



**NATIONAL OPEN UNIVERSITY OF NIGERIA
(OFFICE OF THE VICE CHANCELLOR)
CENTRE OF EXCELLENCE IN MIGRATION AND GLOBAL STUDIES**

**1ST QUARTERLY REPORT
(JANUARY-MARCH, 2023)**

Executive Summary

The Centre of Excellence in Migration and Global Studies (CEMGS), National Open University of Nigeria (NOUN), FCT, Abuja is a research hub with emphasis on field-based research that impacts policy formulation and execution for solution to both internal and global migrations.

The teleseminar series held between the months of January-March, 2023, were a convergence of intellectuals, consisting of academics, administrative and technical staff of NOUN, as well as other intellectuals from other parts of the world.

It consisted of Six stimulating sessions. Presenters comprised of academics from different disciplines, who presented on various topics relating to Migration.

The following topics were discussed during the period reported:

- I. THE GLOBE TROTTER BY **DR. DEEPTHI JOSEPH NDOMA**
- II. THE JAPA PHENOMENAL AND ITS IMPLICATION FOR THE SOCIO-ECONOMIC DEVELOPMENT OF NIGERIA BY **PROF. GREGORY O. OKAGBARE**
- III. THE DIFFERENT PERSPECTIVES AND DIVERSE ACTORS OF MIGRATION IN SOME PARTS OF THE WEST AFRICAN DRYLANDS BY **DR. MARYAM LIMAN**
- IV. DEVELOPING AN ENTREPRENEURSHIP MINDSET TO MAXIMIZE THE OPPORTUNITIES OF THE 21ST CENTURY BY **DR. ALI JOHNSON ONOJA**
- V. OWNING A SMALL BUSINESS AS A MIGRANT IN CALGARY, CANADA: WHAT YOU NEED TO KNOW BY **MR. UCHE P. EZETAH**
- VI. BRAIN DRAIN OR BRAIN GAIN? NIGERIAN ACADEMICS AND THE JAPA SYNDROME BY **PROF. PETER O. OLAPEGBA**

Please find attached the compiled reports of the above-mentioned presentations.

The Centre of Excellence in Migration and Global Studies (CEMGS) acknowledges the committed support of the management of NOUN, particularly the Vice- Chancellor, Professor Olufemi Peters.

Lastly, the Centre expresses profound appreciations to the resource persons who shared their experience and intellectual property on the platform, and the participants whose presence and active participation contributed to the overall success and the sustenance of the virtual seminar series.

Yours truly,

Prof. Gloria Anetor *PhD, MPH, RN, FSEPH(NIG), MIHPE(UK), FRSPH(UK)*
Director

**NATIONAL OPEN UNIVERSITY OF NIGERIA
(OFFICE OF THE VICE CHANCELLOR)
CENTRE OF EXCELLENCE IN MIGRATION AND GLOBAL STUDIES**

REPORT ON THE 1ST SERIES OF TELESEMINAR (1ST QUARTER)
OF THE CENTRE OF EXCELLENCE IN MIGRATION & GLOBAL STUDIES
(CEMGS), N.O.U.N, FCT, ABUJA HELD ON WEDNESDAY, 18TH JANUARY,
2023.

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TOPIC:

THE GLOBE TROTTER

PRESENTER

DR. DEEPTHI JOSEPH NDOMA

M.B.B.S., M.D., IBCLC

LACTATION CONSULTANT

1.0 Introductory Remarks – Dr. Gloria O. Anetor

The Director, CEMGS welcomed participants to the first webinar of the first quarter in the year 2023.

She appreciated the continual attendance of participants to the Centre's webinar series. She also mentioned that the Centre is into research and migration.

Speaking further, she introduced the presenter scheduled for the day: **Dr. Deepthi Joseph Ndoma.**

1.1 Brief Introduction of the Presenter

Dr. Deepthi Joseph Ndoma had her education at St. Petersburg State Pavlov Medical University, Russia from 2001-2008. Her work history started at St. Isabel's Hospital, Chennai from July 2005-August 2005 as a Summer trainee by Dr. Margaret D' Mello, M.D, INT. Medicine where she participated in assessment and treatment of patients in the Internal Medicine Department, OPD and the ICU. She also assisted in surgeries under Dr. R. Kanthalan, M.D., Senior Consultant Surgeon: Fibroma of the breast and Inguinal Hernia.

She worked at St. Petersburg, Pavlov State Medical University, Russia from July 2006-August 2006 as an Assistant Physician and assisted the duty doctor in the Internal Medicine Department. She similarly

worked at the same hospital from January 2008- February 2008, also as an Assistant Physician in which she helped in managing wards and taking first hand case history. She has also worked at Talwar Medical Centre, New Delhi from May 2010-July 2010 as an Observer-ship under Head Doctor.

Her workplace experience includes Asokoro District Hospital, Abuja from April 2016-March 2017 as a Medical Internship and as a Head of Department and Medical Advisor, Obstetrics and Pediatrics Care Clinic, Abuja from August 2019-August 2022. She presently works as a Lactation Consultant, private practice from January 2021- present.

She obtained licenses and certifications in CPR, BLS, PALS, ACLS, from Baylor Hospital, Texas, USA from May 2011-September 2011. She also got Training and Induction into the Medical and Dental Council of Nigeria (MDCN) from June –October 2015. She is also certified as International Board-Certified Lactation Consultant in January 2020 by the International Board of Lactation Consultant Examiners.

Her qualifying examinations are from Medical and Dental Council of Nigeria (MDCN) Assessment Examination for Foreign Medical Graduates, and obtained certificate of Provisional Registration as a Medical Practitioner and also Certificate of Annual Practicing License. She also got qualifying examinations in United States Medical Licensing Examinations, step 2-Clinical Skills.

Her topic for presentation today is on: **“The Globe Trotter”**.

PRESENTATION

2.0 The Globe Trotter/ My Migration Experience across Four (4) Continents (5 Countries)

2.1 Introduction

Dr. Ndoma commenced sharing her migration experience with participants, noting that she has lived as a migrant in five (5) different countries across the globe. According to her, the experience she has had in each of them is unique, but one thing that stands out most is that her reason for migration to every country was different.

3.0 Life in Yemen

Ndoma explained that she was an Indian born in the city of Mukalla, in the Republic of Yemen where she lived with her parents in the city of Sayhut. She noted that her parents migrated to the city of Sayhut in the seventies, because of job opportunities. Her parents had challenges with language as migrants, and like every immigrant, they had to make adjustments because very few people spoke English language and most of them were expatriates.

Other few challenges her parents encountered were: the need for food, stress of travelling to bigger cities by flight on weekly basis for recreation, church and shopping, considering the fact that the republic of Yemen was a Muslim country and they were devoted

Catholics. Furthermore, in 1986, there were rumours of civil war and because of safety reasons, her parents had to migrate back to India.

4.0 India (Kerala and New Delhi)

Dr. Ndoma explained that her parents migrated to India from 1986-1987, which happens to be their native state and they had to find their footings again by staying with family members till they found new jobs and a place to live in. They finally settled down at New Delhi, India between 1987-2001, with a population of over 30 million, mix of various cuisines, an amalgamation of a diverse cultural and traditional background, a country with better work opportunities and a better education for her as a growing up child.

She mentioned that in all of her migration experiences, the common factor has been that, she has always lived in places where diversity has surrounded her. She recounted her life while growing up in New Delhi, India, from the age of 2-17 years old, which was her graduation from high school. She noted that it was a very interesting life because it was a mix of cultures and languages from which she learnt a lot.

She also mentioned that when she graduated from high school at 17, she had to make decisions on her career path and because her parents were working in the health sector, which made her already used to hospitals, syringes and needles. The desire to be a doctor grew deeper and she chose medicine in which she had to liaise with

her family members to take actions on her migration to Russia to study.

5.0 Life in Russia

The presenter talked about her point of migration from India to Russia, and how she took Russian classes in the Russian Cultural Center, Delhi, and then she contacted graduates from the same University she wanted to seek admission into, to understand what life would look like there. She also talked about how she made inquiries about their food, culture, weather and how life was going to look for her over there. She prepared herself psychologically, physically and mentally for her admission and migration to study medicine in the prestigious St. Petersburg Pavlov Medical University.

She compared her life at India to her new place of migration, how she had to learn, not only the weather or food and culture, but also how to learn to dress for and walk on snow, learn Russian languages, travel around cities and eat local cuisines. The education system at Russia was also quite different from what she was used to at India, with a lot to adjust to. She also learnt to make the best use of everything.

Furthermore, Dr. Ndoma opined that after living for 7 years as a migrant in 2008 Russia, she graduated from St. Petersburg Pavlov Medical University. In 2008 also, her parents and siblings immigrated

to the United States of America but she didn't move immediately because of immigration laws which affected her age as at then when she turned 21. She had to stay back at India without her family for three years. It was another adjustment for her, as she was back in her home country. She finally joined her family at United States of America in 2011.

6.0 United States of America

Dr. Ndoma mentioned that it was yet another shift of culture to migrate to another country again, Dallas, Texas, United States of America, from 2011-2012, which was yet another way living and culture to adjust for her. She settled in her career path at USA and had to write a lot of licensing examinations and certified her Degree. She explained that she studied in Houston, Texas, USA from 2013-2014, while studying at Russia also, she met a Nigerian man and they got engaged, so she had to take classes in Anthropology to learn more about how different cultures and mindset worked and also classes in Psychology. All the classes she took were for her migration to Nigeria to live with her husband and also preparations to re-do examinations and re-license as a medical doctor in Nigeria.

She also talked about how she took counsel from friends and families who had lived in Africa, and contacted via church, an American who got married to a Nigerian and was settled in Abuja at that time. She learnt about the politics, different languages and states, food, culture and way of dressing.

7.0 Life in Nigeria

Dr. Ndoma explained that she migrated to Abuja, Nigeria from 2014-2022 to meet with her husband for marriage celebrations, i.e., court and church wedding. She spoke further about how she had to migrate within Nigeria, from Abuja to Lagos state for her Premedical Registration Examinations preparations at Lagos University Teaching Hospital. She passed her examinations, got licensed and went back to Abuja.

She also narrated how she had to learn about the way of culture, food, music, dressing and how the medical system works in Nigeria. She compared her migration from Abuja-Lagos-Abuja to USA-Abuja. She began her life as a doctor in Abuja and got employed at Asokoro Hospital, Abuja. Her work there broadened her spectrum about Nigerians' culture and their mindset due to her interaction with the three main tribes: Igbos, Hausas and Yorubas, which made her able to differentiate the languages easily when people speak.

She mentioned that it was a whole lot of experiences for her, not just reading about Nigerians, but living with them was another total milestone for her. She also said that she lived there at Nigeria, not just as a single woman, but also as a wife who had to adjust her lifestyle to be able to cope with the standard of living, like connecting with locals in her daily life through buying foodstuffs and cooking local cuisines, wearing the Nigerian local headwear called "gele", association with expatriates and also Nigerian wives of expatriates. She had rich experiences of travelling to different states like; Cross

Rivers, Ogbomosho, Ibadan, Lagos & Jos, which according to her, was a very rich cultural and beautiful experience for her, because she saw the country through a different eye and way.

8.0 United States of America (2022- Migration to accompany Spouse)

Ndoma further informed participants that she had thought Nigeria would be her last place of migration, but when her husband's place of work, posted him to the United States of America in 2022, she encountered another new migration experience: she was a single lady when she first migrated to USA, but she left in 2022 with a husband and children.

She said she had to go through another whole experience of learning about the school, driving, insurances and tax system in USA. Because the preparation was multidimensional for her, she had to keep the children in mind concerning the social and family ties they had back in Nigeria. She also deliberately prepared for the new lifestyle the family would adjust to; traditions, dressing and memories had to be kept.

9.0 The Summary of her Travels

	YEMEN	INDIA	RUSSIA	USA	NIGERIA
Language	Arabic	Hindi & Malayalam	Russian	American English	Pidgin, Hausa, Yoruba,

					Ekoi	
Food	Cerelac, Indian food	Rice, Roti, Tapioca with curries	Borsch, Pilmini meat	Blini, with	Burgers, Steak, Pies	Swallow with soups, Ekpang, Akara, rice dishes, zobo, kunu
Weather	Arid	Tropical	Cold		Diverse with all 4 seasons	Rainy and Dry
Culture	Rich and diverse	Strong and diverse	Rich and Complex		Multicultural	Vibrant
Travel/ Driving	Taxi/Car	Car/buses /metro	Metro		Cars	Bikes/Three wheelers/ cars
Currency	Yemeni Rial	Rupees Cash/cards	Ruble Cash/card		Dollars cards	Naira Cash/card
Education	Relatively well developed	Structured	Comprehensive		Variable	Fragmented
Medical Profession	Government	Public & private	Government		Insurance or Private	Insurance and Private

10.0 The Effect of the Globe Trotter life on Dr. Deepthi Ndoma

The presenter explained the globe trotter life has affected her in many ways. For example, she has diverse documents; a birth

certificate from Yemen, a passport from India, resident permit from Nigeria, school certificate from Delhi, medical degree from Russia and living and working in USA.

She also stated that she is also diverse in her family because she has an Indian passport, her husband has a Nigerian passport while the children have American passports. As a person, she is also diverse because she is not 100% Indian, Yemen, Russian or Nigerian anymore, but mixed. She has had to adjust her phone to have different time zones of different countries in order to connect with her family members.

She mentioned that she is now an Indian who was born in Yemen, educated in Russia, married to a Nigerian and now lives in America.

11.0 Lessons from Her Migration Experiences?

She mentioned that one of the biggest things she learnt was that where one lives matter and appreciate what you have no matter where you find yourself. She also said it is good to create opportunities, connect with what is in common to make one's life rich like music and food and also have an open mind about the culture and why things are done in certain ways at a particular location as a migrant, from the outlook of the locals there.

12.0 Tactics that help while Migrating

The presenter said that one needs to do a lot of research and try to get everything that can be gotten about a place before migrating. The internet has also made a whole lot of things easier for people to get a lot of information about a country and the people that live there before migrating. She also admonished on comparing how one's life in a present situation to envisage how it would be different in the new place of migration.

She also mentioned that after arriving at the place of destination, there is need to connect and have contact with all the locals that one can get in touch with, which has been made easier with Facebook and Instagram from different countries. It is important also to network from the eyes of the locals and expatriates, and learn about their mindset and outlook, and from there, engage them.

13.0 Questions and Comments

13.1 Questions

Question 1: How was she able to manage and move from playing the role of a wife, mother and then a student?

Question 2: What is relatively common in these countries that she has travelled to, that is, cultural relativity?

Question 3: Are there any specific negative experiences or challenges to share in the five (5) continents you migrated to?

13.2 Comments

Comment 1: It is important to survive, make an impact as a STEM trained person without the non-STEM. One can never be an excellent medical practitioner without understanding cultural diversities, languages and the audacity to adapt to one's local in the profession. I know there were challenges, but speaking about the positive is indeed important for this phenomenon of travelling around the five (5) continents.

Comment 2: I want to thank the presenter for the positive way she handled all the "dislocations" which migrating from Yemen to India, other places and then ended back in the USA, would have been disorienting, but she has shown that with positive attitude and preparations that this could be very wonderful in the making of who you become.

13.3 Response by the Presenter

- What helped me to adapt was keeping in mind what I knew previously from medicine as my profession, knowledge I had as a mother from my mother, other mothers and also from my experience of treating pediatric patients. Also, integrating my knowledge from my experiences while growing up and from other places, with what is available in the local sector, was what helped me to adapt and connect.
- Also, in the medical sector, I came from America where CT scans are readily available and for every illness, one needs to carry out x-

ray and blood test, but in Nigeria, it is not that these things are not available, but they are lot more expensive for many of the locals. There is also the adapting to local measures of diagnosing and treating patients to make do without an x-ray. So, adapting and connecting works by the knowledge and experience one already has and at the same time being open to what the locals have to teach someone in every way as a Christian, mother, doctor or a wife.

- To the negative experiences, while growing up in India, I have always heard a lot of stories on how women are prone to so many dangers all the time. I watched a few experiences of people doing nasty things to women around me in India and I did not like where I was leaving concerning safety compared to Nigeria. I felt safe in Russia compared to anywhere in the world, even walking in the middle of the night. The negative part as a migrant who lived in Russia was their dislike for foreigners, and hardly anyone spoke in English, except the Russian teacher, professors or group mates but strangers were outright rude to me when I asked for directions because I was foreigner.

However, in Nigeria, people were being nice to me because I was a foreigner and I was given extra attention but then again, I get stopped by officers on the road, hospitals and other places, in which they felt I took advantage of being a foreigner and they tried to make money out of it too. I always tried to escape by letting them

know I was very much a Nigerian and not all that a foreigner. While in United States of America, what I struggled with, was paper work. There was so much documentation with everything and anything one needed to get done. Those were the few negative experiences I had that I could remember.

- With all my experiences, one of the biggest lessons I have learnt is the way I connect to any human being. When I meet another person, it's not with the STEM in my mind, but then I think of what I have in common with them. They may be of totally different nationality, speak a different language, but because both of us are mothers and that is what is common between us, it connects us on the human level and we share that or on marriage levels too. It's been quite an experience interacting with everyone, thank you so much for the opportunity.

15.0 Closing – Director, CEMGS

The Director, CEMGS thanked the presenter for sharing her knowledge with the participants. She also encouraged her to submit her paper to be peer reviewed for onward publication in the Centre's International Journal on Migration.

She appreciated the participants for their presence and participation.

NATIONAL OPEN UNIVERSITY OF NIGERIA
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CENTRE OF EXCELLENCE IN MIGRATION AND GLOBAL STUDIES

REPORT ON THE 2ND SERIES OF TELESEMINAR (1ST QUARTER)
OF THE CENTRE OF EXCELLENCE IN MIGRATION & GLOBAL STUDIES
(CEMGS), N.O.U.N, FCT, ABUJA HELD ON WEDNESDAY, 1ST FEBRUARY,
2023.

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TOPIC:

**THE JAPA PHENOMENAL AND ITS IMPLICATION FOR THE SOCIO-
ECONOMIC DEVELOPMENT OF NIGERIA**

PRESENTER

PROF. GREGORY O. OKAGBARE

***PROFESSOR OF ANIMAL SCIENCE,
& IMMEDIATE PAST DIRECTOR, LEARNER SUPPORT SERVICES,
NATIONAL OPEN UNIVERSITY OF NIGERIA
ABUJA, NIGERIA.***

1.0 Introductory Remarks – Dr. Gloria Anetor, Director, CEMGS

The Director, CEMGS welcomed participants to the second webinar for the first quarter, in the year 2023. She appreciated the continual attendance of participants to the Centre's virtual webinar series from inception.

She introduced the presenter: **Prof. Gregory O. Okagbare.**

1.1 Brief Introduction of Presenter

Professor Gregory Obawharevwo Okagbare is a Professor of Animal Science and the immediate past Director of Learner Support Services of the National Open University of Nigeria (NOUN). He hails from Agbarho in Ughelli North Local Government Area of Delta State, Nigeria.

Professor Okagbare is a graduate of the University of Benin, Benin City and University of Ibadan, Ibadan, where he obtained a Bachelors of Education (Science) degree in Agricultural Science (Second Class Honours, Upper Division) in 1985, Master of Science and Doctor of Philosophy degrees in Animal Science in 1987 and 1990 respectively. He has 32 years teaching, research and administrative experience within the university system.

He served at the Delta State University as Head of Department of Animal Science and Fisheries, sub-Dean of Faculty of Agriculture, Dean Faculty of Agriculture, Deputy Dean of Students' Affairs. Here in NOUN, he has served as Director of Asaba and Abuja Model Study Centres of NOUN, Director of Learner Support Services, and a member of NOUN Governing Council. At the National level, he served as Vice Chairman Committee of Deans of Faculty of Agriculture of Nigerian Universities.

He was also a Visiting scholar to the University of Benin, Benin City and Institute of Rural Studies, University of Wales, Aberystwyth, United Kingdom.

Professor Okagbare has published widely in National and International journals and is a recipient of several awards on account of academic excellence and community service.

His topic is: **The “Japa” Phenomenal and its Implication for the Socio-Economic Development of Nigeria.**

PRESENTATION

2.0 The “Japa” Phenomenal and its Implication for the Socio-Economic Development of Nigeria.

2.1 Introduction

Prof. Okagbare began his presentation explaining that “japa” is a term that Nigerians recently use to mean ‘emigration’, which is mostly common among the youths, with its origin from the Yoruba

language. According to him, there is a growing tendency for youths to leave Nigeria, and recent statistics by the UK Home Office, shows that Nigerians are the second-highest recipients of the United Kingdom's Work Visas between December 2019 to June 2022, which is according to a UK Home Office's National Statistics report. According to reports also, 65,929 Nigerians have gotten into the United Kingdom, as at June 2022 through study visas and also the United States of America issued 6,915 non-immigrant visas to Nigerians who relocated by other migration means.

He noted that Nigeria is blessed with abundant and talented human resources, which it loses daily to other countries, such as the USA, Europe, Canada, Asia countries like Dubai. According to him, stories being heard of people who have sold all they had in order to emigrate to other countries. Some leave the country legally, while others use illegal routes which has caused the deaths of many people in the Saharan desert and the Mediterranean Sea. Nigerians leave the country for reasons like; insecurity, the search for greener pastures, the quest for quality education, unemployment and better working environment.

He pointed out that this lecture seeks to address the effect of this behaviour on the socio-economic development of Nigeria and measures that can be adopted to ameliorate it.

2.2 Preparation for Emigration

The Speaker explained that emigration is a very expensive and nerve-racking business, that makes so many people sell land, properties, furniture and investments to raise money. The following were some of the things he mentioned, that needed to be done to minimize the relocation shock;

- Psych up (prepare yourself mentally)
- Acquire different skills
- Build strong relationships with family and friends at home
- Set your goals
- Have an associate in the country you want to relocate to
- Check your health status
- Get a genuine visa
- Learn the country's language
- Be friendly due to racism
- Be familiar with the laws of the country and as much as possible, try to obey them. Most developed countries have stricter laws, and they ensure everyone abides by them. From traffic laws, tax laws to general laws etc.

2.3 Inherent Advantages of “Japa”

Prof. Okagbare opined that immigration has created a wide gap which may be very difficult to fill in our work places because of the intelligence of those that have left. According to him, there were instances where the Association of Medical Doctors revealed that only 10,000 resident doctors are left in the nation today, and roughly,

a hundred of them depart the country every month. Also, many of our experienced software engineers leave the country, which puts Nigeria in a very difficult condition.

He stated while speaking that even with the yearly gap being left in the country due to the 'Japa' syndrome, there are inherent advantages in the exodus of these professionals to more developed clime, and some of these advantages include;

- The attainment of world-class professional status due to the exposure to advanced facilities and improved work environment. Thus, sharpening their skills and creating greater visibility for their expertise, which in turn improves the perception of Nigerians across the world, including those who are still in the country who can benefit from this perception.
- Increased foreign exchange earnings – A number of Nigerians who are outside the country, send money to their family and friends, and then from the statistics it was revealed that, diaspora remittances in 2021 was \$19.2, which has no doubt boosted the economy of Nigeria.
- Creation of a better work environment for workers - The exodus of professionals, has forced some employers to start looking for improved working scheme for their workers to stem the mass resignation of staff in their establishment. Thus, leading to enhanced salaries and other incentives, increased staff trainings and recruitments of hitherto unemployed professionals

to replace those that have left. Some Nigerian companies are forced to raise their work standards to international levels.

3.0 Why Stay in Nigeria?

Prof. Okagbare mentioned that no matter the country one travels to, the places can never be compared to home (Nigeria). The foods, music and jokes in Nigeria, are a lot to keep craving for when outside the country. According to him, there are a lot of vast resources to tap into, like agriculture and tourism, with some proportions of Nigerians who are working hard to plug the holes and gaps left by the exodus of the young men and women who have left the country.

Speaking further, Okagbare noted that despite the seeming benefits to be derived from the migration of Nigerians, the exit of these professionals and able-bodied men and women out of the country, has and will further increase the yearning gap in our quest for economic emancipation. There is also the aspect of social disintegration because we are beginning to have children with different citizenship from those of their parents and grandparents.

4.0 Suggestions on How to Reverse the Japa Trend

While citing the various ways that one can go through to reverse the 'japa' trend, the presenter held that we must have confidence in ourselves. Rather than focusing on the notion that our educational system is archaic, irrelevant and non-functional, we should harness

the knowledge and skills available in our tertiary institutions, research institutes and local industries, as well as the senior citizens to help initiate the developmental process. He also said the government should massively invest in human capital development and the welfare of teachers at all levels should be enhanced too. He also advised on the need for Nigerians to avoid negative categorization and group profiling and also improve on leadership recruitment process.

Furthermore, he mentioned that, Nigerians ought to intensify the fight against corruption, in which he applauded the use of electronic means to transmit results to the Independent National Electoral Commission during election periods. He also advised the National Orientation Agency to be re-invigorated to mobilise the citizenry for the love of the country. The Nigerian State should also grant financial autonomy to Local Government Areas. He said 'leaders are needed to rescue the nation, not by greed, but a genuine attitude of servitude to the people'.

He added that the level of patriotism among Nigerians is very low, and there is a mass pervasive distrust of the government by its citizens. As many youths are saddened, even among the elites, while some people believed that we gained independence too early, and we would have been better off, if we are still under the rule of the colonial masters. Also, our ailing industries need to be resuscitated to help build a resilient team that can withstand any business constraints.

Lastly, he advised employers to seek and implement new strategies that streamline recruitment and increase employee satisfaction, while employees should develop themselves to provide more value in their work places and be open to networking and much more flexible working conditions. There is also the need to promote merit and not being tribalistic in the recruitment process and appointments to political positions, which has been the bane to our development, and also insecurity need to be intensified.

5.0 Conclusion

The speaker concluded stating that, many young Nigerians flee the country out of desperation and the hope for a brighter and saner future where their simple lives are not affected by inefficient systems and corrupt institutions. These people will definitely go back to a more promising country if there is a better leadership.

Prof. Okagbare's vision for Nigeria is to see Nigerians returning home from foreign lands to a prosperous nation. 'Our hands need to be joined together so as to reduce the rate at which young Nigerians relocate out of the country and also encourage those abroad to return home'.

6.0 Comments and Questions

6.1 Comment

C1: I want to thank the presenter for at least giving us a food for thought. The government however knows about all the

recommendations mentioned the paper. The truth is if some of us had an inkling of what Nigeria would be, we would have relocated a long time ago. 'I had so many opportunities to remain there, but I chose to come back. I also have a daughter that lives abroad and wants to relocate back to Nigeria, but I don't want her to come back because there are many opportunities over there than here'.

C2: The biggest message from this presentation is cultural glitch, the idea that anything that is not Nigerian nor African is superior. Everybody likes to migrate but there are disadvantages like food, weather & social conditions, lack of humanity like people that died in their rooms and no neighbor cared to check on them are such reasons that discourage people from relocating. We talk so much on people moving, but we don't look at why they move. The strong argument about this lecture is cultural identity. The idea that once one leaves the shores of his/her country, they are likely to lose their culture. There are also case studies of people taken to jail in San Francisco because they disciplined their children in an African way which is an example of the lack of control over their cultural identity.

C3: 'Japa' is not as new a trend as it is meant to look sometimes. In the 70s down to 90s, medical doctors and professors left for South Africa and Europe etc. The trend was much then. For medical doctors, the reward was quite obvious, but for lecturers, they started teaching there and the conditions were very good, but I do not think

they had greater advantages than those of us who were behind. Many other Nigerians who left, found out too late, that the places they migrated to, were not as good as they thought and it was somehow difficult for them to return, because those they left behind have moved on. The way Nigeria was in the 60s and 70s when they left, is quite different from now. The issue the presenter talked about is ignorance because they take decisions hastily in relocating.

C4: I am a real-life example of the topic being discussed, I just left to the United Kingdom some weeks ago, I left my lecturing job in Nigeria to accept a post-doctoral position job offer over there. The laws, coping strategy and environment are all different. However, this place is far better than home, because there are basic amenities put in place here (United Kingdom) that I do not get easily back in Nigeria. In a place like this, one can get to the zenith of his aspirations. I might miss people at home but I will make new friends here and move on with my life.

C5: I want to thank the presenter for having the audacity to mix scholarship with advocacy. I like the presentation in your paper, in terms of interrogating the multi-faceted and multi-dimensional issues as it has to do with the topic. The general and the specific needs have to be distinguished. Who are the leaders? Are we not all leaders? Then, specificity is important to contextualize the multi-dimensional nature of the topic "japa".

The other issue raised is corruption, but I think it is everywhere, but with variants. The US and other developed states are not without their own corrupt tendencies. Your specificity or case study is very important to avoid general remarks that may diffuse what you worked hard presenting. I have migrated abroad, came back to Nigeria and worked for years and still relocated back. Returning back to one's country can also be challenging.

C6: There is an emerging new trend that needs to be looked into, those who left particularly to England, in the 80s, 90s and early 2000, that thought they could come back in their 60s, during their retirement, based on qualitative ethnographic research by a source in England, are changing the trend and are no longer interested in returning. This is because of the factors identified by the presenter, i.e., houses built cannot be inhabited again etc.

C7: I want to say that insecurity and safety are among many reasons that make Nigerians abroad unwilling to return to their country, and not only corruption.

C8: My interest is on your submissions/solutions on the issue of "japaing" which you talked about a lot of things that government needs to put in place. My emphasis is your call for patriotism, because these countries that people have or will relocate to, was actually built by committed and patriotic citizens of those nations. If

we all keep leaving the country, then who will proffer solutions here, let us look inward to fix these issues.

C9: Relocating is not really bad, the world is a global village, so people should move around. I see people come back, maybe not so many, but the societies there benefit from us. First it was doctors, then nurses, care assistants and now teachers. We help to improve their country and also ourselves too. People must leave, because basic needs are not met here, like feeding, housing and schooling. Wherever Nigerians are, they represent us well abroad, and they are our ambassadors. We need to de-colonize our work environment too.

C10: I noticed that those that left Nigerian government jobs, left vacant positions that are not been replaced, and the people left are now been overworked, and they may also want to "japa" because of being overburdened with work.

C11: Let those in the academic sector signify interest in joining politics, let them relocate to join politics so that the mediocre alone would not be contesting for elections. Even as a retired professor, one can still contest in order to correct the missing things in Nigeria politics to be able to contribute to the society.

C12: I would have loved if the paper had focused attention on the political economic of japaism, this is because there have been

comparisons in the standard of living in the US and Nigeria, where someone says \$1 cannot feed you in the US, but its naira equivalent can feed someone here in Nigeria. Rents and taxes are also factors to consider over there. Nigeria is bad, but not as bad as over there.

C13: Those who "japa" do so sometimes from their own experience, as such, the basis should also be on individual experiences. My experience as a visiting professor, socially over there was very bad, I was lonely. I also heard about a young man who came to Nigeria and was killed on his way relocating back abroad, so I cannot bear the trauma of watching my children pass through all the bad experiences I have heard of in Nigeria.

6.2 Questions

Q1: If all our experienced people relocate, can we get replacements for them, what can the government do because that is a big problem and nothing can buy experience?

6.3 Response by the Presenter

- There are advantages and there are also disadvantages of "japa". We as human beings, have a responsibility, we have a country in Nigeria and we are the ones that can build it. If everybody runs away, who will take care of the country. The only thing that can happen in future is that we can be re-

colonized. Those countries we run to; how many people also run to ours with the hope of coming to develop us.

- We are also grateful for the visionary of this platform, because if he had not come back to Nigeria, all the good things he did at National Open University of Nigeria, would not have been done here.
- I turned a job down at England, returned to Nigeria and do not regret coming back. I may have made more money if I were outside the country because of the poor exchange rate. From my contemporaries' experience, the things I have done in Nigeria, would not have been done if I were in Europe.
- It is my wish that the Americans relocate to Nigeria, instead of we rushing to their countries. It isn't a good thing, because they cannot come and develop the country for us.
- For those that have relocated, I will like to say you should remember to come back home, because east or west, home still remains the best. Most of the foreign students in UK are mostly from China or India, and they go back home. Also try to see how you can develop back home. If you want to relocate, go with a clear goal too.

7.0 Closing – Director, CEMGS

The Director, CEMGS thanked the presenter for sharing his knowledge with the participants. She also encouraged him to submit his paper to be peer reviewed for onward publication in the Centre's International Journal for Migration and Global Studies (IJMGS).

She appreciated participants for their presence and contribution to the webinar presentation.

**NATIONAL OPEN UNIVERSITY OF NIGERIA
(OFFICE OF THE VICE CHANCELLOR)
CENTRE OF EXCELLENCE IN MIGRATION AND GLOBAL STUDIES**

REPORT ON THE 3RD SERIES OF TELESEMINAR (1ST QUARTER)
OF THE CENTRE OF EXCELLENCE IN MIGRATION & GLOBAL STUDIES
(CEMGS), N.O.U.N, FCT, ABUJA HELD ON WEDNESDAY, 15TH
FEBRUARY, 2023.

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TOPIC:

**THE DIFFERENT PERSPECTIVES AND DIVERSE ACTORS OF MIGRATION IN
SOME PARTS OF THE WEST AFRICAN DRYLANDS**

PRESENTER

DR. MARYAM LIMAN

***DEPARTMENT OF ENVIRONMENTAL MANAGEMENT,
FACULTY OF EARTH AND ENVIRONMENTAL SCIENCES,
BAYERO UNIVERSITY, KANO.***

1.0 Introductory Remarks – Dr. Gloria Anetor, Director, CEMGS

The Director, CEMGS welcomed participants to the third webinar for the first quarter, in the year 2023. She appreciated the continual attendance of participants to the Centre's webinar series from inception.

She introduced the presenter: **Dr. Maryam Liman.**

1.1 Brief Introduction of Presenter

Dr. Maryam Liman holds all her degrees in Geography (Climate Change) from the Bayero University, Kano state, Nigeria. She is currently a Lecturer I in the Department of Environmental Management, Faculty of Earth and Environmental Sciences at the same university. Her areas of research interest are; Climate and Climate Change, Soils and issues in Development-Gender, Migration, Health and Environmental laws and policy.

She currently holds many responsibilities, among which are; Chairperson, Faculty Investment Committee, Faculty of Earth and Environmental Sciences since 2016; Member Editorial board as, Circulation Manager, Africa Journal of Earth and Environmental Sciences (AJEES) since 2019; Non-Executive Director, Bayero University Guesthouse, Bayero University, Kano since 2019; Member, University Maintenance Committee since 2021 and Deputy Dean

(Female), Deanery of Student Affairs, Bayero University, Kano since 2022.

She is also a member in many professional associations, has written papers for different publications and conferences and is engaged in few community services from 2012 to 2019.

Her topic is: **The Different Perspectives and Diverse Actors of Migration in some Parts of the West African Drylands.**

PRESENTATION

2.0 The Different Perspectives and Diverse Actors of Migration in Some Parts of the West African Drylands.

2.1 Introduction

Dr. Liman began by explaining that Northern Nigeria and Niger Republic are prone to devastating impacts of sorts due to their geo-physical positions and socio-economic postures, which happens as a result of different reasons. There are many land resources, but constrained by drying out of land and flatness, which results to other effects as loss of ploughed or tilled lands and food insecurity.

She pointed out that it is necessary to understand the trends and the mitigation and adaptations strategies employed by many kinds of

communities. Migration in its various forms, are common responses for coping with and adapting to economic and environmental hardships, and also premises and risks associated with day-to-day living. Cities are seen to be centres of economic growth and employment opportunities for migrants, so people tend to move to cities. There are different types of migration, which are; urban-urban migration, rural-urban migration and intra-urban flows.

She explained that migration is mainly driven by the search for better opportunities, including employment and higher wages, and also poverty in the areas of origin, which are climate change and other issues. Immigrants and migrants usually derive flow from the lower economic groups, so they experience greater level of poverty, and that makes their social conditions very bad. So, while conflict and generalized violence may drive migration in certain areas, in these particular areas being discussed, environmental factors play a great role, like land degradation and desertification, which results to issues in climate change.

She mentioned that rural-urban migration is a common feature of many developing economies, and as people travel to larger cities, in search of a greener pasture. Kano, Katsina and Daura in Northern Nigeria, receive migrants in multitudes throughout the year from neighbouring Niger republic. The dominant part of the Niger's drylands livelihood structure, is totally dependent on rain-fed

agriculture. Hence, livelihood security is strongly reliant on rainfall distribution and patterns.

Speaking further, she explained that migration has drivers, which is the push and pull factors. In Southern Niger, the push could be searching for greener pastures because farmers rely solely on seasonal crops for their livelihood, which makes them move away to increase their income and mitigate the risks inherent in an otherwise agricultural dependent economy.

2.2 The Study Area

The presenter said that the study area is on Southern Niger and Northern Nigeria, and these are situated within latitudes of 12 degrees and 15 north and longitudes, 5 and 9 East. They share a common border running for about 1680 kilometres from Kebbi state in Nigeria, to Borno state in North-East of Nigeria. They also share physical characteristics such as relief geology, soil types and climate. There are many towns and villages at the borders, which enhance human communication and social interactions. Movements and integration are done with ease because of culture and physiographic similarities that are common occurrences.

3.0 Methods

The presenter explained that this research is a multi-site one, held in Kano, Katsina, Daura, Magama, Jibia in Katsina, Nigeria, then

Maradi, Tahoua and Zinder in Niger republic. Multiple methods were also employed like survey which was through oral, phone interviews and focused group discussions. The snowballing sampling technique was also used and so many sampled villages tried to be reached, but there were difficulties because the people thought they were being spied on, which happened around 2016.

She stated that obstacles were encountered in the Niger Republic, and also those who had already relocated to Nigeria, as they did not have someone of authority in charge of the interviews, and then some of them were reluctant in divulging information. Migrants' area had to be focused on and a guide was given to make the research work easier.

4.0 The Results

The presenter said that most of the migrants, according to data, were at the prime stages of their life between 15-65 years old. The gender was mostly male, who left women, children, age and the sick behind. There were so many ethnic groups from Niger that have migrated to Nigeria, like the Fulanis, Hausas, Kanuris and Zarmasi which Hausa was found to be the dominant tribe. All other tribes could either communicate fluently or had a basic competence in Hausa. This confirms all the assertions by Asiwaju, Afolayan and Labo who are all scholars in migration, on the affinity of resident populations to attract people across the border.

She explained that more than half of the men were married but they practiced abstinence at their destination and it is mostly those who have permanently migrated that live with their wives. This is because as a migrant, it was easy to get a job and residence, switch in between jobs, save and then send remittances to families at Niger. This is contrary to what Afolayan found in her research in Southern Nigeria, that most of the people that practiced trans modal movements were single persons. Most married migrant, had a Niger wife. It was also found that most of the migrants were not literate, no form of education. The migrants that had settled, either enrolled their children in conventional or Islamic schools.

However, she said, it was found out that some people had come all the way from Tawa to Rivers State, some came from Zinder, Maradi in Niger state, all the way to Lagos, Kwara and Nasarawa states. They had gone to the Southern part of the country, while some are in the Middle Belt, North and others are at different parts of the country. Majority of these migrants got to their destinations by road through taxis, buses and lorries, some simply trekked across the border, made stopovers at different locations, hosted by family and friends, then left for Kano state. She cited an example whereby a migrant left home without the consent of his parents, had no money but waited at the park for a very long time. He was later helped by a donkey seller who migrated to Niger with him by trekking for 4 days.

She discussed further by stating that, during their sojourn, some stayed for 10 days and work to make money for *the* next journey. They did menial jobs like water vendors, security personnel, laundry services and mason. They also engaged in different activities as means of livelihood, like security personnel, water vendors, bakers, tea makers, fruit sellers, masons and traders with small shops. The women partook in laundry services and hair plaiting.

5.0 The Different Perspectives

While citing the different perspectives of migration by (Jaeger (2009), the presenter said that several factors have been identified for such reasons and people move due to an attraction, which could be social, economic, educational and health reasons. Migrants from Niger Republic that have moved to Nigeria, did that to adapt to environmental changes or to seek for better economic livelihood, education or for accessing medical assistance. The environmentally induced factors could be as a consequence of variability of climate and environmental factors. Most of them migrated due to environmental changes and resultant effects which could be decline in agriculture, drought, pests and diseases which has led to hunger, sickness and death.

She pointed out that the social factors at the origin include, lack of infrastructure at the origin, on the other hand, pull factors are responsible especially when there are more promising opportunities. Once migration starts, it reinforces further migration because these

people set up networks that facilitate movements. About two third of them, make up the economic migrants, which include business travellers. There are also health migrants who migrated to a hospital at Katsina state for treatment of leprosy, and due to its uniqueness, after being treated, they had to stay and be rehabilitated, then the areas around the hospital became congested and sprung up to be villages.

She also explained that educational migrants are of two types; in which the first set came to Nigeria as *almajiri*, children of less than 10-year-old who engage in schools till they reach adulthood and some of them become teachers. The second type are the teachers that come in from Niger republic to teach the French language at Katsina, since they share border. However, most of them do stay behind to form families after the contracts have expired. Some came in pursuit of love and adventure.

6.0 The Diverse Actors

She mentioned that the diverse actors are the seasonal migrants, known as the *Dan ci rani* which literarily means those that have come to eat away the dry season. There are the economic migrants known as the *Mai Bida*, who relocated to Nigeria on a blind date while some of them did not have specifications, they came to look for better pastures, some had goals and others wanted to know more about Kano, Nigeria. There are also the transient migrants who

conduct businesses in Nigeria and leave for Niger. They export food, grains, furniture, clothing, transporters in many African countries, while some had residencies in both Nigeria and Niger Republic.

She also stated that the lifetime migrants/de-agrarianized have settled in Nigeria with families, they engaged in trade and interact with the community freely and have assimilated the language, culture and values of the host communities. Most of them marry first wives from Niger, and other wives from Niger. Some of the women migrated as brides and engaged in economic activities, some were married, while others were either widowed or single. They engaged in domestic jobs, farming, cooking while some beg for a living. Even though the children of these migrants were born and bred in Nigeria, most of them still paid allegiance to Niger Republic. They showed pride, enthusiasm and dedication to the Niger course, and were also found to be more challenging than their elders.

7.0 Discussion

The presenter mentioned that, most of these migrants have stayed in Nigeria for so long and sent remittances back home in the form of cash, food grains, new and used clothing, furniture and other basic needs. These days they send and receive money through transfer. In the prospects of continual stay, about 80% still visited home quarterly, six or nine months, and one out of ten of these migrants finally settle. Most of them owned lands and farms at home,

however, 96% do not have lands at their destination. Some have stayed for up to ten years, even though some still return home to farm.

She stated that in the outcomes of these research, it was found out that migration follows relationships because any of the family members of a respondent can easily be summoned to Nigeria for jobs or opportunities. It also follows a pattern along road axis; the roads are all very good which gives ease of travelling. Proximity also plays a role in the migration into Nigeria, because some trek across the border in which they see as moving to the next neighborhood. There is also the thought that Kano and Nigerian cities are large hubs and have a lot of markets, which makes relocating to Nigeria important to them.

8.0 Conclusion

The speaker concluded by stating that, the migration flow from Southern Niger to Northern Nigeria, has shown consistent increase through the years. This could be attributed to so many reasons of which climate change is one.

She said that however, due to the livelihood pattern of these migrants, especially the *Yan ci rani* and *Bida* type, they come to the destination irrespective of climatic conditions at the origin. One has to also note that, the porous nature of Nigeria's border and lack of

documentation has made the migration between Nigeria and Niger very easy.

9.0 Comments and Questions

9.1 Comments

C1: Ethno-graphic methodologies are important as opposed to theories and concepts, and it has been demonstrated in this paper, it is an excellent one.

C2: You have validated and demonstrated the concept of triadic relationship by Joseph Aries Hegima and biographical pedagogical discourse, which makes one understand that Humanities is important in this concept.

C3: In another work, look at a comparative analysis of this migration and another, like looking at Mexico and US and then Niger and Nigeria, then compare how people in your presentation can fit into the presentation.

C4: I am writing a work on migration and occupational shift and this paper will be of good help to me.

C5: This paper exposes the fact that Nigeria is not as bad as we all thought it to be, because they migrated to Nigeria with all the bad information that has been put out to the public.

C6: I was fascinated by the respondents because they insisted that she had to get a consulate clearance. This is tremendous due to the fact that they were not educated, which shows nationalism, patriotism and law and order. I am also fascinated by their level of occupation, integrity and sense of order. This is a good message that comes from migration.

9.2 Questions

Q1: You mentioned in your paper that the children of these migrants do not see themselves as Nigerians. Do they blend into the Nigeria communities where they migrate to, or they form theirs in Nigeria?

Q2: The children of successful migrants in Nigeria, do they still have allegiance to Niger, or they feel the country that made them successful is the country to which they belong?

Q3: Why do the Niger men marry their women as first wives and then other wives are from Nigeria?

Q4: You have discussed more on the migrants from Niger but you didn't say much about the Nigerians being portrayed in your work

and how they also migrate to Niger and the kind of jobs they also engaged in.

Q5: What was their social integration like and their contributions to national development in the places they have migrated to.

Q6: I am interested in the porous border between Nigeria and Niger that you mentioned. I also do not agree with that, because Maryam Abacha university is at Niger and research says, about 50,000 Nigerians are students there, mostly from Kano, I think the migration is not parasitic but a symbiotic relationship.

Q7: How does this migration from Niger, affect Nigeria's politics, current security situation and smuggling, given that she clearly stated that the border is porous?

10.0 Response by the Presenter

- The migrants socialize with Nigerians like attending weddings and daily visit to the mosque, and they also engage in businesses with other people. They are part of the society but they do not call themselves Nigerians and they are proud of that, in which they do every other thing in the society. One of the migrants owned more than half of his neighborhood, like a school and water reservoir. He also serves several houses around his area and also a grain merchant. They also have associations too and engage in jobs that

Nigerians do not want to do. I will look at the issue of integration in my next paper.

- They are successful in the economy and they contribute to the economy because they engage in legitimate businesses.

- I will look at the comparative analysis of the Mexican/US border.

- These migrants get married really early at 17 years old. They come to Nigeria, stay back and bring their first wives from Niger and marry Nigerians as second or third.

- While describing the study area, I just mentioned Nigeria and Niger. The flow is from Niger to Nigeria, that was what we studied.

- On the issue of cross-border documentation, what I meant was that, we do not have to stop people from crossing into Nigeria border, but it will be good if we have some form of documentations.

- Mariam Babangida University is owned by a Nigerian. The corporation is good but the movement should be monitored. The kind of migration should be categorized at one point or the other.

- Concerning security challenges, I think it is overblown. As at the time this research was conducted, there was no security issues in Nigeria. Niger is a relatively peaceful place, and they are people of

law and order. All the villages/settlements that I travelled to between Kano and Niger border, all have security lights.

11.0 Closing – Director, CEMGS

The Director, CEMGS thanked the presenter for sharing her knowledge with the participants. She encouraged her to submit this paper to be peer reviewed for onward publication in the Centre's International Journal on Migration.

She also appreciated participants for their presence and contribution to the webinar presentation.

**NATIONAL OPEN UNIVERSITY OF NIGERIA
(OFFICE OF THE VICE CHANCELLOR)
CENTRE OF EXCELLENCE IN MIGRATION AND GLOBAL STUDIES**

REPORT ON THE 4TH SERIES OF TELESEMINAR (1ST QUARTER)
OF THE CENTRE OF EXCELLENCE IN MIGRATION & GLOBAL STUDIES
(CEMGS), N.O.U.N, FCT, ABUJA HELD ON WEDNESDAY, 1ST MARCH,
2023.

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TOPIC:

**DEVELOPING AN ENTREPRENEURSHIP MINDSET TO MAXIMIZE THE
OPPORTUNITIES OF THE 21ST CENTURY**

PRESENTER

DR. ALI JOHNSON ONOJA

***CONSULTANT ENTREPRENEUR AND CEO,
AFRICAN HEALTH PROJECT,
NIGERIA.***

1.0 Introductory Remarks – Prof. Gloria Anetor, Director, CEMGS

The Director, CEMGS welcomed participants to the fourth webinar for the first quarter, in the year 2023. She appreciated the continual attendance of participants to the Centre's webinar series from inception.

She introduced the presenter: **Dr. Ali Johnson Onoja.**

1.1 Brief Introduction of Presenter

Dr. Ali Johnson Onoja FIMC, CMC, holds a B.Sc. Degree in Biochemistry from Usmanu Dan Fodio University, Sokoto, Nigeria (1986), MSc and PhD in Virology from University of Ibadan, Nigeria (1990 and 1997) and a Post-Doctoral in Epidemiology from University of Maryland, Baltimore, USA (2003). He is a fellow of the Institute of Management Consultancy and a Chartered Management Consultant. His career objective is to contribute to the growth and development of Society through application of knowledge and skills in facilitating training, capacity building, entrepreneurship, project management, developmental activities and operational research in promoting the attainment of the SDGs.

His working career of over 35 years, spans through the Federal Ministry of Health, Nigeria, National Institute for Pharmaceutical Research and Development, FHI/GHAIN, CDC, African Health

Project and Ubelle Nigeria Limited. He has functioned in various capacities ranging from administration, service provision, personnel management, advocacy, project design, implementation, monitoring and evaluation, sourcing and procurement of funds for projects while working with various government agencies, implementing partners, and NGOs. He has over 18 years' experience providing consultancy services in operational research, policy formation and implementation of HIV/AIDS, malaria and TB programs at national and international levels in Nigeria, USA, Ghana, Malawi and Gambia.

As an entrepreneur, he founded Ubelle Nigeria Limited in 1995, as a business entity involved in management consultancy, operational research and manufacturing (Fabsi Table Water founded in 2016). He also founded African Health Project in 1996 as an NGO with focus on Health, Education and Community Development. We currently have operations and offices in FCT, Lagos, Benue, Niger, Kogi and Gombe States.

His topic is: **Developing an Entrepreneurship Mindset to Maximize the opportunities of the 21st Century.**

PRESENTATION

2.0 Developing an Entrepreneurship Mindset to Maximize the Opportunities of the 21st Century.

2.1 Introduction

Dr. Onoja commenced his presentation stating that there are always challenges in every area of human development, but the focus in this presentation is on how to maximize the opportunities that exist in the midst of the challenges. He highlighted the agenda of this presentation as follows:

- What is entrepreneurship?
- Personality trait of an entrepreneur
- Characteristics of an entrepreneur
- Entrepreneurial mindset
- How to develop an entrepreneurial mindset
- Building business models and top emerging business opportunities of the 21st century.

His food for thought:

- Nothing limits achievements like small thinking

- Nothing expands possibilities like unleashed
- The tragedy of life is not death but life without a purpose
- The secret of living is not to do what you like but to like what you do
- The tragedy of life is what dies inside a man while he is still alive
- A man's gift makes room for him and brings him before great men (holy books) and,
- Starting a new business is not for the faint of heart, it requires faith, persistence, and a lot of hard work. What separates successful CEOs from the rest of the pack is because they have an entrepreneurial mindset.

2.2 What is Entrepreneurship?

Entrepreneurship as defined by Dr. Onoja, is the practice of creating, developing and running one's own business. According to him, successful entrepreneurs embrace challenges, make mistakes and see failures as opportunities to develop new skills set to help them succeed in the future. This implies that successful entrepreneurs believe that no matter how the journey is, success belongs to the future.

Speaking on the personality trait of an entrepreneur, he explained that every entrepreneur is unique and no path to success is the same but all successful entrepreneurs share a specific skillset that allow them to solve problems, overcome obstacles and thrive in their respective fields. "This is also not about the big names in the

entrepreneurial field, but also about people that do their businesses, provided one is able to add value and make profits''.

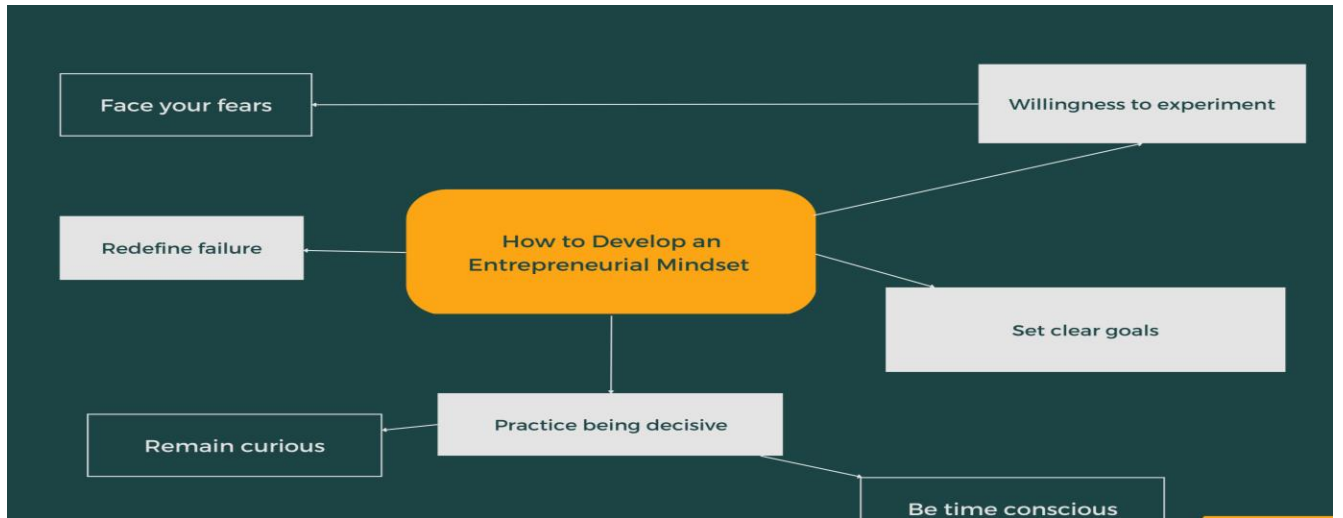
2.3 Characteristics of an Entrepreneur

The characteristics of an entrepreneur as explained by Dr. Onoja include:

- ❖ *The ability to confront self-doubt*
- ❖ *Accountability*
- ❖ *Resilience*
- ❖ *Willingness to experiment*

3.0 Entrepreneurial Mindset

The presenter opined that the entrepreneurial mindset is the mode of thinking that helps one achieve the goals of running one's business. ''When a person has doubts, it makes one human, and knowing how to do away with such thoughts can make one a great entrepreneur''. He explained how to develop an entrepreneurial mindset in the Chart below:



3.1 How to Develop an Entrepreneurial Mindset

Dr. Onoja admonished entrepreneurs to set clear goals which entails the need to speak to the universe, write it down and mention to friends and family who can be held accountable. All these can make aspiring entrepreneurs to accomplish the set goals little by little each day.

Furthermore, the presenter said that entrepreneurs need to practice being decisive, they need to develop the ability to analyze a situation, absorb the relevant data and make confident decisions. Small businesses and start-ups can be ruined by indecision, which entails those decisions being made in confidence, is one of the most vital entrepreneurial skills. When one practices taking decisions with confidence, it will pay off when faced with big challenges in the business.

He also asserted failure as part of an entrepreneurial mindset, stating that the best entrepreneurs turn failure into something positive. This indicates that one has tried something which can be a scary thing to encounter. According to Onoja, one can practice failure dialogues by noting it down in a notebook or with a friend, or make them ask about it every day for a week. If one answers honestly, instead of feeling ashamed about the failures, pride will be felt when showing off on all that has been attempted.

The presenter emphasized the need for entrepreneurs to remain curious because curiosity is one of the most important traits for them. In constant learning and maintaining one's competitive edge, one must always seek out new people and experiences.

He reiterated that entrepreneurs need to be time conscious as everyone has limited time on earth, so the best use of one's time need to be made while young. This, he explained by advising that one needs to wake up early, avoid time-wasting distractions, worthless companies and activities, like young people who spend most of the day on social media, achieving nothing. Procrastination is also to be avoided because only today is known and the future cannot be ascertained by anyone.

Lastly, he noted that fears need to be faced when encountered in the day-to-day activities of an entrepreneur, as the only way to kill such fears, is to expose oneself to it.

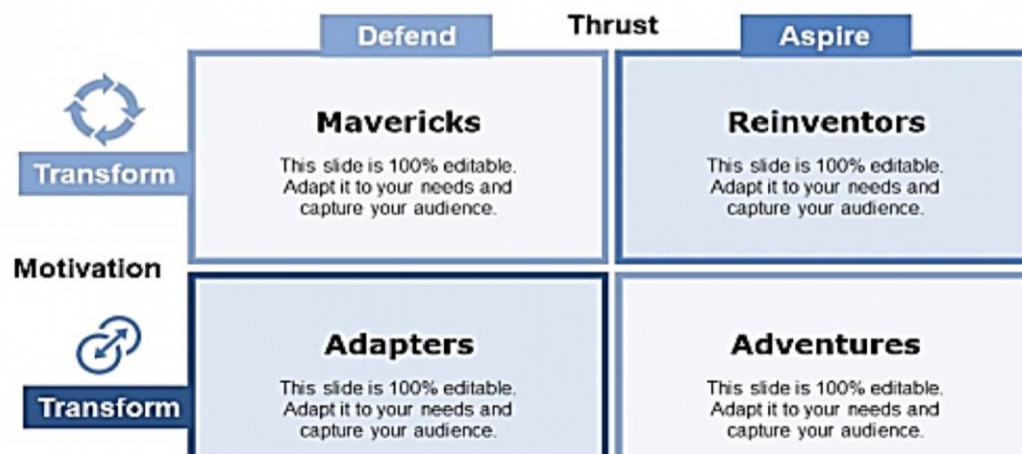
4.0 Approaches to Business Model Innovation

The presenter spoke on the approaches to business model innovation, stating its importance in successful business modelling and transformation. They include:

- Motivation
- Transformation
- Defense
- Trust and
- Aspiration

Important aspects of business innovation include: Mavericks, re-inventors, adapters and adventures, which talk about the various strategies. 'For business to matter in entrepreneurship, it has to be about value addition and getting rewards for the values.

APPROACHES TO BUSINESS MODEL INNOVATION

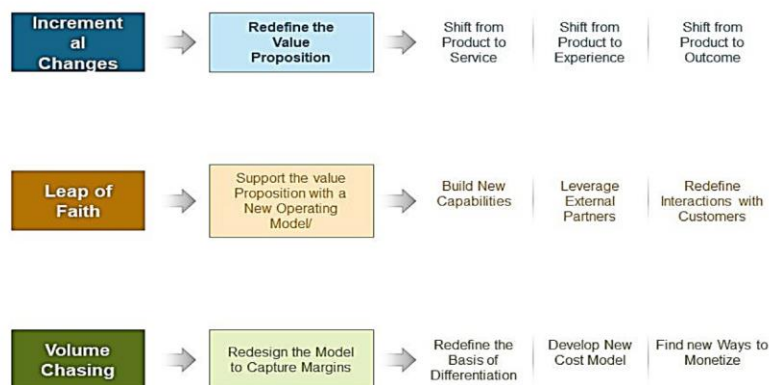


5.0 Approaches to Business Model Innovation Template

Dr. Onoja noted that there are three (3) approaches to business model innovation template, which include incremental changes which transcends to re-define the value proposition, shift from product to experience and shift from product to outcome. There is leap of faith which entails, support the value proposition with a new operating model, build new capabilities, leverage external partners and re-define interactions with customers.

Lastly, he mentioned volume chasing, which is re-design the model to capture margins, re-define the basis of differentiation, develop new cost model and find new ways to monetize. The diagram below, further explains the business model innovation template, which are concepts that successful entrepreneurs use.

APPROACHES TO BUSINESS MODEL INNOVATION TEMPLATE



6.0 Top Emerging Business Opportunities of the 21st Century

The presenter mentioned some of the top emerging business opportunities of the 21st century, which include;

- Research service; they are expected to increase in demand as the world searches for a vaccine.
- Home fitness; searches for home exercises which has drastically spiked
- Online payment platforms; more market share opportunity in the online payments space
- Online marketing; online marketing solution via email web and social media
- Media; news agencies are working day and night to create opportunities
- Human resources/ employment; education and advisory on rebuilding one's resume to get back into the workforce
- SAAS; productivity and performance management software of remote stall
- Outsourcing; affordable offshore outsourcing for tactical skill-based projects
- Telehealth; all equivalent software, consulting and advisory related to telehealth etc.

There are also others like cleaning services, delivery services, remote fitness, cybersecurity consultant, E-commerce, party (cleanup) committee, online reseller, freelance copywriter, home care service,

translation service, online teaching, cloud kitchen/healthy meal delivery, video editing service, pet sitting, social media marketing, E-book writing, affiliate marketing, accounting or book keeping, online personal Assistant/virtual Assistant and online therapy.

7.0 Conclusion

In conclusion, Dr. Onoja stated that to develop an entrepreneurial mindset, one needs to adhere to the following: being obedient, follow instructions, integrity, willing to start small, make valuable friends, avoid conflicts, loyal, respect, patient, God-fearing, humble, honest, diligent, focused, acquire skills, read books, open-minded, calm, attentive, accurate record of transactions, comply with all government regulations and lastly, be disciplined.

6.0 Comments and Questions

6.1 Comments

C1: The presenter mentioned Nigeria and the conditions of Nigerians to entrepreneurial development, that aspect is very critical. The environmental factors in entrepreneurship need to be talked on, like political interference and the existing supporting facilities, they are important after talking about the individual characteristics required and the external environmental factors.

C2: The presenter has provided an excellent theoretical framework; it would have been better if there was a case study of a local industry or corporate structure and see how all these theoretical concepts, applied to the business and made it successful.

C3: In Nigeria and the diaspora, the education for learning and the failure to learn, affect the success or the failure of at least a few number that will have been a successful entrepreneur. The priority of Nigerians that migrated temporarily, often affect what they develop, the passion is not also there to venture into businesses abroad.

C4: Franchise is a key way of being a successful entrepreneur, because with at low as \$10,000 in one's credit card abroad, one can invest with it, and with the spirit of better education and prudence, one can survive.

6.2 Questions

Q1: Are the criteria for entrepreneurship as laid out by the presenter, the same for all other endeavours? He should be specific to the uniqueness of those criteria to entrepreneurship.

Q2: Is it capital or the mindset that is the challenge of Nigerians who relocate abroad as entrepreneurs and end up serving over there without starting up businesses over there? Can NOUN assist with its

MOOC (massive open online courses) for many people who wish to migrate to generate employment and incomes?

Q3: What has been identified as the factors militating against entrepreneurial mindset in Nigeria, which people carry with them when they migrate to other countries?

7.0 Response by the Presenter

- The success factors, which are important in every venture, is what also makes a successful entrepreneur. It is therefore not surprising that the factors are the same.

- I didn't want to focus on the challenges of entrepreneurs, what is important is how to maximize the opportunities of that environment. I have offices in many states, government agencies, multiple taxations, levy and different obstacles, the challenges are many. Environmental factors are very important in terms of succeeding as an entrepreneur.

- I did not know the kind of audience I will speak to, I thought there were going to be young people, because they need to buy into the concept of entrepreneur.

- What I discussed today was a sensitization, I did not talk on any framework at all and the case study used is myself, because I have 35 years of post-graduate working experience. All that I quoted are things that were put into practical applications, both through the NGO and limited liability company.

- In those days, we grew up to know that the only way forward was through hard work, and people overtime, had unrestrained access to a lot of resources. The job syndrome of Nigerians is part of this opportunism, which are part of underdevelopment that really needs to be worked on. But as an entrepreneur, with the resources one has, all kinds of people can be employed. Promoting entrepreneurship removes job syndrome.

- Most people always think the best jobs are government jobs, which makes millions of youths to be unemployed waiting for government jobs, whereas they can get jobs and get more money than they would have earned when working for the government. Programmes ought to be organized also, that move people from being just mentees to business owners, to have arrangements to empower them through discipline and following of order.

- Entrepreneurship means learning and unlearning and it is never too late to start entrepreneurship. Young people cannot be stopped from migrating anyway. There is a case of a young person that was doing so well in Nigeria, she sold all properties in Nigeria, relocated

to UK and within few months, asked her brother to send references for her to work in old people's old. If such a person was properly guided here, it would not have resulted to what she went through.

8.0 Closing – Director, CEMGS

The Director, CEMGS thanked the presenter for sharing his knowledge with the participants. She also encouraged him to submit his paper to be peer reviewed for onward publication in the Centre's International Journal on Migration.

She appreciated participants for their presence and contribution to the webinar presentation.

**NATIONAL OPEN UNIVERSITY OF NIGERIA
(OFFICE OF THE VICE CHANCELLOR)
CENTRE OF EXCELLENCE IN MIGRATION AND GLOBAL STUDIES**

REPORT ON THE 5TH SERIES OF TELESEMINAR (1ST QUARTER)
OF THE CENTRE OF EXCELLENCE IN MIGRATION & GLOBAL STUDIES
(CEMGS), N.O.U.N, FCT, ABUJA HELD ON WEDNESDAY, 15TH MARCH,
2023.

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TOPIC:

**OWNING A SMALL BUSINESS AS A MIGRANT IN CALGARY, CANADA:
WHAT YOU NEED TO KNOW**

PRESENTER

UCHE P. EZETAH, CMA, CPA, ACMA

***SENIOR ACCOUNTING PROFESSIONAL WITH BOARD AND
MANAGEMENT EXPERIENCE.***

1.0 Introductory Remarks – Dr. Gloria Anetor, Director, CEMGS

The Director, CEMGS welcomed participants to the fifth webinar for the first quarter, in the year 2023. She appreciated the continual attendance of participants to the Centre's webinar series from inception.

She introduced the presenter: **Uche P. Ezetah.**

1.1 Brief Introduction of Presenter

Uche P. Ezetah obtained his Bachelors of Science in Banking and Finance from Rivers State University of Science and Technology, Nkpolu, Port Harcourt, Rivers State. He became a Certified Management Accountant (CMA) since 2009 from the Certified Management Accountants of Canada, and a Certificate in IFRS – 2012, from the Institute of Chartered Accountants of England and Wales. He has been a Chartered Management Accountant (ACMA) since 2013, from the Chartered Institute of Management Accountant (CIMA) and also a Chartered Professional Accountant (CPA) in 2015 from the Chartered Professional Accountants of Canada.

He has over 19 years' experience of operational, reporting and consolidation experience for various organizations with revenue ranging from \$13 billion, financial reporting under IFRS, MD&A, financial statement notes, cash management. Hyperion cost centre reporting, revenue analysis, capital reporting, flux analysis and consolidation. He has knowledge of SAP, Oracle 11i. Hyperion, Epicor e-back office. Also, PeopleSoft, Microsoft Dynamics SL, SAGE and advanced excel, payroll accounting and reporting.

He has many board level experiences from Accessible Housing Calgary and few other organizations. He has also served at various organizations with professional experiences in firms like; Smart Technologies ULC, Viterra INC, Black Diamond Group Limited, Enmax

Corporation, Avenue Living Asset Management, Clyde River Housing Association at Nunavut and presently at Platform Calgary.

His topic is: **Owing a Small Business as a Migrant in Calgary, Canada: What You Need to Know.**

PRESENTATION

2.0 Owing a Small Business as a Migrant in Calgary, Canada: What You Need to Know.

2.1 Introduction

Mr. Uche Ezetah began noting that his focus on this presentation is to be more practical, and not just academic based. According to him, this presentation is also for migrants or intending migrants to gain some knowledge. Also, someone does not need to be resident in Canada to be able to do business there, only regulations need to be complied with. The agenda for this presentation will be; incorporation of small business, business owner remuneration: salary vs dividend, small business benefits, pension contributions requirement, unemployment insurance contribution, payroll withholding taxes and remittance requirement, corporate tax, compliance requirements and annual filing, goods and services tax (GST) and small business funding.

He said that the small business in this context include a grocery shop, mechanic shop or a small start-up company. These small businesses need to be incorporated. Although, small businesses can also be run as a sole proprietorship, but the focus of this presentation is what needs to be known, when one wants to incorporate a small business. As a small business owner, the owner's remuneration is basically one of the biggest decisions that needs to be made. The business owner also needs to consider if his salary will be paid in Canada or receive dividends, which determines how a business is structured.

He pointed out that small business benefits are critical for staff retention, because they have to be paid for. Unemployment insurance contribution is also very critical because as a small business owner, at certain points, one may not be able to work. Payroll withholding taxes and remittance requirement is also very important, because taxes need to be remitted and any other withholding payroll deductions. Compliance requirements and annual filing talks about what one needs for a business to be certified. To be running every year. If some business requirements are not met, some business registrations can be deactivated.

He mentioned also that Goods and Services Tax (GST) is similar to Value Added Tax (VAT) in Nigeria and it is an important thing to keep mind on. Small business funding will also be discussed, which includes government and private funding.

2.2 Incorporation of Small Business

He pointed out that if a small business wants to be incorporated, it constitutes three (3) elements which are; distinctive, descriptive and legal. A small business owner should distinguish his business from any other business by having a name. The proposed corporate name should provide a description of services or goods and it should not be prohibited but legal.

He said that another means by which a small business can be incorporated is to get an Alberta NUANS (Newly Upgraded Automated Name Search) report. One needs to find a NUANS

service provider, and the NUANS report reserves the proposed name for ninety (90) days. The complete report, whether an original or fax copy, must be submitted with the incorporation details and must be less than ninety-one (91) days old and cost between \$25-\$150.

He stated that a new business owner needs to collect information needed for incorporation by filing incorporation information forms; articles of incorporation, notice of English/French name equivalency, notice of address, notice of directors, notice of agent for service for an Alberta or Extra-provincial corporation. NUANS report, valid ID and fee payment are also needed.

Explaining further, he said an agent for service needs to be appointed, and this agent does not need to be a lawyer. However, one needs to supply; the name, firm name (if applicable), street address or legal land description, mailing address, email address and appointment date for the agent for service. The agent must however, consent to their appointment. The only requirement is that the individual must have an address in Alberta that can accept notices and documents in person or by mail on behalf of the corporation.

3.0 Business Owner Remuneration: Salary vs. Dividend

The presenter enunciated that the business owner would have to decide to pay himself by remuneration or a dividend. The salary becomes a business expense on the company's books, which will in

turn reduce the corporate tax. This is determined as an employment income and all other staffs' salary also applies to this. The employment income is also known as Issue (T4) slip – statement of remuneration paid. It is also able to apply tax credits, including medical and childcare benefits.

He held that one also needs to register a payroll account with Canada Revenue Agency (CRA). It has three (3) to note, which are; business number – the unique 9-digit number, the date employees received their first wages and three (3) months covered for payroll of employees' wages. The business owner needs to withhold and remit withholding income taxes to the CRA by, Federal income tax bracket is between 15%-33%, and Provincial income tax bracket is between 5%-24%. He also needs to contribute to his Canada Pension Plan (CPP), that is, if his income exceeds \$3500 a year, double CPP contribution.

He mentioned that in dividends, there is considered investment income and lower marginal tax rate. In lower marginal tax rate, average income tax rate can be about 30.0%, and marginal tax rate can be about 35.7%. This marginal tax rate means that your immediate additional income will be taxed at this rate. For instance, an increase of \$100 in your salary will be taxed \$35.74. Hence, your net pay will only increase by \$64.26.

He also explained that when a small business owner pays himself dividends, corporate tax would be higher, there is issue (T5) slip –

statement of Investment Income and it is not a business expense. Dividends are issued and paid based on share ownership, it can be more flexible and it can also impact owners' credit rating.

4.0 Small Business Benefits

The presenter noted that a typical benefits package for small businesses can include the following; health insurance, dental and vision coverage. It also includes a retirement plan – RRSP (Registered Retirement Savings Plan) and short-term disability. A short-term disability is income replacement compensation due to inability to work. The period of incapacity and income replacement might range from 1 to 6 months, depending on the plan and the maximum amount is \$650 per week. There is also long –term disability which is income replacement compensation due to inability to work. The period of income replacement can be up to 36 months.

He explained that workers' compensation is eligible to collect benefits if one has a work-related injury or disease which causes one to lose wages or to require medical treatment. It is mandatory for certain industries and one can purchase from workers' compensation board. There is also business insurance which is a policy that can protect one's business from expenses, business interruptions, liabilities and more, if personal information is lost, stolen or mistakenly shared.

5.0 Pension Contributions Requirements

While speaking, the speaker stated that contributions to CPP are compulsory for all working Canadians aged 18-70. Employees and employers contribute equally on earnings that are between the Basic Exemption amount and the Year's Maximum Pensionable Earnings (YMPE). In 2023, contributions on those earnings are 5.95% for employees and employers. The maximum CPP employee contribution in 2023 is \$3,754.45. Employers will match employee deductions and remit same to CRA (Canadian Revenue Agency). This becomes a business expense.

He also said that one needs to note that for a business owner, one pays the full 11.9% and contributions can be based on one's net business income, which is after expenses. The maximum CPP contribution for a business owner in 2023 is \$7,508.9. In certain situations, an employee can elect to stop contributing to the CPP. In order to be eligible for this election, the employee is at least 65 years of age, but under 70 and the employee receives a CPP or QPP retirement pension.

6.0 Unemployment Insurance Contribution

The speaker noted that Employment Insurance (EI) is voluntary for the self-employed, and one can terminate the participation at any time, provided one has never received EI benefits as a self-employed person. One's participation will end on December 31st of the year in which one files the notice of termination with Service Canada. One also has to deduct EI premiums from the insurable

earnings one pays to their employees. In addition, one must pay 1.4 times the amount of the employee's premiums. One may qualify for a reduction of the employer contribution if one gives the employees a short-term disability plan.

He also explained that, for most people, the basic rate for calculating Employment Insurance (EI) benefits is 55% of their average insurable weekly earnings, up to a maximum amount. As of January 1, 2023, the maximum yearly insurable earnings amount is \$61,500. This means one can receive a maximum of \$650 per week. Employees receive EI from 1 week up to a maximum of 45 weeks, depending on the unemployment rate in one's region at the time of filing one's claim and the amount of insurable hours been piled up in the last 52 weeks or since last claim. 420 hours of insurable employment to qualify for EI payment for CRA, is needed by employees.

7.0 Compliance and Annual Filing Requirements

The presenter opined that apart from payroll withholding taxes and remittance requirement and then corporate tax, there is compliance and annual filing requirements. The business owner's requirements are; choose a business name – business name report, annual provincial filing, annual tax filing and remittance – corporate tax (T2). There is also CRA requirements – payroll remittances, T4, T5, T619.

Speaking further, he also said another requirement for compliance and annual filing is insurance requirement which comprises of commercial property insurance, general liability insurance, professional liability insurance, cybersecurity insurance, directors' and officers' insurance, crime insurance and business interruption insurance.

8.0 Conclusion

The speaker concluded stating that, small business can get their funding through loans up to \$100,000 unsecured. It can also get loans through leveraged financing through credit cards, line of credit and home equity line of credit (HELOC) and mortgage refinances.

He also said funding can be gotten through government funding and grants. The general eligibility for government funding is that registered business name and name must be provided, located in the city, province or country that wants to grant funds and have up-to-date filings.

9.0 Comments and Questions

9.1 Comments

C1: The audience of this presentation is meant for Entrepreneurship students especially those that want to relocate abroad. Businesses can be established without leaving the shores of Nigeria, provided the rules and regulations are understood. The implementation of rules and regulations is always the main problem.

9.2 Questions

Q1: Are there no criteria for setting up a business in particular places in Canada? The impression you have given is that everybody is treated on an equal basis.

Q2: In Setting up a small business, you did not give a definition of what constitutes a small business, and how that is different from a medium sized and big business.

Q3: Are there some financial demands or guaranty that is required to set up a company?

Q4: In filing papers, as a small business owner, do you need to use accounting firms as we have in Nigeria or it is something that can be easily done?

Q5: Is there any advantage in people coming together in terms of partnership to achieve objectives of setting up of a business?

Q6: When registering a company, the theory is always different from the practice and the situation is always totally different when one registers the business in Nigeria. Does that happen in Canada too?

Q7: When one intends to use naira for dollars' business, how practicable can this be? How much is needed for capital to start a small business?

Q8: Are grants alone for businesses? Is there where to look in for grants especially for non-citizens?

Q9: Crime insurance was not explained in this presentation.

10.0 Response by the Presenter

-While I was preparing this presentation, I tried as much as possible not to be too specific but just a general conversation. I will answer the questions on a general level, but some of them require a lot of detailed explanations.

- The idea of this presentation is that, when you have someone who has relocated to Canada and with a status and papers, is one expectation. The second one is setting up a business in Canada from Nigeria to connect with a partner there who has a residence status so as to set up a business.

- For someone at Canada to set up a business, one must be a resident and have a work permit. The status must be legal for someone to be able to start a business.

- I would say that any business less than a million is small business.

- The constraints of establishing a small business, one of them is; you must have a regulatory approval for whatever business one wants to venture into.

- The Canadian system gives everybody benefit of doubt. Once one meets the eligibility of whatever has been applied for, even grants can be granted.

- There are constraints for when a foreigner is trying to set up a business in Canada. Some of them are; you need to discuss with an accountant, a registered office in Canada, ownership structure and your partner must have a greater share of the business ownership. All these constraints are however achievable.

- A small business can be started with whatever amount one has, the money does not matter, it all depends on what one wants to do.
- If you want to start a business from Nigeria, without a resident status, your best bet is to seek for a partner.
- Crime insurance is really important like an online business could be hacked and a grocery store could be broken into, those kind of insurance covers for crimes.

11.0 Closing – Director, CEMGS

The Director, CEMGS thanked the presenter for sharing his knowledge with the participants. She also encouraged him to submit his paper to be peer reviewed for onward publication in the Centre's International Journal on Migration.

She also appreciated participants for their presence and contribution to the webinar presentation.

**NATIONAL OPEN UNIVERSITY OF NIGERIA
(OFFICE OF THE VICE CHANCELLOR)
CENTRE OF EXCELLENCE IN MIGRATION AND GLOBAL STUDIES**

REPORT ON THE 6TH SERIES OF TELESEMINAR (1ST QUARTER)
OF THE CENTRE OF EXCELLENCE IN MIGRATION & GLOBAL STUDIES
(CEMGS), N.O.U.N, FCT, ABUJA HELD ON WEDNESDAY, 29TH MARCH,
2023.

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TOPIC:

**BRAIN DRAIN OR BRAIN GAIN? NIGERIAN ACADEMICS AND THE JAPA
SYNDROME**

PRESENTER

PROF. PETER O. OLAPEGBA

DEPARTMENT OF PSYCHOLOGY,

UNIVERSITY OF IBADAN

1.0 Introductory Remarks – Dr. Gloria Anetor, Director, CEMGS

The Director, CEMGS welcomed participants to the sixth webinar for the first quarter, in the year 2023. She appreciated the continual attendance of participants to the Centre's webinar series from inception.

She introduced the presenter: **Prof. Peter O. Olapegba.**

1.1 Brief Introduction of Presenter

Peter Olamakinde Olapegba is a Professor of Applied Social Psychology in the University of Ibadan, Nigeria. He holds B.Sc. (Hons) degree in Psychology; M.Sc. in Social/Personality Psychology, PhD in Applied Social Psychology all from the prestigious University of Ibadan, Diploma in Borders and Borderlands Study and a Postgraduate Diploma in Theology of the Redeemed Christian Bible College. He worked briefly as a Research Officer with National Examinations Council (NECO), Minna, Nigeria in the year 2000 from where he joined the services of the University of Ibadan on June 1, 2000 as an Assistant Lecturer in 2008, Reader in 2011 and a full Professor from 1st October, 2014.

Professor Olapegba is a Fellow of the Nigerian Psychological Association (NPA) and several professional bodies including; American Psychological Association (APA), Nigerian Psychological Association (NPA), Society for Personality and Social Psychology (SPSP), Nigerian Association of Social Psychologists (NASP),

International Association of Psychology (IAAP) and Institute for Chartered Mediators and Conciliators (ICMC).

He is currently a member of the University of Ibadan Governing Council; Precious Cornerstone University (PCU); Governance Board, Pan African University Institute of Life and Earth Sciences (PAULESI) and was a member of the Governing Council, The Ibarapa Polytechnic, Eruwa, Oyo State.

His topic is: **Brain Drain or Brain Gain? Nigerian Academics and the Japa Syndrome.**

PRESENTATION

2.0 Brain Drain or Brain Gain? Nigerian Academics and the Japa Syndrome.

2.1 Introduction

Prof. Olapegba began stating that his paper would be focused on explaining the concepts brain drain, brain gain, Nigerian Academics and the "japa" syndrome. He explained that brain drain is the migration of skilled human resources which can also be known as human capital flight, which is, the emigration or immigration of individuals who have received advanced training at home.

He said that emigration has negative effects to both the country being migrated to, and the one been migrated from. The net benefits of the country been emigrated to is brain gain, while the net cost to the country been migrated from is brain drain.

He also stated that this study is to investigate the relationship between "japa" (emigration) syndrome, job burn-out and subjective well-being among Nigerian Academics using descriptive and inferential statistics.

2.2 Nigerian Academics

The presenter opined that Nigerian Academics are a critical population who have marked influence on education and society. He cited Watt & Richardson, 2020 by stating that, they generate citizens who are vast in knowledge at different fields of academic.

These citizens who are knowledgeable, train future academics, and support the higher education systems.

He also pointed out that the university is generally preoccupied with human capital development and also research for development. But academics struggle with burnout (Sabagh et al., 2018), lack of work-life balance (Fontinha et al. 2019), mental health problems (Guthrie et al., 2017), among other adversities (Kinman & Johnson, 2019).

3.0 Japa Syndrome

He mentioned that there has been a high rate of emigration out of Nigeria by its academics. The country is generally known as the major sufferer of the brain drain (Maharaj, 2017). He pointed out by citing Kim et al., 2018; Lee and Sehoole, 2015), that most of the highly skilled professionals which includes academics, move to more developed countries for opportunities.

He said that the general social causes of brain drain are; mass unemployment, poor salaries, poor working conditions, mass poverty, religious crises, worsening economic and political conditions and lack of quality education.

He stated that the dispositional/psychological causes of emigration, that has to do with international relocation mobility readiness are desire, intention, expectation and willingness. Also, the motivating

factors to expatriate are further studies, willingness to experience a new life and pressure from family and friends.

4.0 Theoretical Framework

The speaker explained the two (2) theories of motivation which supports this study, which are; Maslow's Hierarchy of Needs (Maslow, 1943, 1964) and equity theory (Adams, 1963). In Maslow Hierarchy of needs, human needs are arranged hierarchically in order of importance. The lower order needs must be satisfied before the higher order needs becomes motivating. The needs are; physiological, safety, love and belonging, esteem and self-actualization.

He stated that equity theory is a process model of motivation. Equity and fairness are the basis for comparison with others. The key elements of equity theory are; input outcome and comparison levels. The theory demonstrates that the individuals are concerned with their rewards and what others get in their comparison. Employees expect a fair and equitable return for the contributions to their jobs.

5.0 Data and Methodology

The speaker mentioned that the design of this study is cross section survey. The population of the study is Academic staff in Nigeria universities and the participants are 279. The sampling technique is purposive sampling and snowball. The procedure is E-questionnaire

using google form which was distributed online among Nigerian academics via WhatsApp. The data analysis is descriptive and inferential statistics.

5.1 Results

The speaker explained that the age range used for the data is within 25-76 years old. The average age is 46.95 years and the average tenure is 14.68 years. Also, 61.5% of the surveyed Nigerian academics are male. 83.2% are married while 53.5% are parents to at least 3 children. 61.5% holds a PhD/fellowship and 29.7% have never travelled out of Nigeria.

5.2 Discussion

He explained that most Nigerian academics desire international exposure, intended to work abroad and not emigrate permanently. Many Nigerian academics also plan to relocate mainly due to pressure from family and friends and also worsening economic crises.

He stated that Canada, USA, UK and Europe are the most preferred 'japa' locations. Majority of these academics are not satisfied with their life in Nigeria. 'Japa' syndrome is more popular among the single, younger people with fewer children, recently employed and less qualified academics.

He mentioned that academics with less international travel experience were higher on 'japa' motives. The findings found

support in the two theories reviewed. There are needs, perceived in Nigeria that are not being satisfied, so academics emigrate to places they feel the needs can be satisfied.

Speaking further, he said academics compare their input and output with what their counterparts in other climes earn and perceive inequity. They also put in identical efforts but get lower pay.

6.0 Recommendations

Prof. Olapegba recommended that government and proprietors of universities should improve the condition of their academics. They should also strive to make conditions comparable, with what is found in the countries the academics migrate to. Also, each time the academic unions in Nigeria negotiate with the federal government. It doesn't always end well even after months of strikes that leaves the academic being short-changed.

This he explained further by stating that it has been difficult for academics in Nigeria to counsel colleagues and friends not to emigrate, because the statistics are high. The government should also note and not forget that the universities are places where critical human capital is developed, then they should do the needful by doing their very best to stop the academics from emigrating and to attract expatriate to Nigeria.

7.0 Comments and Questions

7.1 Comments

C1: I think what is lost in the lecture is the motivation that people have for "japa". The whole idea of whether someone wants to stay in Nigeria or emigrate, depends on one's individual personal motivation. With the comparison of the naira to the dollar, a greater economic analysis is needed, \$600 is nothing if you live in the USA, but #450,000 is a lot if you live in Nigeria, which can meet basic needs. There is a need to re-work the conception of the prevailing economic circumstances of the societies that people emigrate to.

C2: The presentation is very lively, realistic and interesting. The presenter is a psychologist, so he has been able to analyse the reality from psychological perspective. I want to advise on the theoretical framework, the equity theory is perfect because it is a process/behavioural theory, but I think there is a better theory that can replace Abraham Maslow's hierarchy of needs because it is a content theory and the decisions of academics are usually based on complex behavioural issues, so academics consider a lot of factors before taking decisions. Herzberg's motivation ideal theory will be stronger than Maslow's to explain the aspect of the findings.

C3: Labour market institution theory is also needed because institutional enablers barriers, mediate in the decisions to migrate. Not every academic that wants to migrate is able to do so because there are institutional barriers.

C4: Your recommendation seems not to be realistic because of the present predicament in Nigeria. The macroeconomic parameters

may not really allow the recommendation to be realistic. The capability of the government to achieve these should be analysed.

C5: There are other factors responsible for this 'japa' development. It is our value system, that is, it is our own inability not to appreciate our own value as citizens of the country. It doesn't affect academia alone, but also others in the society.

C6: Politics is superior to economics because it is the government that will decide what they want actually.

C7: Government has a critical role to play because politics is superior to economics and the government have to decide what they want actually. Some people in Nigeria would like to migrate while some outside the country, would want to come back home. The Nigerian government sends some of its citizens abroad to study, so there is also nothing bad if citizens can afford to send their children abroad for study too.

C8: The old age group of people that emigrate, should not be a bad idea because we have temporary migration say for like few years and permanent. The youths are mainly those that migrate permanently.

C9: Abraham's Maslow's theory may not be applicable, particularly to the people of North-East area in Nigeria. They would want to satisfy the security need before physiological needs. I will suggest the

presenter applies another theory that will be more suitable due to those that want to emigrate because of insecurity.

C10: An empirical study needs to be done concerning the age group of those that "japa". Most of the doctoral and Masters students on TETFund-Morgan agreement, are in their 50s. We also need an enabling environment to be able to find solutions to these problems. The issue is so complex that one push factor cannot be identified, as being responsible for the current situation in Nigeria.

7.2 Questions

Q1: Were the questionnaires sent to the Nigerians who have actually migrated outside Nigeria, or to people who are still in Nigeria but are willing/thinking of migrating, because of what they consider to be bad circumstances? These two groups would have different perspectives to the questionnaires.

Q2: With these challenges stated in the paper, what are the actions that should be taken and what do we expect the industry /government to do?

8.0 Response by the Presenter

- On the issue of the conversion of currencies, when it is viewed on the basis of equity and motivation. Lecturers earned higher some years ago too, and the conversion then was over \$2000 and now less than \$700, which affects their psychology a lot. The psychology to be considered, is an individual thing which motivates one to take

certain decisions. It should not be about the conversion amount alone, but also the purchasing power especially outside the country.

- Concerning the question on questionnaires, they were answered by academics who are presently in Nigeria, and not those who have emigrated.

- This paper is work-in-progress because from the conception of this paper to its presentation, took just 2 weeks which makes this a preliminary report from the main study. The data has not also been really interrogated enough.

- As to the recommendations, also because the data has not fully been interpreted. More fact-driven recommendations would be made available in the main paper.

- In the olden days, those Nigerians who studied for their PhD abroad, always returned back to Nigeria. The conditions in Nigeria were comparable to those in other countries, and the naira was stronger so the motivation to come back home was there. But now, people look for a way to escape in order to avoid the hardship in Nigeria.

- I will like to conduct a study among lecturers who have emigrated, to document their experiences over there, because I have a suspicion that what they thought they would get, are actually not what they have gotten. People that travelled 10-15 years ago, have not returned to Nigeria because they are stranded and this is due to the attractiveness of the system over there.

- Fulfilment is also a motivating factor to emigrate because people have their dreams, they look for it and wherever it is found, they would go for it. Where they think there is fulfilment, it ends up being a mirage.

- On our core value system, a value can be held very dear but if there are environmental circumstances that are overbearing and will not make one express those values the way they ought to be expressed, at a point in time, one may not be able to cope again.

-Migration has always been with academics. They migrated temporarily through conferences, short courses, sabbatical leave and leave of absence. But recently, it is always permanent. That means there are issues within the Nigerian environment that are forcing people out and some people are not happy to leave the country.

- The recommendations I mentioned in this paper are realistic for the government because they need to take the bull by the horn by putting in place the enabling environment to retain its citizens.

9.0 Closing – Director, CEMGS

The Director, CEMGS thanked the presenter for sharing his knowledge with the participants. She also encouraged him to submit his paper to be peer reviewed for onward publication in the Centre's International Journal on Migration.

She also appreciated participants for their presence and contribution to the webinar presentation.

