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The Japa Syndrome of Human Capital And Its Socio-economic Implications on Nigerians

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Abstract:

This study investigates Japa Syndrome of human capital and its subsequent socio-economic implications on Nigerians. The study utilized a descriptive research design, utilizing primary data sources through one-to-one interviews and focus group methods, with a total of 10 participants. The findings revealed that the predominant motive for individuals migrating is educational pursuit, but contrary to expectations, this fervent engagement does not yield the anticipated financial benefits. The resulting vacuum in the emigrants' previous employment places strains on the remaining employees, disrupting work-life balance. The study dispels the misconception that foreign lands offer abundant opportunities, highlighting the intense competition faced by migrants. Tragically, parents who guarantee loan sources for their emigrant children may pass away with outstanding loans, as reaching the absent offspring becomes a challenge. Additionally, married individuals seeking a better standard of living abroad inadvertently contribute to socio-economic crises, placing the responsibility of raising children solely on one parent. The study recommends restricting frenzied migration to youths without existing job commitments, unmarried status, and robust family support. The risks associated with current exploitative trends outweigh the benefits, emphasizing the need for careful consideration and genuine professional invitations before embarking on such journeys.

Keywords: Frenzic exodus, Japa, emigration, human capital and socio-economic

1. Introduction

The migration pattern in Nigeria between 2000 and 2021 has been negatively skewed (Sasu, 2023). Human migration, driven by the availability of opportunities elsewhere that match one's area of expertise, is one of the inescapable facts of life that has been occurring for centuries. All things being equal, people always emigrate, and immigration usually takes place; overall, the summation of leavers will always result in zero sum with the incoming. However, a country has a crisis on its hands when the rate of emigration is higher than the rate of immigration (Ogbu, 2019). Such a situation signals a declining state of the local economy, either in terms of overall gross domestic product (GDP) or uneven distribution of resources among the populace. The Nigerian economy has, in the last two decades, portended a great deal of external curiosity amidst her teeming youths and young adults due to claims of inaccessible and insufficient opportunities at home. This period has also witnessed a season with the unprecedented exit of many foreign businesses, e.g., GlaxoSmithKline and Procter and Gamble (Punch Newspaper, December 7, 2023), leading to job losses and an increasing rate of unemployment. Despite this situation, with advancements in information and communications technology (ICT) such as social media, as argued by Adegoke (2023), access to information, as well as linkage with family and friends in the diaspora, have the potential to ease, thus enhancing the reason why people now emigrate.

In the past, emigration was primarily based on job offers from inviting countries with opportunities that took care of all the travel procedures, such as visa issuance, air tickets, and accommodation, for an easy transition from the home country to the destination country. With this consideration, the age and stage of the life cycle of the intended immigrant also play a dominant role because of formative tendencies. On the other hand, the stage of life without reference to formative tendencies and the potential challenge of assimilating into a new environment has been overlooked in the current analysis of emigration. However, increasing human needs and wants in a constant or decreasing resource environment with poor management has put a strain on the relationship between available opportunities and supply as it relates to human capital. This strain has led to competition for limited resources, resulting in challenges such as unemployment and underemployment. Addressing these issues requires effective policies to ensure a balance between

supply and demand in the human capital market. This scenario has led to an unending quest for emigration (popularly called "Japa") by youth and early adults due to the seemingly poor management of the Nigerian economy that has added to the decline in economic opportunities.

The Japa Syndrome, coined from the Yoruba word 'Japa', basically means to flee permanently. Yoruba is the dominant tribe in the southwest geopolitical zone of Nigeria. They are the most cosmopolitan region and tribe in the country, and they lead in terms of educational attainment and exposure to Western culture. This Japa slang has become so trending among Nigerians that it has evolved into a noun used to describe the exodus of Nigerian citizens from the country (Enengedi, 2023; Okunade & Awosusi, 2023). The Japa syndrome, which is a high rate of emigration, is not a concept limited to Nigeria alone, and neither is it a novel concept as the first wave of papers published on the issue dates back to the late 1960s (Khalid & Urbański, 2021; Docquier & Rapoport, 2012).

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 country 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 Japa option.

The objective of this study is to explore the Japa syndrome of human capital and its socio-economic implications on Nigerians. The significance of this study lies in its ability to shed light on the impact of Japa on Nigerians. Providing policymakers with a current understanding of the situation empowers them to tailor interventions and programs to address the repercussions on affected sectors and steer youth away from migration tendencies. The Japa syndrome is a trending and evolving issue in Nigeria that affects various spheres, ranging from corporate to informal sectors of the economy. Further research evidence will provide additional insights into its effects and impacts on the society.

2. Literature Review

2.1. Concept of "JAPA"

Migration is the temporary or permanent change of residence of people from one place to another. It consists of two different types: internal and international migration. Internal migration is the relocation of people from one place to another within the same country. International migration, on the other hand, also known as external migration, is the movement of people from their country of origin or country of birth to another destination country to become permanent residents (Khalid & Urbański, 2021). The study focuses on international migration as it gives the closest reflection of Japa in academia. Olumoyo and Abiri (2023) affirm that "Japa" is to flee or escape to other countries in search of greener pastures. Okunade and Awosusi (2023) conceptualize the term as "self-exportation." Professor Toyin Falola once added his voice when he described it as being freed from the unpalatable circumstances the youths are confronting in their country (Premium Times, September 2, 2022).

Studies identify a few factors, such as poor leadership and governance, threats to life and properties, and joblessness, that could be responsible for this migration (Olumoyo & Abiri, 2023). There are other specific reasons identified in past studies that are responsible for "Japa", among which are an increase in poverty level, poor economic conditions, rising unemployment rate, the desire for a greener pasture, and to acquire international academic qualifications (Okunade & Awosusi (2023). In contrast, Okunade (2021a) highlights avarice and deception as prominent elements that may also contribute to this motivation; typically, people believe there is potential for earning greater salaries (in hard currencies) with little understanding of the costs and obligations in the nations of destination.

2.2. Empirical Review

According to Afriyie et al. (2018) and Abu et al. (2014) in Borderon et al. (2018), young and middle-aged persons have higher intention and propensity to migrate, with the proportion of males being in the lead. Essentially, men are more prone than women to migrate (Okunade & Awosusi, 2023) in reaction to economic pressure, probably as a result of African culture putting the onus of household responsibilities, such as paying bills, on men. Several studies point out that the nature of the environmental event determines the migration decision (Koubi et al., 2016). The effects of the nature of the environmental stressor on migration decisions are in both directions. Koubi et al.'s (2016) study reveals that sudden-onset events tend to increase the likelihood of migration, whereas long-term, gradual environmental events are unlikely to lead to migration. The empirical evidence further shows that individuals prefer to stay and try to adapt to environmental problems instead of pursuing the more uncertain and costly option of migration when facing long-term environmental shocks. Maybe a sharp fall in the educated youth's standard of living and a rapid collapse in employment chances set them on the path to believing that moving abroad is their only option.

Nwaeze (2024) highlights the effect of 'Japa', which constitutes a brain drain in the healthcare, education and petroleum sectors. However, the economic cost of this exit has an untold effect on the nation's economy in terms of loss of knowledge, skills and experiences of the human capital. Adegoke (2023) raises concern that most of the emigrants are

youth with an average age of 32.5, indicating national strength and energy that should have helped contribute to their own country's productivity and national development. Regrettably, the resultant effect of Japa is gradually surfacing in other areas of emigrant family members' lives, particularly those that are left at home.

The study of Okunade and Awosusi (2023) identifies endogamous and exogamous factors contributing to Japa syndrome in Nigeria. The argument suggests that Nigeria's current out-migration pattern is influenced by the UK's neo-liberal 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's (2023) research tries to explore the functions of social media in Nigeria's recent "Japa" migration trend. 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 likely physical connection embedded in African culture, which emphasizes family ties, is cut off in this Japa regime, especially 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 "Japa" migration decision trend among the interviewed cohort.

Olumoyo and Abiri's (2023) research work focuses on the causes and effects of "Japa" and solutions for sustainable national development. The study highlights rising insecurity, terrorism, kidnapping, banditry, academic disruptions, poor service conditions, and poor political leaders as key causes of "Japa." The consequences include brain drain, resulting in migration and a decline in investors' confidence and expertise in crucial economic sectors. To mitigate 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) contend that the drivers of "Japa" are environmental and socio-economic 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 reveals a significant difference in the perceptions of "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 research works as being the reasons for "Japa" (Ogunode, Cletus & Christiana, 2024; Mpigi, 2023). Resonating the need to address it with a holistic approach to ameliorate its socio-economic effect.

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, the attack and new rules suggest that "Japa" is not socio-friendly to both the emigrants and their country of origin.

From the foregoing, it is evident that there is little consideration of the socio-economic implications of "Japa" on Nigerians back home. In this regard, the implications for the corporate and informal sectors, as well as emigrants and emigrants' family members back home, are accounted for in this study. Hence, this effort contributes to the body of knowledge in the area of human capital mobility and the attendant challenges posed to businesses and households. This is the study gap being filled.

2.3. Theoretical Review

2.3.1. Push-Pull Theory

The push-pull migration theory, which is attributed to Everett Lee, is a model which explains the dynamics behind migration. The push-pull theory was not specifically mentioned in Lee's paper in 1966; the paper, however, provided insights into the drivers and rationale of migration that are fundamental to the push-pull migration theory. The push-pull migration theory considers migration to be the result of two forces that work in opposite directions: push and pull. The socio-economic environment of a country comprises factors that attract people to it and factors that repel people from it (Lee, 1966). The push factors, which are factors associated with the area of origin, are variables that cause dissatisfaction and induce people to relocate from their home country. The pull factors are associated with the destination country; they

are positive attributes of a foreign country that attract and encourage people to emigrate. For people to migrate internationally, the push and pull factors must be present (Zanabazar, Kho & Jigjiddorj, 2021).

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, availability of resources and opportunities, living standard, employment opportunities, environmental and climatic stability, occupation and skills match, political stability, crime rate, technological advancements, education, entrepreneurial intentions, and 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 (Kournikova, 2011).

2.3.2. Neoclassical Theory

The neoclassical theory of migration generally consists of the micro and macro levels. Both levels of the neoclassical approach place emphasis on economic factors and consider migration to be a response to logical economic considerations. Neoclassical 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 neoclassical 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.

2.4. Nigerians and International Migration

The prospect of higher wages influences migration decisions because, according to the neoclassical theory, people move to countries where they can earn remuneration for their labour supply. Nigerians make relocation decisions based on an idealized perception of their destination country. 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. According to the National Bureau of Statistics (2020), the youth unemployment rate reached an all-time high of 53.4 percent. Therefore, with the increasing population of Nigerian citizens, high youth unemployment rate, and limited job opportunities, labour is considered surplus and wages are automatically priced low because the labour supply is more than the demand. Therefore, it is expected for a Nigerian to assume that foreign job opportunities and the potential of higher earnings as an incentive to migrate. Although, with the record of the National Bureau of Statistics on youth unemployment rate put at an average of 24.28 percent from 2014 to 2023, the exodus of its citizens should be seen as a blessing in disguise, especially in light of the record from National Bureau of Statistics indicating a decrease in the youth unemployment rate from 8.3 percent in the fourth quarter of 2022 to 6.9 percent in the first quarter of 2023.

2.5. Effect of the JAPA Syndrome on Human Capital

With the mass exodus of Nigerians in the last decade, most corporate workplaces have noticed a tremendous vacuum in their human resource profile. The commonest places where this was easily observed are in banking halls, hospitals, and within the university environment. The Guardian Newspaper of October 5, 2023, has it as a caption that crisis looms in varsities over the mass exodus of lecturers. The reports revealed that about 50% of lecturers have resigned from various universities, while others who have yet to resign are also warming up. Apart from the acute shortage of staff in universities, the quality of teaching will also be impacted.

3. Methodology

The study utilized a descriptive research design, utilizing primary data sources through one-to-one interviews and focus group methods, with a total of 10 participants. The participants consist of the following individuals:

- Parents who have children abroad or whose children attempted travelling in the past but were unsuccessful,
- Youths who have siblings who had successfully emigrated and those who have tried but are unsuccessful were also considered.

Equally, employees in the marketing departments of some commercial banks were interviewed during the study period. Working youths who have a good understanding of friends' and colleagues' travel histories are included in the study. Lastly, some officials of teaching hospitals in southwestern Nigeria also offered data for the study. In sum, data for this study were from primary sources. The demographic characteristics of the respondents range from old to young adults with average age brackets of 62 and 35 years, respectively. Seven people were captured in the focus group, while only three individuals were willingly obliged to participate in the interview. The duration of the exercise was six weeks, from mid-January to the end of February 2024.

4. Results and Discussions

4.1. *Effect on Emigrant Students*

Emigration itself is not a problem, but the basis for emigration or the rationale of any intending emigrant's plans is of paramount importance to this study. A peep into the human life cycle will reveal that schooling and career development are optimum until the mid-20s. However, most of the observed emigrants in the last one decade processed their exit using education as a basis. Most of the emigrants discussed in this study left on self-sponsorship opportunities, leaving them with the option of capital flight from their home country to the targeted country. It is a frenzy syndrome and not economically rational to see someone in his 40s who already has a family seeking to emigrate on the basis of education. Even if education is vigorously pursued and achieved, available opportunities in the host country after graduation will, in most cases, be age-constrained.

The cost of acquiring a university degree is not an easy hurdle to cross in their targeted countries; payments were made in US dollars or pounds. The school fee is usually thrice the nationals (Hillman, 2018). While most of them during the planning stage believed that they would combine their studies with unlimited work hours, situations turned contrary to their expectation owing to the good record keeping and control mechanisms put in place by their host nation; a situation that hopes to put a balance between work and their career. In most cases, the wage realized from such work opportunities is barely able to sustain the student's miscellaneous upkeep, so it is needless to send some of the proceeds to their dependents in their home country. Within the little opportunity for those who are fortunate after schooling are problems of social belongingness generally alleged to be racism. Every human being will embrace his/her like (a situation where whites prefer to be attended to by whites and blacks prefer to be attended to by blacks) at the expense of his/her non-alike. Put all these indicators together, some emigrants consider the option of returning to their home country when they are faced with situations that they cannot cope with. Others see such return home as a shame due to hanging bills not yet paid and possibly the state of penury that family members live, and instead, live their life in nonfulfillment in the foreign land till death.

4.2. *Effects on Corporate Sector at Home*

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.

Equally, at the Obafemi Awolowo University, Ile-Ife, a significant number of lecturers have resigned without replacement. This has a toll on the quality of delivery in teaching and knowledge dissemination responsibilities of the remaining staff because, in addition to his/her area of expertise, a lecturer might be deployed to add to his/her responsibility due to the vacuum created by others' resignations. This situation leaves most courses' curricula not fully covered at the end of the semester because each scholar has a carrying capacity beyond which they cannot cope. In addition to the problem of the frenzic exodus by the resigning staff, there are other categories of academic staff who were given study leave to pursue careers in foreign countries as a result of scholarship opportunities or those who left on self-sponsorship and never returned after completion of their study. The implication on the socio-economic situation is the production of graduates without the requisite knowledge base.

A lecturer who prefers anonymity explained that when he was recruited in 2012, he was not missing any lecture, and at the same time, he used to administer continuous assessments on almost all topics that he taught in the curriculum to ensure optimum comprehension by students. He also added that he personally assessed his students' booklets to determine their performance. According to him, he does not have the stamina to do the same owing to loads of responsibilities due to the vacuum created by colleagues who have already resigned.

A staff of one of the deposit money banks in Nigeria who sold his house and cars before relocation later returned to Nigeria within three months. He explained that the period he stayed in the UK was below his imagination. First, to his surprise, the accommodation was too small for his comfort, and he had a highly expensive monthly rent of up to three years for a duplex at home in Nigeria. The basis for his return was that he had no hope of getting any job that would place him on the status and rank he left at home. Within the available job offers for him, he claimed not to be able to cope because such offers were too ridiculous for him to accept. He informed us that he had yet to drop a letter of resignation when he left Nigeria. His luck was that he applied for all outstanding leaves he was entitled to. The leave period was sufficient for the period he stayed when he resumed the frenzic exodus journey. When asked what he intends to do concerning the house and cars that he already sold, he explained that it would not be difficult for him to rebuild what was lost by way of previous sell-offs.

In banks, most personnel cubicles for tellers are found empty due to resignations that have not been replaced. The implication is that waiting time is elongated for any customer needing personnel delivery services. Frustrations due to excess workloads. It has also led some remaining employees to perpetrate fraud and abscond from duty. In all of the cases

of resignations without replacements, as in current-day Nigeria, the implications on the work-life balance of the remaining employees are affected, leading to flaws in most areas of operations and job dissatisfaction.

4.3. *Effects on Informal Sector*

Informal businesses' capital base has been reduced due to parents investing heavily and borrowing from high-interest loans on their child's relocation decision. The hope was that the child would send money home to support the family in restarting and improving their financial situation and repaying high-interest loans. However, with no money sent by the child in question despite expectations, the businesses struggling to revive eventually collapse. Some parents, after spending heavily on their child's relocation plans, end up being denied a travel visa or being defrauded by false travel agents. This effectively puts a formerly successful business out of operations, forcing the employees and artisans who depend on it to lose their jobs. Some entrepreneurs who struggled to continue operations live like a ghost of their old selves. This they do by operating within one shop in a room-size location - a once-thriving business with chains of attendants to serve customers. This is because their scale of operation has been drastically reduced, leaving many people wondering what could have gone wrong and insinuating that the business has been duped, the use of business assets for gambling and many other anti-cultural and/or unethical behavioural conclusions.

In almost all cases, those who successfully travelled have siblings who are still in the growth and formative stage of life. The exodus of one child affects the life of all the remaining children as they are denied the resources needed to model their life to maturity and adulthood, having pooled all family funds to finance the emigrant child. The hopes and expectations of the family back home are dashed when the emigrant child is also struggling to establish an economic footing in his/her new location. As time passes, the siblings at home become miscreants; the male turns on most anti-social behaviour, such as investing time in internet fraud, popularly called yahoo-yahoo, as a means of survival or kidnapping, as it is now rampant in Nigeria. The female siblings either become prostitutes, harlots, or "hookup" girls, to name a few. The consequence for some girls might even be to start family life prematurely, with eventual progression to single motherhood at an early stage of life. The multiplier effect is to plunge the entire life of the family into a recession.

4.4. *Effects on the Emigrant Person and Their Relatives*

Contrary to the belief of most of the frenzy-laden emigrants, each economy the world over has its operational mechanism. Back at home before emigrating, there is the excitement that goes with hearing about someone who previously travelled, has gotten a job, and is being paid about 3,000 dollars. The next calculation is to convert the dollar to naira (the local currency), followed by a loud excitement of the humongous pay. At this level, it is important to know that the same currency will also leave little or nothing as savings at the end of the period concerned when all bills have been paid. This is due to purchasing power parity (PPP). Again, relocation does not automatically confer citizenship and absolute access to opportunities in all the destination countries. Some take more than a decade before they are able to meet citizenship requirements. During the pre-citizenship period, the livelihood of emigrants is unimagined. The accessible opportunity is barely able to sustain their living needlessness to sending certain amount home to offset loans acquired to finance travelling, a situation that may put additional strain on the family left behind at home country when such child requests them to send more money for sustenance pending when they finally settle.

A respondent (woman) with a child from her first marriage got married to a man after the death of her first husband and explained to us that the new husband travelled to the US when she was carrying the pregnancy to his child. She told us that for the first year of her husband's arrival in the US, he was calling and sending stipends to them in Nigeria for upkeep. However, things turned a new dimension when he no longer called his wife and the parent he had left behind after one year. The child that emanated from the pregnancy that he left behind was reported to be 16 years old during this study in 2023. The woman added that her income does not sufficiently provide for the needs of the son and the daughter that she had from the first deceased husband in a way that they can be appropriately raised for a brighter tomorrow.

A respondent (male) reported that he travelled to South Africa in his late 20s with the financial assistance of his parents when he mounted pressure from them to travel outside the country. He stated that he got married to a South African lady when he was in the country, but all his efforts could not make him better than he could have been in his home country. He took the bold step of returning home after seven years of unprofitable spree in the foreign land. According to him, the wife was left behind in South Africa to fend for herself and the one child that they have together. He explained that if he had concentrated on establishing himself in his home country after his university education, he would have done better than he currently is. In addition, he stated that he was unable to pay his parent the last respect as they both died while he put himself in self-exile under the guise of the frenzied exodus. Additionally, he informed us that he is currently 51 with nothing to show for the fact that he had a Bachelor's degree before he left the shores of Nigeria.

A respondent (female) who volunteered to speak to us during the interview exercise, age 30, stated that she got married at 21 and had a baby at 22. According to her, the baby was not yet born when the husband travelled to the US. She most recently heard that the husband briefly came home about a year ago, but upon arrival and for the brief period he stayed before his return, he did not bother looking for her and the child. She explained that she cools herself off by ensuring that she does not miss parties and social functions whenever an invitation is extended to her. This, according to her, is for her not to feel depressed because she already concluded that she would solely raise her daughter as a single mother.

Back at home, difficulty in paying previously accumulated loans and borrowings with attended poor family health has sent some left behind family members to early graves because of the inability to finance health bills. In cases where the emigrant person is a male and left behind a wife and children, many reports have indicated a social destabilization. This is

because the emigrant person struggling to establish an economic footing may enter into a marriage arrangement; in most cases, the situation is under the guise of getting papers that will assist in allowing the eventual transfer of wife and children to them in the diaspora. Unfortunately, most of these so-called contract marriages have led to outright abandonment of family left behind at home. The implication for the children left behind is to have an unbalanced parental upbringing with limited value for social existence. The multiplier effect is to become social miscreants.

5. Conclusions and Recommendations

The study revealed that most of the frenzy basis for emigration either directly leaves the emigrant worse off or indirectly puts the family behind in worse situations. Some of the emigrants who still have the privilege of finding their bearings concluded that their career at home was abandoned and that they had to thread a new pathway that would allow them to raise money to liquidate the bills their parents incurred on their behalf at home. The study emphasizes the "Japa syndrome" among those in their 40s seeking education abroad, exacerbated by financial barriers and family welfare concerns, leading to a nonfulfilling life in foreign lands until death.

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 to anti-social behaviour. Emigrants often face financial hardships due to unrealistic expectations, lack of awareness about purchasing power parity, and lengthy citizenship processes, leading to disillusionment and strained relationships.

It is recommended that emigrants' home countries should prioritize policies promoting skill retention, fostering a skilled workforce, and establishing supportive measures for returning emigrants through reintegration programs, leveraging acquired skills to enhance the domestic economy. Effective measures should be implemented to address the widespread issue of mass resignation in corporate workplaces, emphasizing the importance of strategic workforce planning, retention strategies, and policies to ensure sustained service delivery and educational quality. Implementing safeguards for parents investing in their children's emigration, such as financial counselling along with community-focused support programs, is crucial to mitigate the far-reaching adverse effects on businesses, families, and communities. Lastly, recommendations should focus on implementing robust pre-migration education programs to enhance emigrants' understanding of financial realities, purchasing power parity, and citizenship processes, ensuring more informed decisions and fostering sustainable relationships with families left behind.

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