



Does Brain Drains Argument Relevant or Irrelevant Nowadays? International Migration Impacts on Country of Origins, Country of Destinations, and Migrants in Perspective

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Abstract

The paper explores brain drain arguments whether it is relevant or irrelevant nowadays to international migration stakeholders: country of origin (COO), country of destination (COD), and migrants. Brain drain (professionals leaving COO to COD), debate was relevant during the twentieth century due to process of international migration. Is brain drain still relevant or irrelevant nowadays? Grounded in a case study of 'Japa' syndrome from Nigeria, brain drain is explored in real life situations. After conducting a meta-study of the relevant qualitative information on international migration, the findings reveal that COOs receive taxes from remittances, unemployment rate declines, migrants return with skills, and make investments in businesses and the local economy. The CODs benefit from cheap labour, expands the economy, migrants spur host economy, and contributes to gross domestic products (GDP). Some migrants 'up-skilled', earn high remunerations, improve their living standards and families. I argue that unlike in the olden days where brain drain debates favoured the CODs, nowadays there are initiatives and programs such as homecoming ('Year of Return', 'Beyond of Return'), dual citizenship, and technology improvement that connect professional migrants, which enables them to contribute their quota to COOs and CODs. Most migrants' own allegiance, establish bond between COOs and CODs; they serve as business negotiators, and lure investors where they are needed; which improves economy growth and development for COOs and CODs. Overall, the findings reveal that all stakeholders enjoy triple-win from the international migration proceeds. Therefore, the paper recommends coordinated efforts to manage and collaborate to improve the international migration 'gains', instead of Unitarianism approach; to harness international migration benefits for better living standards for the world population.

Keywords: Brain drains; Country of origin; Country of destination; Professional migrants; International Migration.

Introduction

The paper explores brain drains argument to establish whether it is relevant or irrelevant nowadays to international migration stakeholders: country of origin (COO), country of destination (COD), and migrants. Brain drain is defined as migration of professionals to other nations. The brain drain debates was relevant during the twentieth century because of international migration procedures and processes. Currently, the advent of technology (infrastructure improvement and transportation and communication system), dual citizenship (owing allegiance to both COO and COD), and homecoming initiatives and programmes (functions organize to make professional migrants to return to COOs for development purposes), such as “Year of Return”, and “Beyond of Return”, which aims to make professional migrants to return home, and contribute their quota to economic growth and development in the COOs; does the brain drains argument relevant or irrelevant nowadays?

Migration is defined as the movement of people from one place to another due to push factors namely climatic conditions, like drought, bushfires, famine, and pull factors such as good education and infrastructural development (Massey, 2020). Migration can also be triggered by both pull and push factors known as mixed-bag migration (Mohorčič Špolar et al., 2021). For instance, skilled migrants’ migration from the COOs to CODs popularly refers as brain drain. This implies the COD benefits from professional migrants’ skills such as academics, technocrats and lawyer’s, while the COOs are denied services of professionals, who left their shore to CODs. Grounded in ‘Japa’ syndrome case study from Nigeria. Peter Obi’s (2023) cited by Nwobodo (n. d. p.1), explains brain drains impact on international migration stakeholders that: “I have always preached and maintained this same position that ‘our brain drain today will be our brain grain tomorrow’ Brain drain may look like a loss today, but when we start doing the right things and taking the governance of our nation more seriously, the knowledge and resources from them will be critical in the building of the COOs, as it happened in China, India, Ireland and other developing countries’. This implies brain gain is counteract with brain gain in modern migration trends, unlike in olden days where professional migrants contribute their quota to CODs only.

Migration takes the form of internal and international migration. Internal migration is defined as the movement of citizens within the country, whereas international migration is the movement of people across the national borders (Massey, 2015; Vorvornator, 2024a). Pointet’s (2022) estimated number of internal migrants worldwide stands at 763 million (McAuliffe and Triandafyllidou, 2021). China and India are the nations with the most internal migrants (Pointet, 2022). According to the World Bank’s (2022) reports international migrants are 280.6 million globally, represents 3.6 percent of the world population, and two-thirds live in developing nations. Migration takes the forms such as south-south, south-north, north-south and north-north. In the context of this study brain drains argument under international migration is considered as migration from south-north. This implies professional migrants’ movement from developing nations (Africans and Asians), to Europe and North America, which usually trigger brain drains debate.

Developed nations offer job opportunities to migrants from developing countries, in return the host nations also benefit from the cheap labour provided by the migrant workers (Wahba, 2021). Migrant workers earn income and send remittances to the COO for investment into businesses, local economy and developmental purposes (Wickramasekara, 2022). The COO also benefits from reduction in unemployment rate and taxes from the remittances send by the migrant workers to their families. Remittance stimulates the entire economy through investment and undertaking business ventures (Bauböck and Ruhs, 2022; Vorvornator, 2024 b). The benefits of the migration stakeholders developed in migration literature known as triple-win concept. Practically, the paper draws on ‘Japa’ syndrome to relate the study to real-life situations.

The slang ‘Japa’ syndrome is popular term in Nigeria, especially among the youths both home and abroad. Japa syndrome means ‘fleeing’ or ‘to run away’ or ‘to escape from a difficult situation’ is a slang from the Yoruba tribe (spoken in South-West Nigeria) (Okunade and Awosusi, 2023). Interestingly, japa syndrome is adopted if someone migrating from Nigeria to any part of the world. Peter Dingba, a Nigeria youth at the Youths in Business Forum (YiBF) assert that Japa is: “a word that describes the entrepreneurial spirit of Nigerians; in that same word, it means that Nigerians want to export their contents, gifts, skills, and products, including themselves”. This means that Japa syndrome is the ‘self-exodus’ or ‘self-exportation’ of Nigerians to abroad (Okunade and Awosusi, 2023). This assist migrant to earn income in COD, who benefits from the skilled migrants, COO also benefits from remittances.

In recent times international migration especially among the youths from the south to north is alarming among professionals and unprofessional due to unfavourable climatic conditions and bad governance (Korsi and Vorvornator, 2022; Massey, 2015). To put the japa syndrome (brain drain), into perspective, the Nursing and Midwifery Council of the United Kingdom (UK), in January 2022 data indicated that a total of 3,782 Nigeria-trained nurses and midwives were issued licences to operate in Scotland and England in the previous year. In addition, close to 5,500 Nigerian medical doctors employed in the British National Health sector (Okunade and Awosusi, 2023). The Medical and Dental Consultants Association of Nigeria reported that 100 consultants of the health sector lost to Britain between 2020 and 2021. Data available to the UK government reveals that between December 2019 to June 2022 work visas granted to Nigeria nationals increased by 303 percent. This reveals an upward trend from 3918 in December 2019 to 15722 in June 2022, making Nigeria the second-highest recipients (Okunade and Awosusi, 2023). These professional workers could have remained in Nigeria and be dependent on the state because of lack of job opportunities. However, their migration makes them to add value to themselves, and COO benefits as brain gains. Does the brain drains argument relevant or irrelevant nowadays?

The paper contributes that unlike in the olden days where only CODs benefit from the proceeds of international migration, with the advent of technology, dual citizenship, and homecoming programs and initiative organised by the COOs. Migrants add-value to themselves and return, to contribute their quota to the economic growth and development of COOs, which renders brain drain debates irrelevant. The study benefits from research methodology, which can be called meta-study. I then includes a literature review establishing the existing findings on international migration which sparks brain drains argument, and I explain how this was done under subheadings. The paper ends with research findings, conclusion, and recommendations. The next section presents research methodology of the study.

Research Methodology

The study adopts literature review (LR), to explore whether brain drains argument is relevant or irrelevant in modern migration trends. According to Jackson (2020 et al., p. 21), LR is defines as: “the process of accessing published secondary data”. The definition depicts two distinct characteristics. This implies that the LR employs only secondary data, not primary information. The published is broadly used, which comprises books, articles, indexes in many databases, journals, and organisational and non-organisational reports (Maxwell, 2021). The second characteristics reveals that the LR is undertaken ‘in-house’ not on the field (Jackson, 2020 et al., p. 11).

Keywords including ‘international migration’, and ‘international migration impacts’ were used to search potential resources from EBSCOhost, Web of Science, Google Scholars, migration journals and websites such as, International Organization for Migration (IOM) and Journal for International Migration and Integration. The search strings generated 898 hits; 890 articles were generated through electronic

search and nine emerged through back and forward search. After screening for the importance of articles and English version by reading through the title, abstract and full text, 802 articles were excluded and 96 articles were included for review. The study considers fourteen-year duration for literature review selection to get access to the current information about brain drains argument to enable the researcher to make valid academic argument.

Eligibility assessment revealed 96 articles through processes namely: a) the articles that concentrated on either or both brain drains and international migration associated with stakeholders; b) focus on brain drain arguments among international migration stakeholders; c) published in 2011 or later; d) published in English (Cresswell, 2013). And 2011 was considered because it was the phenomenon of brain drains argument in history leading to mass exodus of both professional and unprofessional to developed nations.

Templier and Paré (2015) identify six steps in conducting LR, namely, a) identifying the research questions and objectives; b) finding the relevant articles; c) making inclusion and exclusion; d) assessing articles' quality; e) extracting data, and f) analysing data. All articles irrelevant were excluded. After the eligibility assessment, I proceeded to the data extraction and analysis stage. Data extraction entails coding of relevant articles of brain drain arguments. I then, adopted 'framework analysis', which is a methodological processed that extracted and analysed the literature because it has a guiding principles that facilitates extraction and analysing significant data. The process Ritchie and Spencer (2002) described as "sifting, charting and sorting materials according to key themes and issues". Specifically refers to as, 'familiarisation' to have in-depth knowledge about an article's relevance and identification of a grounded case study, which involves memos on the concepts and ideas that emerged from the literature review. Indexing is done through sifting the information related to the particular themes; charting the information was done to sort-out appropriate headings and sub-headings during the thematic framework stage (Cresswell, 2013). Mapping and interpretation, which entail assembling all criteria features of the data set and performing a synthesis of information were conducted.

Articles adopted a range of qualitative and quantitative methodologies. I did not conduct a meta-analysis for the quantitative studies, because the research method did not share the same variables. Textual data were coded and mapped appropriately using a framework analysis approach. The LR presents broader pictures, baseline information, and comprehension of the existing literature on brain drain arguments (Maxwell, 2021). LR helps to avoid duplication of existing works by scholars. The theories and LR present broader pictures, baseline information, and an understanding of the existing literature on the brain drain arguments on international migration (Maxwell, 2021). LR helps to avoid duplication of existing works by the scholars. However, the limitations could be that since not all academic search engines were explored there could be some existing literature that I might not use.

Literature Review

Arguments and frame context of discourse of brain drain arguments over international migration

Migration, which involves peoples' movement from one place to another is nothing new, but an old wine in the new bottle (Czaika et al., 2021). Early human migration is believed to start over approximately 2 million years ago, where people moved to fishing, mining and farming communities (Massey, 2015; Korsi, 2022). According to Fargues (2008: 5) international migration is: "a new interest in an old form of migration". This means the focus shifted from mobility and urbanization in the developing nations to the labour markets (brain drains), population movement, and social cohesions in the developed nations (Lipson et al., 2020). Migration in general and international migration in particular has taken different dimension into different level in the modern days. In the last century the exodus of professionals

to the CODs known as brain drain was rampant. This generated arguments and counteract argument over the years. Brain drain has impacts on both COOs and CODs, as it creates skilled shortage in COOs, but increases skilled availability in CODs. Do the brain drain argument valid nowadays?

Programs and initiatives rendered brain drain argument irrelevant under international migration nowadays

Initiatives and programs are the strategies designed by the COOs to attract their professional's migrants to contribute their quota to origin country. These initiatives and programmes aim to encourage professional migrants in the CODs to return home. Unlike the olden days, the professionals cannot be reached by the COOs government for these initiatives, hence the brain drain argument (Mensah, 2022). For instance, in Ghana there is yearly programmes designed in 2019 termed 'Year of Return', it is a campaign aims to attract skilled returnees often in collaboration with organisations and government ministries (Sim and Leith, 2013). The success of the Year of Return encouraged the state to embark on a decade of activities and programmes dubbed 'Beyond the Return'. Therefore, the brain drains argument is irrelevant since the COOs are attracting their skilled migrants to return and contribute to their nation, which serves as brain gain (Mensah, 2022).

Dual citizenship

Dual citizenship occurs when a person is legally recognized as a citizen by COO and COD at the same time. Dual citizenship, also termed dual nationality, means holding legal citizenship in two countries simultaneously, granting rights and obligations in both (Spiro, 2010). Dual citizens have the rights and responsibilities in both countries. This implies the professional migrants contribute to the development of COOs and CODs (Uche, 2018). Unlike in olden days where professional migrants assume citizenship for the CODs only. Do the brain drains argument relevant nowadays?

Infrastructural development

Infrastructure development and technology play crucial role in international migration, facilitating communication, financial transactions and access to information (Gelb, 2018). Technology, particularly the internet and mobile devices, has revolutionized communication between professional migrants and their families, enabling video calls, messaging, and social media connections across borders. Access to information and integration become easier unlike in the olden days (Ghods, 2024). Technology improvement leads to reduce air freight costs which encourages professional migrants to visit COOs without hinderances.

International migration impacts on migration stakeholders

According to Government of Mauritius and the European Commission (2008: 4) state that: "Migration can be a useful tool for low-income or middle-income migrant source countries through generating remittances, investments, and trade and enterprise networks and by improving the human capital base. Migration may also contribute to the attainment of the Millennium Development Goals, but cannot realistically be regarded as a panacea for development or as a major means to satisfy more general development objectives". The Hague Process on Refugees and Migration Foundation (2007: 5) concurs that: "Migration can contribute to filling labour market gaps; make a positive contribution to development in origin countries; facilitate a quick response to changing economic conditions; and enhance the return of migrants". Agunias et al. (2008) cited in Djelti et al. (2024) assert that: "at their best, international migration policies align the objectives of origin countries, destination countries, and the migrants who comprise these flows". (Emphasis is mine).

From the quotes it indicates that international migration nowadays has positive impacts on stakeholders, unlike olden days where only the COD benefits. This means brain drain is counteracting with brain gain. Do we then continue with the brain drains argument?

International migration impacts on country of origin

Migration of professionals from COOs to the CODs lessen the burden of unemployment in the developing nations. This reduces the 'social ills' such as crime, prostitution and burglary, however, there are exceptions (Korsi and Vorvornator, 2022). Practically, research on the Government of the Netherlands reveals that the government undertook projects to employ migrant workers from Indonesia in early part of 2008. The unemployment figure in Indonesia was 9 million in 2008 representing 8.4 percent of the total labour force, and in 2022 it decreased from 8.4 to 3.55 percent (World Bank, 2022). Comparing the differences in the unemployment rates (8.4 and 3.55%), it means the employment undertaking projects by The Netherlands government impacted on the reduction in unemployment in Indonesia. The total labour force is defined as the number of people that are employable among the citizens of a nation.

Wickramasekara's (2011) research among the Canadian Seasonal Agricultural Workers Program with its long history of employment indicates that 20,000 migrant workers per annum from the Caribbean nations and Mexico are employed. Sweden's labour migration scheme employs between 10, 000 to 12,000 annually, and the Korean Republic offers employment opportunities to countries under the Employment Permit System. The employment from the developing to the developed nations fill the vacuums in service sector natives considered as unprofitable to the natives (Wickramasekara, 2022). This means that international migration reduces unemployment rate from the COOs, provide cheap labour forces to the CODs replaced ailing and aged workforce, and migrant workers reward with income which improves their living standards. This indicates that without the brain drains such skilled professionals could have been redundant in the COOs and their added value will remain zero.

Venturini (2012: 10) in analyzing employment strategy in the Mediterranean nations context explained that: "International migration must be pursued by sending countries together with destination countries, but only as one among the many employment strategies implemented to increase demand, namely domestic job creation. And traditional 'permanent' migration policies would also have to be supported". (Emphasis is mine). This calls for the re-examination of the brain drains argument. If both COOs and CODs should cooperate to design strategies that could benefit the parties, so where lies the brain drains argument? It means brain drains lead to brain gains to the COOs. Brain gains are the benefits the COOs derived from the professional migrants' migration such as remittances.

Remittances to the country of origin

Remittance is defined as the money professional migrants or expatriates send to families for upkeep. Remittance usually outflows from the COD to the COO through migrants for family upkeep, building projects, business investment, and developmental projects (Wahba, 2021). However, remittance could also flow from the COOs to the CODs in terms of gifts, local medications, traditional foods and traditional clothing (Wahba, 2021).

The reality is that majority of international remittances outflow from CODs to COOs. In the 1990s the global remittance was estimated around \$71.1 billion annually to the COOs. This figure represents the second-highest contributions to the developing economies after oil regards to international trade (Russell, 1992). As of 2022, the international migrants' remittances to the COOs stand at \$831 billion. This indicates a surge of \$759.9 billion in international migrants' remittances from 1990 to 2022. The top recipient nations are Mexico \$61.1 billion, China, \$51 billion, Philippines \$38.05 billion, and France

30.04 billion. These remittances are consistently generated from the United States of America (USA), with a total of \$79.15 billion in 2022, followed by Saudi Arabia at \$39.35 billion, Switzerland at \$31.91 billion and Germany at \$25.60 billion (Mazzucato, 2023).

According to World Bank (2023), reports that migrant workers globally sent \$650billion overseas. Remittances surpassed foreign direct investment (FDI), which are invested by the companies and development aid made by some nations. The World Bank reports (2023) predicted that there could be an upward trend of 2.3 percent of remittances in 2024 to the COOs. Global remittances breakdown outflow revealed that East Asia, and the Pacific excluding China experienced upward trend last year to \$85billion. India was the largest beneficiary of remittances at \$125billion. In the Middle east remittances sent experienced downward trend to \$55billion and Sub-Sahara Africa (SSA), and Latin America states also witnessed decline, receiving \$54billion and \$156billion respectively. Remittances to Central Asia and Europe also declined by 10.3 percent to \$71billion. The World Bank reports (2023) indicated a remittances declines from \$181 billion to (\$831 billion) in 2022, and 2023 to (\$650 billion). Remittances reduction were caused by weaker oil prices in the Gulf and conflicts. The remittances flow is invested in the ailing economies in the COOs, which stimulates economic growth and development, as well as improvement in the citizens living standard. Do we still continues with the brain drains argument since remittances are the second-highest contributors to the developing economies after oil?

Brain drains versus brain gains

Brain drains is defined as migration of the professional workers from the COOs to CODs to seek greener pastures, whereas brain gains are the skilled migrants' returnee with benefits into their COOs (Oluwasanjo, 2023). Migrant workers leave the COOs and create vacuum in the labour market for greener pastures, they upskilled themselves in the CODs, return to their COOs and impact such skills to the non-migrants. Peter Obi (2023) pointed out that the international migration (brain drain) today is not a loss to the COOs, but rather a gain (brain gain) in the near future. Peter Obi (2023) argues that such gains are imminent if the government tap and harness the expatriate's efforts. This implies professionals and unprofessional leaving the shore of COOs are likely to upskilled themselves and such skills are transferred to the non-migrants on their return; which would boost the economic development. Knowledge and resources from professional migrants' returnees will be an anchored and critical skills to develop the COOs economy. A case in point is Portugal and Germany who were emigrant nations but now they are immigrant states. Where do we place the brain drains argument?

However, not all returnee migrants will acquire added value skills. This is elaborated in the research of Dang et al. (2017) reported that: "The brain gains and brain drain effects of migration in Vietnam are similarly unclear, with only around one in five returned migrants reporting having gained additional educational qualifications while abroad. This figure seems surprisingly low, given that more than a third of all surveyed households (both migrant and non-migrant) believe that migration allows individuals to bring back new skills that are useful for development in Vietnam".

International migration impacts on country of destination

International migration migrants to the CODs stimulate the economy by improving aged and declining labour force with energetic, vibrant, and skillful professional workers (Korsi, 2022). Migrant labour forces availability takes pressure away from the CODs by filling the employment vacuums created by the aged, and expand the economy (European Union, 2022). Migrant worker's arrival enhances employers cost cutting measures of recruiting locals; however, the employers may find it difficult to adjust to the style of the foreign workers (Wickramasekara, 2022). In other words, the CODs solve labour shortages problems, whereas the unemployment and demographic in the COOs are reduced. International

migration ‘cements’ development-supportive and bond between the COOs and CODs (Boc, 2020). This explains brain drain argument, which leads is counteracted with brain gains. As a result, the brain drains argument is irrelevant nowadays.

Professional migrants establish enterprises in the CODs

Professional migrants establish businesses in the CODs which creates employment for themselves, to other foreign nationals and natives. These businesses contribute to the CODs economic growth and development. A case in point is the small migrant population of 54 percent in New Zealand from 1840 to 1900 established over 90 percent of enterprises in the country (Hunter and Wilson, 2007). In addition, the Jewish migrants’ dominance in entrepreneurship in England between 1930s and 1950s. Goodley and Casson’s (2010) research about the Lithuanian and Polish migrants who establish the food giants Tesco and Mark and Spencer respectively are the current evidence in Europe. Therefore, migrants nurture and contribute to the development of the CODs economies, especially in the US, Canada, Australia and New Zealand. The reason these countries (the US, Canada, Australia and New Zealand), are famously known as emigration nations; because their migration policies are friendly towards the migrants (Messina and Abebe, n. d). However, the proceeds are sent to the COOs for economic growth and development. Does this constitute brain drain? It was brain drain but the later leads to brain gain to the COOs.

Lower hiring costs of professional migrants

The migrant workers arrival in the CODs enable lower hiring costs for labour productivity, which in turn reduces the cost of production and ensures high economic growth and development. This implies without arrival of professionals from the COOs, the production costs could have been higher. This keeps CODs inflation low, and improves the living standard of citizens (Wahba, 2021). The lower cost of hiring leads to improvement in the balance of payment (exports more than imports). It leads to the CODs experience surplus balance of payment (total exports greater than imports). In some instances, skills and training are not provided to the migrant workers; even if the skills and training are provided they are less costs compared to the native workers (Wickramasekara, 2022). The COOs also imports’ goods at cheaper prices from the CODs, which they import at cheaper prices due to less production costs.

International migration impacts on migrants

International migration to the CODs provides migrants job opportunities to be employed, earn higher income from abroad, remit families left behind to improve their living standard. Expatriates and professionals acquire useful skills on their return, and transfer them to the non-migrants (Wickramasekara, 2022). Skills and training transfer to the non-migrants stimulates the COO’s economy and creates job opportunities within the local labour market. In addition, value-chain employment in the economy for demand of goods and services such as transports and houses are created. Also, remittances are invested in businesses and developmental projects to ensure effective growth and development of the COO’s economy (Wahba, 2021).

For instance, a Nigerian who migrated to the US for 10 years returned to establish a University in the country where staff and non-staff workers are employed in the institution. Practically, Ashesi University in Ghana is a typical example. Mr. Patrick Awuah spent 15 years in the US worked at Microsoft Corporation as an engineer and programme manager for eight years. Mr Awuah returned and established Ashesi University developing human resources and contributing to the Ghana’s economy (The Aspen Institute, 2023). From the foregoing, it clear that there are brain drains in short-run as the professionals migrate to the CODs, however, the COOs drive brain gains in the long-run. The brain gains

benefit by the COOs render the brain drains argument which is the bone of contention under international migration nowadays irrelevant. The next section presents research findings of the study.

Research Findings

Does brain drain argument relevant or irrelevant nowadays?

The study's findings reveal that in the olden days brain drains argument is relevant, however, homecoming programs and initiatives, dual-citizenships, and infrastructure development, which reduces transportation cost rendered the brain drains argument irrelevant; since the COOs attracts professional migrants who leave their shores to CODs to contribute to economic growth and development (Mensah, 2022). The finding reveals international migration processes in olden days sparked the brain drains argument, but nowadays all stakeholders in international migration benefits; termed triple win (win-win-win). Brain drains to CODs, brain gains to COOs and added value to professional migrants (Massey, 2015; Bauböck and Ruhs, 2022). Below are the study's findings on stakeholders' benefit from international migration which rendered brain drains argument irrelevant nowadays.

Migration benefits to COOs

International migration of professional migrants' impact on the COOs by reducing unemployment rate, as well as the social cancer such as crime, prostitution and burglary (Wahba, 2021). This implies migration by the COO citizens to COD provides them with job opportunities and through migrant workers employment remittance outflows to the COOs. The COOs benefit from taxes through remittances into the country. Remittances recipient households undertake electrification projects, school building projects and pipe-born projects. Remittances spent on investments such as building projects rather than conspicuous consumption spur the local economy and improve the communities' living standards (Weidenbaum and Hughes, 1996). Remittances are used for school fees payment for brilliant but needy students, as well as wedding organisations which stimulates the local economy due to multiplier effects (Faini, 2007). This stimulates the local economy and trickles into the non-migrant households and alleviate poverty through creation of job opportunities (Skeldon, 2012). Poverty alleviation is achieved if four-fifths of the population's living standard improves. The projects undertaken in the community's compliment government's efforts regard to services delivery.

Migrant workers return to the COOs

The professional skilled returnees upskilled themselves which is the brain gains to the COOs. On their return they established businesses and transfer acquired skills to the non-migrants, which stimulates the entire economic growth and development (Boc, 2020). The COOs experience economic growth and development, which leads to downward trends in the inflation and improvement in the BOP. Employment is increased which decreases COO's unemployment rate. Later, citizens living standard improves, and spurs the value-chain job opportunities in transport, security and housing sector. The improvement in the living standards in the COOs to some extent decreases illegal migration to the CODs, since people enjoy favourable life in their nation.

Benefits of country of destinations

The international migration impacts on the CODs through the means of replacing the ailing and aged population with energetic, youth skillful migrant workers from the COOs (Wahba, 2021). The migrant workers availability in the COD reduces the cost of hiring and training compared to the

employment of natives (Korsi, 2022). As a result, the COD's economy expands and produce more goods and services at cheaper prices. This leads to low prices of goods and services improves the living standard of locals, as well as BOP (Livi-Bacci, 2018).

Migrants establish enterprises in CODs

International migration like entrepreneurship which is associated with risk-taking. Migrants are observed to possess personal traits namely ability and agility to take risks than the natives and non-migrants (Weidenbaum and Hughes, 1996). These personal traits spur them to venture into businesses and entrepreneurship, and contribute to the COD's local economy (Livi-Bacci, 2018). Migrants, who establish businesses create employment for themselves, to other foreigners and locals. They stimulate value-chain employment in the security sector, transport sector, and housing sector (rental from landlords for business premises and rooms), contribute to the economic growth and development in the COD (Massey et al., 1993).

Professional migrants' benefit

The study's finding identifies that migrant workers benefit from jobs availability in the CODs due to vacuums created by the aged workers. They (professional migrant workers), could have remained unemployed without earning income in their COOs (Wahba, 2021). The employment opportunities in the CODs improve the living standards of the migrant workers. Regards, they send money to the COOs as remittances to families and friends, and this improves their living standard (Boc, 2020). Remittances sent by the migrant workers are invested in the local economy in terms undertaking building projects, construction and touching the lives of needy but brilliant students in the society.

Migrants upskilled themselves in the CODs

The migrant workers while in the CODs upskilled themselves to be relevant on their return to the COOs. Migrant workers skills acquired on their return to the COOs make them to venture into entrepreneurship, which creates job opportunities in the local economy (Wahba, 2021). This spurs the entire economy and more locals are employed, hence reduction in unemployment rate, as well as international migration just as nations such as Portugal (Korsi, 2022). Return migrant workers establish businesses spark value-added chain in the transport sectors, security and housing units. Regards, the arguments about brain drain seem to be rendered neutralise by brain gains (Bachtiar and Prasetyo, 2017). I argue that the programmes and initiatives such as homecoming of professional migrants, dual citizenship and advent of technology rendered the brain drains argument irrelevant in modern trends of international migration.

Overall, the study's findings reveal that international migration benefits all stakeholders. Professional migrants leave their nations, which creates vacuum in the industrial sectors and some of the strategic businesses which suffers especially those that requires high-cognitive technology. The CODs benefit from the energetic and skilful labour force, which stimulate economy and the migrant workers earn income and remit COOs. The stakeholders triple-win rendered the brain drains argument irrelevant nowadays, since international migration derives brain gains and value added to all members.

Conclusion

The paper explored international migration to determine whether brain drains argument is relevant or irrelevant nowadays. Brain drain is considered to be professional migrants leave their COOs to CODs,

whereas brain gains are the benefits derived by the professional migrants to their COOs. The study is grounded in Japa syndrome case study from Nigeria and it is presented in real life situations. The findings reveal that brain drains argument is irrelevant nowadays, since all the stakeholders' benefits from international migration proceeds. COO receives taxes from remittances, unemployment rate declines in the COO, migrant workers return with skills, and make investments in businesses and the local economy. The COD benefits from cheap labour, energetic and skillful migrant fill the vacuums of the ailing and aged workers, the COD's economy expands, migrant workers spur host economy, and contributes to gross domestic products (GDP). Some migrant workers up-skilled, earn high remunerations and improve living standard and families. I argue that brain drains argument nowadays is irrelevant, since modern migration provide triple-win to stakeholders.

Overall, the findings reveal that all stakeholders benefit from the international migration proceeds. Therefore, the paper recommends there should be coordinated efforts to manage, collaborate and coordinate to improve the international migration gains instead of Unitarianism approach; so that 'illegal migration', poverty, unemployment, inequality and social ills (crimes and prostitution) maybe curbed globally.

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