standard, employment opportunities, environmental and climatic stability, occupation and skills match, political stability, Factors such as crime rates, technological progress, educational opportunities, entrepreneurial aspirations, and the quality of the welfare system (Zanabazar, Kho, & Jigjiddorj, 2021; Khalid & Urbański, 2021). These push and pull factors are mirror images of each other and play the game theory of zero-sum, as the factors that propel an individual away from their country of origin are usually the same factors that attract them to the host country.

5. Effects of Migration on Nigeria Sustainable National Development

Many individuals caught up in the running or fleeing movement express a deep loss of faith in Nigeria, believing that the nation offers little to no prospects for their future. While many have chosen the education and employment opportunities abroad, others embark on extremely hazardous journeys, such as crossing the Mediterranean Sea. The belief, therefore, is that immigrating to other parts of the world would afford them better education, better career opportunities, better paying jobs, and of course, a safer and more secure

future for their children. They believe that such benefits are currently unclear or largely unattainable in Nigeria. Suffice it to stress that the emigration of qualified professionals has a far more damaging impact on Nigeria and sectors of the economy in particular.

I. Loss of Talents: Migration trend has seen Nigeria lose a lot of skilled workers to the labour markets of the United Kingdom, the United States, Canada, Netherlands and Australia and many other countries. A growing number of professionals including healthcare workers, bankers, academics, and technology experts are migrating abroad in search of better opportunities. A report by the government of the United Kingdom revealed that approval to Nigeria nationals for its worker visas increased by 11,854 between December 2019 and June 2022. The report indicates a 303% increase, rising from 3,918 in December 2019 to 15,722 in June, positioning Nigerians as the second-highest group of recipients. This surge highlights the vast human capital Nigeria possesses, as many Western nations continue to admit Nigerians in significant numbers as skilled professionals. According to (World Health Organization, (2024), Nigeria has lost approximately 40% of her healthcare workers since 2020, resulting in reduced service delivery and declining healthcare standards.

II. Skill Gaps in Organizations: The ongoing Japa trend is undoubtedly creating significant talent shortages across many organizations. As previously noted, highly skilled professionals are continuously migrating, resulting in companies losing some of their most experienced employees individuals who often take with them years of training and expertise. This departure creates a vacuum that must be filled by newer or less experienced staff. Consequently, organizations are frequently compelled to reinvest in training and capacity building to bridge the resulting skill gaps.

III. High Dollar Demand Depreciating the Naira: High Dollar Demand and Naira Depreciation: The increasing number of Nigerians seeking foreign currency for travel has significantly driven up demand for the U.S. dollar, leading to its scarcity and pushing exchange rates as high as ₦1543.74 per dollar in the parallel market (Forbes, 2025). This heightened demand has placed immense pressure on the naira, and so far, efforts by the Central Bank of Nigeria to stabilize the currency have proven ineffective. As a result, the widening gap in exchange rates has contributed to the rising cost of imported goods across the country.

IV. Resignation of workers without replacement: Most corporate workplaces now have mass resignations of employees who are not replaced, especially in the public sector, where there is a government embargo on employment. For example, the teaching hospital in Ile-Ife, Osun State, has recorded a tremendous exodus of doctors in the last eight years, leaving out the availability of some specialized services. This elongates the waiting time of patients who visit the hospital for treatment, some of whom may also not get attended to. However, doctors and nurses who leave under the guise of securing jobs end

up with jobs that are below their status and expectations. In a bid to upgrade and fit well into their desired status, they have to undergo rigorous training and career development programmes that take time and a huge amount of money. After the eventual completion of such training, securing a choice job is laced with an unending search and the concept of probability. The implication of all these efforts on age cannot be quantified.

V. Loss of Tax and Funds to other Nations: According to the Chairman of the Nigerians in Diaspora Commission (NIDCOM), Abike Dabiri-Erewa, an estimated 15 million Nigerians currently live abroad. Assuming that at least half of this population is of working age and gainfully employed, Nigeria is potentially forfeiting tax contributions from approximately 7.5 million individuals. Additionally, the economic impact extends beyond tax losses. A significant number of Nigerians spend large sums on visa applications and standardized tests such as the International English Language Testing System (IELTS), often required for studying abroad. The Central Bank of Nigeria (2023) reported that Nigerians spent over \$220.86 million on foreign education within just a three-month period—from December 2021 to February 2022. Another report revealed a total expenditure of \$11.6 billion (approximately ₦5 trillion) on foreign education between 2019 and 2022, highlighting a substantial outflow of national resources.

6. Conclusion

The widespread phenomenon of mass resignation in corporate workplaces, particularly exemplified by teaching Hospitals and Universities, has led to critical workforce shortages. The exodus of doctors and lecturers has not only compromised the availability of specialized services but also imposed significant challenges on the remaining staff, elongating patient waiting times and impacting the quality of education. Emigration decisions, often financed by parents' capital and high-interest loans, have significant repercussions on the broader community; leading to business struggles, layoffs, and decreased entrepreneurial success while increasing susceptibility.

The rising trend of increasing migration in Nigeria highlights a critical challenge that threatens the nation's human capital and long-term development. The findings of this study underscore that economic instability, insecurity, and lack of meaningful opportunities are the primary push factors compelling Nigerians especially the youth to seek better prospects abroad. The resultant brain drain hampers national productivity, reduces innovation, and increases reliance on foreign aid. To mitigate these consequences, urgent action is required. Strategic investments in job creation, security, education, and economic diversification are essential. Furthermore, responsive governance and inclusive policy-making must focus on addressing the socio-economic conditions that fuel emigration. If Nigeria is to achieve sustainable national development, it must prioritize the retention and empowerment of its citizens. Only through a coordinated and inclusive approach can

the nation curb the increasing migration and build a resilient and prosperous society for future generations.

7. Suggestions

The following suggestions are hereby made for this study among others:

Government at different levels should encourage entrepreneurial activities which are believed to be the remote cause of unemployment problem in Nigeria and thus, leading to the rising migration of Nigerians to other parts of the world. The government can make policies and create programmes which are entrepreneurship friendly. The government should also improve the country's infrastructure such as electricity, roads and water supply. The power sector should be heavily invested in to end the looming energy crisis in Nigeria and encourage entrepreneurial activities. This will make the country more attractive to businesses and investors, thereby improving the employment rate in the country, and in turn improving the people's standard of living.

The insecurity problem should be seriously addressed. The government should ensure the safety and security of her citizens in order to reduce the push factors making Nigerians to migrate. Nigeria should be made more desirable to live and work for the people. In order to reduce the rate at which people leave the country in the name of receiving better health care and quality education, the government should invest in quality education and better health care of her people. Provision of improved education and health care go a long way in making people stay and thrive in their home country. Good governance which is an ingredient of nation building can help to restore the lost trust in governance and encourage citizens to stay in their country. Politics should be sanitized in Nigeria to make her people have interest in the politic of their home country. Nigerian political leaders should be accountable to the people and inclusive governance should be run in the country. With this people are happy to stay and relax in their home country.

References

- Adefusika, J. (2010). Understanding the Brain-Drain in the African Diaspora: *Focusing on Nigeria*. Senior Honors Projects.
- Adegoke, D. (2023). "Japa": An exploratory study of the roles of social media in an out-migration trend in Nigeria. *Social Media + Society*, 9(4), 1–11. Retrieved
- Adegun, O.A. (2012). Security Matters and Quality Assurance in Nigerian Educational System in Revitalizing Nigerian Education in Digital Age (Ed). Nowakowski P. T. USA 1-11
- Afriyie, K., Ganle, J. K., & Santos, E. (2018). 'The floods came and we lost everything': Weather extremes and households' asset vulnerability and adaptation in rural Ghana. *Climate and Development*, 10(3), 259–274.
- Agbaje, Y. T. (2024). The Japa syndrome of human capital and its socio- economic implications on Nigerians. *International Journal of Humanities and Social Studies*, vol. 12, issue 5, 37 -44
- Andow, (2013): Influence of Entrepreneurship Development on Employment Reduction in Challenges." Society, National Geographic.
- Forbes Advisor, (2025). USD to NGN: Convert United States dollar to Nigerian naira. Forbes Advisor. Retrieved June 29, 2025, from <https://www.forbes.com/advisor/money-transfer/currency-converter/usd-ngn/>
- Hillman, N. (2018). Differential tuition fees: Horses for courses? *HEPI Report 104*. Higher Education Policy Institute. <https://doi.org/10.37745/ijdes.13/vol11n58795>
- Khalid, B., & Urbański, M. (2021). Approaches to understanding migration: A multi-country analysis of the push and pull migration trend. *Economics & Sociology*, 14(4), 242–267.
- Kurekova, L. (2011). Theories of migration: Conceptual review and empirical testing in the context of the EU East- West flows. In *Interdisciplinary Conference on Migration. Economic Change, Social Challenge*, University College London, 6–9 April, 2011. <http://www.miglib.org>
- Lee, E. S. (1966). A theory of migration. *Demography*, 3, 47–57. <https://doi.org/10.2307/2060063>
- Mpigi, G. M. (2023). The implications of the Japa syndrome on the church in Nigeria. *Trinitarian: International Journal of Arts and Humanities*, 2(1), 25-76.
- Ogbozo, C. N. (2018). Good governance requires a metaphysics of the good: Platonic - Aristotelian Insights. In I. Obiora and C. Oniyia (Eds.), *Ethics in Higher Education: Foundation of Sustainable Development*. Geneva Globetyhics.net, education ethics series.
- Ogbu, E. (2019). Migration and the philosophy of brain drain in Nigeria. *Journal of African Studies and Sustainable Development*, 2(4), 44–60.
- Ogunode, N. J., Cletus, N. A., & Christiana, U. (2024). 'Japa' syndrome in Nigerian tertiary institutions. *Excellencia: International Journal of Education*, 2(1) 216-228
- Okunade, S. K. (2021a). Irregular emigration of Nigerian youths: An exploration of core drivers from the perspective and experiences of returnee migrants. In Moyo, I., Laine, J. P., & Nshimbi, C. C. (Eds.), *Intra-Africa migrations: Reimagining borders and migration management* (pp. 50–69). Routledge.
- Okunade, S. K., & Awosusi, O. E. (2023). The Japa syndrome and the migration of Nigerians to the United Kingdom: An empirical analysis. *Comparative Migration Studies*, 11(1), 27. <https://doi.org/10.1186/s40878-023-00351-2>
- Olaniji, E. O. (2023). 'Japa' syndrome and Nigerians respective within xenophobia space. *Bush Wealth Academic Journal*. Retrieved from: <https://www.bwjjournal.org/index.php/bsjournal/article/view/1502>
- Olumoyo, A. E., & Abiri, O. C. (2023). 'Japa' syndrome: Causes, effects and solutions for sustainable national development.

- International Journal of Development and Economic Sustainability*, 11(5), 87–95.
- Olumoyo, A.E (2022). Security Matters and Academic Staff Service Security Matters and Quality Assurance in Nigerian Educational System. Unpublished Ph.D Thesis. Ekiti State University, Ado-Ekiti.
- Ranjana, D. (2015) "Human trafficking: A study exploring its causes, current efforts and challenges. A thesis submitted for the partial fulfilment of Master's Degree in Development Studies. Department of Humanities and Social Sciences, National Institute of Technology Rourkela- 769008.odisha, India May, 2015.
- Rohrmoser F, (2008). Migration at the Southern borders of the European Union: "The EUs Migration Policy Towards the Mediterranean and the case of Spain". 26-27.
- Trump K. (2010). *Education department redefines safety*. Retrieved on April 26 2025 from <http://www.schoolsecurityblog.com/2010/8/ec>
- UN DESA. (2020). *International migration 2020*. New York: United Nations Publication. Nwaeze, G. (2024). Japa syndrome and the national economy. Available at SSRN: Union: "The EUs Migration Policy."
- Unoruga, U. N. & Osigwe, C.N. (2023). Effects of Brain Drain in Nation buiding: The Nigeria experience. *Journal of American Studies and Sustainable Development*, 6(4), 84-96
- World Health Organization (WHO), (2024). "Global Health Workforce Crisis; Nigeria in Focus". WHO Global Report on Migration.
- Yusuf, F. A., Adewale, P. S., Jimoh, M., Ogunlana, R. E., & Eebo, T. O. (2023). Japa syndrome: Environmental and socio-economic factors as drivers of mass emigration of Nigerian youths. *Journal of Education in Black Sea Region*, 9(1), 53–60.
- Zanabazar, A., Kho, N. S., & Jigjiddorj, S. (2021). The push and pull factors affecting the migration of Mongolians to the Republic of South Korea. In *SHS Web of Conferences* (Vol. 90, p. 01023). EDP Sciences.