

Determinants of International Migration among Nigerian Citizens: Implications for Social Cohesion and National Development

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Abstract

Migration has now become one of the key developmental issues facing Nigeria as its citizens have increasingly opted to consider moving abroad for better socioeconomic gains. This study explored the propensity of Nigerian citizens to move internationally as well as the primary causes of such intentions. The research utilized a descriptive quantitative methodology based on data gathered from 5,315 Nigerian respondents. The analysis was done through frequencies and percentages that were used to describe the socio-demographic profile, willingness to move internationally, and reasons for intending to migrate. It was found out that approximately 55% of respondents were willing to move abroad, thus implying considerable propensity to migration among the Nigerian citizens. Willingness to move internationally did not differ much for both sexes, but varied in relation to age and geopolitical zones. The findings further indicated that better employment chances were the main cause for considering relocation, followed by economic advantages. Providing better living conditions to children was another important motivation, whereas better governance, conducive business environment, education, security, and healthcare were additional reasons. This indicates that economic and job situations are critical to the migration aspirations of Nigerians. Although international migration can create advantages for countries in terms of remittances, skill transfer and networks, continuous outmigration from such a country could result in brain drain and thus have negative effects on the development of that country. The research calls for improved job and business situations and creation of an environment that makes it worthwhile for Nigerians to make sustainable livelihood within their own country.

Keywords: International Migration, Migration Intention, Nigeria, Migration Aspiration, National Development

BACKGROUND

International migration has now gained significance as far as demographic, social, and economic aspects are concerned, with its implications not only for countries of origin but also for destination countries. There can be various reasons why individuals migrate across borders, whether for work, education, reunion with families, safety, better living standards, or better economic prospects. Migration is thus never explained by one sole reason, as it results from the interaction of aspirations of people, their socioeconomic situations, and the opportunities that they have access to (de Haas, 2021; IOM, 2024).

Nigeria stands out for its prominence in the migration systems of Africa. The country's sizeable population, significant diaspora community, relatively high educational status of certain populations and ties with some European, North American and even African nations have led to its considerable international migration flows. Recently, increased attention has been paid to Nigerian migration due to growing popularity of such terms as *Japa*, meaning a desire or decision to leave the country for better life prospects. Recent research indicates that this issue is particularly characteristic of youth and professionals, although it concerns other social groups as well (Salawu, 2025; Ufua et al., 2026).

This rise in the desire to migrate has happened in the context of socio-economic problems that prevail in Nigeria. Issues related to job prospects, reduced purchasing power, lack of infrastructure, security, and the perception that there are no possibilities for social and economic development are some of the reasons why people feel unhappy about their living environment. On the other hand, destination countries provide better job prospects and greater income, better public amenities, and a more predictable socio-economic environment. The interplay between these push and pull factors is key to understanding contemporary Nigerian migration behavior (de Haas, 2021; Nicolle et al., 2024).

Factors like employment and economics seem to be especially significant. As recent research works about the Nigerian migration experience show, migration aspirations have been consistently linked with the desire for employment and good economic conditions. For Nigerian students and young professionals, migration can be seen as a way of improving the well-being of both an individual and his/her family, as well as career and social mobility (Ogbonye et al., 2025; Oyedokun et al., 2025). It is important to note that migration aspiration does not always mean the desire to deny Nigeria as such but rather a rational reaction to the discrepancy between the countries.

It is also important to note that there may be differences in the demographic profile of migration aspirations. Age, gender and educational status can all have different impacts on migration aspirations. The younger generation could have a higher incidence of migration aspirations since they have more time to reap the benefits of migration, face fewer limitations from family and occupation, and are exposed to international opportunities through education and media. The educated individual can benefit from migration due to his or her skills and knowledge that can be easily transferred. However, migration does not pertain only to the educated population as individuals of various educational backgrounds view migration as an opportunity for better lives (de Haas, 2021; Nicolle et al., 2024).

Another key consideration in the migration decision-making process is the role of the family. Apart from being based on personal considerations, migration decisions can also be influenced by the well-being of spouses, children, and other household members. In that regard, the desire to provide children with better educational opportunities and living standards becomes an essential reason for migration. Evidence from recent research on Nigeria confirms the significance of family and household factors in migration decision-making processes (Tuki, 2025).

Another factor which may affect migration aspirations because of the differences in the socio-economic

environment, perceived level of insecurity, social ties and migration information is the religion and geographical location. Different geopolitical zones in Nigeria have different economic structure, level of insecurity, opportunities for education, and migrant networks abroad. As a result, migration aspirations may differ in different parts of the country despite equal socio-economic situations in the country.

Migration on the international level also carries important consequences in terms of development of the states involved in the process. Positively speaking, migration contributes to the economies of the countries of origin through the remittances, investments, and the knowledge that the migrants have. Remittances are able to boost household expenditure, education, health and investments, and also can become a source of foreign currency for the migrants' countries of origin (World Bank, 2024). Nigeria is one of the major receivers of remittances in sub-Saharan Africa, thus migration is an integral part of Nigeria's socio-economic ties with its diaspora. However, the consequences of migration for development are not always favorable in nature. There could be negative effects on human capital due to the migration of professionals in areas such as medicine, education, sciences and others, especially when such professionals migrate at a rate that surpasses their replacement rate. For instance, recent studies on migration of physicians, nurses and other health professionals in Nigeria show how serious this problem is to the health care system of the country (Eze, 2026; Oyedokun et al., 2025).

The implications of migration for development will consequently depend in part on the way that migration is regulated. Attempts to control migration through policies that are aimed at simply preventing migration may be hard to sustain, since migration is influenced by wider social and economic factors. Instead, efforts should focus on creating the better domestic environment that drives migration, and also on creating channels through which migration can aid national development. These channels include investment from the diaspora community, knowledge and skill transfer, proper use of remittances and migrant reintegration (IOM, 2024).

Although there has been an extensive body of work done on migration from Nigeria, there still exists a gap in the existing body of knowledge regarding a broader scope of demographic groups and socioeconomic groups in terms of their migration aspirations. There has been a lot of focus in the recent Nigerian migration literature on specific groups of migrants, such as health workers, university students, and youth. Although these studies contribute immensely to understanding migration aspirations, a larger population-based study will reveal who, if anyone, has strong migration aspirations and why they have those aspirations.

The study, therefore, analyzes the factors influencing international migration of Nigerians based on their intentions to migrate abroad and their motives for doing so. More specifically, the study analyzes the intentions of Nigerians to migrate abroad in relation to certain demographic and socioeconomic attributes and highlights the main factors influencing their decisions to migrate. With reference to the overall development discussion, the study contributes to the understanding of migration governance, employment policy, and human capital issues of Nigeria.

METHODOLOGY

This study employed a quantitative descriptive approach with secondary data from a survey. The analysis is based on data contained in the survey data set provided in the study manuscript. The survey contains data on the willingness of respondents to migrate out of Nigeria and the main motivations behind their willingness. In addition, the study analyzes certain sociodemographic variables, which include gender, age, geopolitical zone, religion, and level of education. The study is mainly concerned with the willingness of individuals to migrate and not the actual data on international migration. This is because the willingness to migrate out of one's country is a desire and does not always translate into a migration experience.

The main dependent variable measured under the first objective was whether respondents were ready to migrate abroad provided that they had the chance to do so with their family members. Respondents were divided into groups depending on whether they claimed that they were willing to migrate, unwilling to migrate, or were unsure about that. The independent variables that were used in the descriptive analysis were: gender, age group, geopolitical zone, religion, and highest level of education attained. This set of variables was chosen due to its potential impact on migration aspirations and capacity for migration.

In regard to the second objective, the variable used was the one major reason given by the respondent for thinking of moving to another country. These reasons included job opportunities, better economic situation, giving their kids a better future, good governance, business environment, education, better security, health facilities, persecution, among others. The graph also enables comparison between the responses for the years 2025 and 2026. Analysis of the data was done through the use of descriptive statistics. Frequencies and percentages were applied to determine the readiness of the respondents to migrate and their migration motivations. This information was graphically displayed to enable ease of comparison in relation to gender, age groups, geopolitical zones, religion, and level of education. With regard to the first objective, a comparative analysis of the respondents who stated their willingness to migrate, unwillingness to migrate, and uncertainty regarding their readiness to migrate was undertaken. For the second objective, the main migration motivations were compared in 2025 and 2026.

The interpretation of the findings is based on the patterns and differences that have been identified from the figures. Since the findings available in this paper are descriptive in nature, the findings can be interpreted as patterns and associations in the migration aspirations but not as causal factors. Causal interpretation requires individual-level data and multivariate analysis. The study has been done using secondary data collected from a survey. No individual participant has been named while presenting the result of the study. The results have been presented in aggregate form in order to protect the anonymity of the participants. Permission to use the data set has been obtained from Africa Polling Institute.

RESULTS AND DISCUSSION

The socio-demographic characteristics of the 5,315 participants from Nigeria are shown in Table 1 below. Males were about half (50.8%) of the sample whereas women comprised the remaining 49.2%. The majority of the participants (66.7%) were married; 27.4% were singles. Christians were 55.9% of the total sample; 42.4% were Muslims, reflecting the dominance of the two major religions in Nigeria. The respondents were also made up of various ethnicities including Hausa (28.2%), Yoruba (21.4%), Igbo (20.0%), and other ethnic group (30.4%)

In the age categories, it is clear that the people were predominantly in the economically active ages. People between 35 and 44 years comprised the biggest percentage of 36.3%, while those in the age group of 25 to 34 years comprised 30.7%. The age group of 45 to 54 years comprised 16.9%, while 15 to 24 years comprised 10.0% and those above 55 years 6.1%. In the case of education, the majority of the respondents had attained secondary education (47.0%). From the above income distribution, it is clear that most of the subjects were from the low to middle-income groups. Almost 29.3% of the respondents were earning ₦70,001–₦100,000 per month, whereas 26.3% earned below ₦70,000 and 26.0% earned between ₦100,001–₦200,000. Respondents belonged to all six geopolitical regions, with the North West region having the largest proportion (25.6%), followed by the South West (19.7%). From the above table, it can be seen that the population under study was a diverse population of mostly married and working individuals

Table 1: Socio-Demographic Characteristics of Respondents

Variable	Category	N=5,315	Percentage (%)
Gender	Male	2,700	50.8
	Female	2,615	49.
Marital Status	Single	1,457	27.4
	Married	3,543	66.7
	Widowed	179	3.4
	Divorced/Separated	136	2.6
Religion	Christian	2,970	55.9
	Islam	2,251	42.4
	Traditional/others	94	1.8
Ethnicity	Yoruba	1,138	21.4
	Hausa	1,499	28.2
	Igbo	1,062	20.0
	Others	1,616	30.4
Age Category	15-24 years	531	10.0
	25-34 years	1,632	30.7
	35-44 years	1,927	36.3
	45-54 years	900	16.9
	55 and above	325	6.1
Highest Education Attainment	No formal Education	324	6.1
	No formal Education	323	6.1
	Informal Education	309	5.8
	Completed Primary School	702	13.2
	Completed Secondary School	2,496	47.0
Average Monthly Income (in Naira)	Less than N70,000	1,283	26.3
	N70,001 – N100,000	1,428	29.3
	N100,001 – N200,000	1,269	26.0

	N200,001 – N300,000	592	12.1
	N300,001 – N400,000	194	4.0
	N400,001 – N500,000	66	1.4
	N400,001 – N500,000	41	0.8
Nationality	Nigerian	5,315	100.0
	Non-Nigerian	0	0.0
Geo-political Zone	North Central	771	14.5
	North East	718	13.5
	North West	1,359	25.6
	South East	621	11.7
	South South	796	15.0
	South West	1,049	19.7

Source: 2026 National Social Cohesion Survey

Objective One: Examine The Decision Of The Citizens To Relocate Abroad

The first objective looked at the possibility of Nigerians moving with their families abroad should the opportunity present itself. The outcome of this study at the national level shows that there is a high percentage of people who are willing to move with their families abroad, as about 55% of the respondents indicated a willingness to relocate. A comparatively smaller percentage of people indicated that they were unwilling to move, while others showed indecision. This is an important outcome since it shows that migration willingness is not the domain of a few Nigerians only. Rather, there is a considerable number of Nigerians willing to migrate when the opportunity presents itself. This outcome is consistent with other recent findings of rising migration wishes among Nigerians. Other studies of young Nigerians and skilled workers have also shown high willingness to emigrate (Ogbonye et al., 2025; Oyedokun et al., 2025).

As regards the gender comparison, the levels of willingness to migrate are quite comparable between males and females. There exists a comparatively small gap between the two genders in terms of willingness to migrate, which indicates that the wish to migrate is quite generalized amongst both males and females and no longer remains a characteristic of the males only. This finding is significant in light of the fact that the historical literature on the subject of international migration from Africa tended to focus on men as the main actors in international migrations, especially with regard to labor migrations. Modern-day international migrations, in contrast, are more and more characterized by increased involvement of women in the process and by the family-based migration. Women might migrate owing to various reasons such as employment opportunities, education, care for their families' well-being and personal safety, and better quality of life. Hence, the small gap found in the present study implies that migration aspirations should increasingly be analyzed from a gender-sensitive perspective.

The age factor appears to be clearer in the findings. The younger age brackets display willingness to

migrate to a relatively high degree, and willingness is especially notable amongst respondents within the age range 15-24 and 25-34 years old. Willingness is still considerable amongst the older age brackets, although there is usually some variability within the age brackets. It is not hard to understand why the willingness to migrate is relatively high amongst the younger Nigerians. Younger people tend to be more mobile, have a longer working life to enjoy the benefits of migration and may have fewer obligations that could prevent their mobility. The above findings resonate with the literature on youth migration from Nigeria. Some scholars have identified the trend of '*Japa*' as one that is most prevalent among youths from Nigeria, who find migration an ideal way to pursue career advancement and financial freedom in their lives (Salawu, 2025; Ufua et al., 2026).

This poses serious implications for the development of the nation, since repeated migration aspirations by young citizens will decrease the number of economically active individuals available to participate in economic activity in the country should such aspirations manifest themselves into emigration. However, young migration aspiration should not necessarily be seen as a negative one for the following reason. If the migrants gain skill and experience outside their home country, but at the same time keep productive linkages with their home country, then migration can create positive externalities through remittances and investment.

Based on the geopolitical analysis, there is a considerable difference in terms of willingness to move in the six geopolitical zones of Nigeria. While willingness to move is quite high in all six zones, there are certain differences in the willingness in different zones. North-West has significantly lower willingness than many of the other zones, but willingness levels are also high in other northern and southern zones. This may be because of different economic opportunities, security situation, education levels, migration network and migration experience in different regions. Migration networks may play an important role in this because the people having relatives and friends in destination countries may have more information and lower perceived costs of migration. In any case, this finding also stresses the importance of avoiding a monolithic approach to migration in Nigeria. The reasons for encouraging migration in an insecure area may be different from the economic/employment-driven areas. Therefore, migration policy in different regions should consider different local conditions in Nigeria.

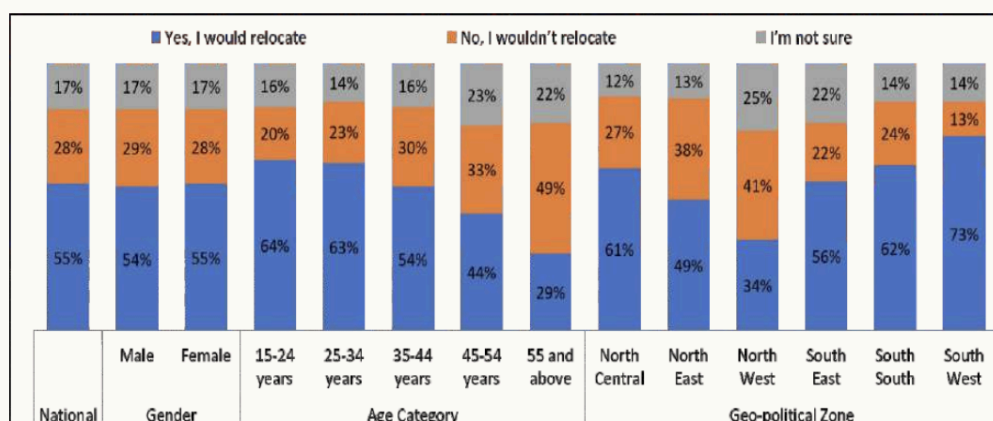


Figure 1.1: Socio-demographic analysis of the willingness to relocate abroad, by National Average, Gender, Age-Group & Geo-Political Zones

Source: 2026 National Social Cohesion Survey

Another illustration of variations in the willingness to move is seen in Figure 1.2 in terms of religious affiliation and level of education. When comparing the results by religion, one can observe that migration aspirations are common among all the major religions featured in the survey. Thus, the desire to migrate is

not something that can be explained solely by the religious identity of an individual. Rather, economic, family, and social conditions seem to create a more plausible background in explaining migration aspirations. Level of education constitutes yet another variable which should be considered. Individuals from different levels of education expressed their willingness to move, suggesting that international migration aspirations are not limited to university graduates only. However, education plays an important role in shaping migration aspirations.

This insight is particularly significant in light of Nigeria's problem of human capital. In cases where well-educated Nigerians leave the country, Nigeria could find itself losing its investment in the form of public goods that contributed to their education and professional skills they would have otherwise contributed within the domestic sphere. Research on the Nigerian healthcare workforce and other skilled professionals highlights the importance of the above discussion in critical sectors (Eze, 2026; Oyedokun et al., 2025). However, it would be wrong to only see educated immigrants as a loss for Nigeria. Well-educated diaspora members can provide contributions through the above mechanisms. The relevant policy focus, therefore, is shifting the process of migration from a one-directional loss of human capital to a circulation of human capital.

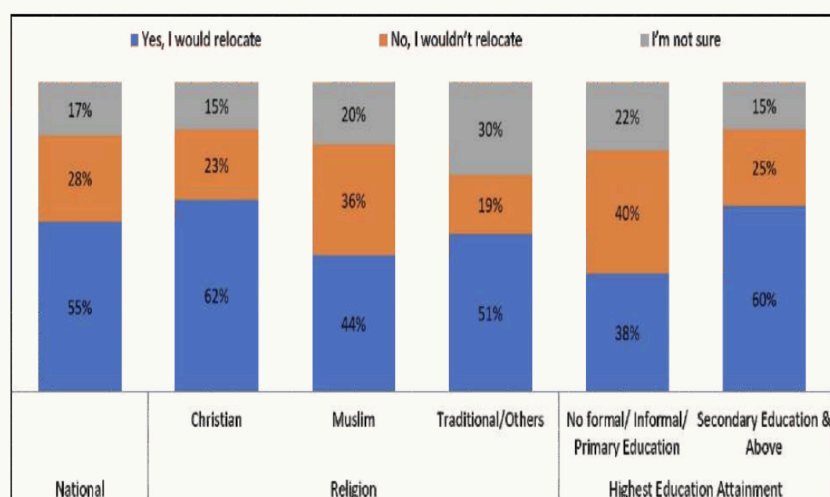


Figure 1.2: Socio-demographic analysis of the willingness to relocate abroad, by National Average, Religion & Educational Level

Source: 2026 National Social Cohesion Survey

Objective Two: Determine The Determinants Of Migrating Abroad

The reasons why respondents feel like migrating are more clearly explained through Figure 2 below. Better job opportunities and better economic prospects are the main motivations for migration both years. In 2025, better job opportunities was the most common motivation at around 35%, while better economic prospects was the second most common at about 23%. For 2026, the same was still the case with 34% and 22% as the percentages. This is one of the strongest results from the survey. It shows that the motive for migration is not tied to a political or security issue but rather an economic motivation. It can be stated that Nigerians perceive migration internationally as a means of getting employed and earning income. It is consistent with findings on migration from Nigeria, which emphasize the importance of employment and economic opportunities as key elements in today's migration aspirations. It is consistent with other findings in Nigeria, which indicate that the availability of opportunities beyond the nation can make migration a viable option in enhancing one's economic status (Ogbonye et al., 2025; Mofoluwawo et al., 2025).

The result is also consistent with the aspirations-capabilities approach, since according to it, individuals have aspirations to migrate if they see large discrepancies between what they want from life and what they have in the current situation (de Haas, 2021). Third, the desire to provide a better life to children makes up about 14% each year. This consistent result is especially important since it means that migration is not just a personal economic choice. Some participants treat migration as an investment into the future life of their children. The role of children's wellbeing emphasizes the findings about migration being made in family strategies since parents take into account such factors as education, medical care, safety, social environment, and opportunities to get employment in the future. Tuki's (2025) study of migration in Nigeria similarly highlights the importance of family support and household relationships in migration processes.

Governance and the general business environment have also been cited by respondents as some of the factors behind the intentions of relocating. Better governance and the right business environment have been stated as some of the motivating factors behind their willingness to migrate. Even though these two factors may be of relatively small scale when compared to employment and economic issues, they are very important factors since they reflect the institutional environment in Nigeria that leads people to choose to migrate. This indicates that some of the motivations behind migration are not driven only by income motives but also by the wider environment that people live and work in. Education is also one of the reasons for the migration of people; however, it plays a less important role compared to employment and economics. This reflects the trend of increased mobility of international students in Nigeria. Education could be used not only as a direct migration route but also as a means to enable labor migration in the future.

Security and health care provision are other examples of motives indicated by the respondents. Although these motives are represented by somewhat lower figures, it does not mean that security issues and poor state of public services are insignificant. What the findings indicate is that for the respondents in question, economic and work-related motives are more urgent compared to these. In terms of the comparison of motives from 2025 to 2026, the information is especially interesting, since the main motives stay almost unchanged: better work opportunities hold their first positions, while better economic prospects come in second. This indicates that the migration aspirations of people are not only caused by any particular event, but rather a long-lasting perception.

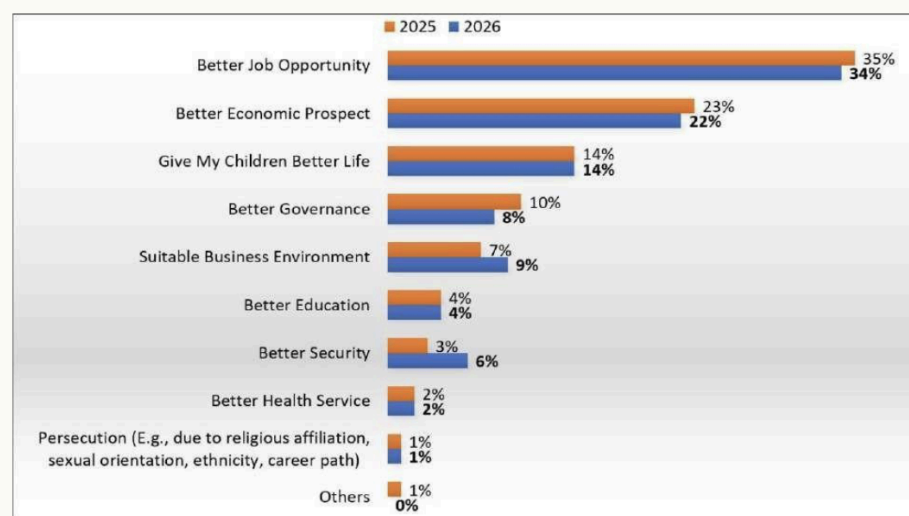


Figure 2: The single most important reason for your relocation abroad

Source: 2026 National Social Cohesion Survey

Implications for Social Cohesion and National Development

The results obtained from this study are significant from a point of view of social cohesion and national development in Nigeria. The relatively high number of respondents who were willing to migrate abroad and the prevalence of job opportunities and better economic prospects in the motivations for migration suggest that the international migration aspirations of the respondents are highly linked to the perception of lack of economic opportunities in the home country. This result is significant since the continued aspirations to migrate can be indicative not only of personal choices but also issues related to employment, income levels, governance and service delivery. Recent literature on Nigerian migration highlights economic factors and employment as significant determinants of migration decision making.

Social cohesion can also have its upsides and downsides in connection with consistent outward migration. This is because migration can foster connections and social and transnational networks between the Nigerian society and its diaspora abroad. In this way, migrants are able to sustain strong ties with their family and community in Nigeria through communications, remittances, and other means of support. This kind of linkage will be advantageous not only to individual migrants but to the community as well (Nicolle et al., 2024; Douw et al., 2024). Nonetheless, a high degree of migration motivation can have consequences for social cohesion if the citizens increasingly see opportunities to realize themselves through security and dignity outside the nation. Normalization of the desire to emigrate, especially on the part of young and economically active citizens, can eventually erode identification with national institutions and undermine confidence in the prospects for achieving social and economic mobility in Nigeria. Professional and other skilled migration can also affect communities which rely on the expertise of these people, especially in areas such as healthcare, education, and other basic services. Research shows that professional migration in Nigeria has been a source of concern regarding brain drain and domestic institutions' ability to retain skilled manpower (Dominic et al., 2026; Madubuko, 2026). Hence, the sociological implications of migration not only include the number of migrants who leave their home country but also involve alterations in family structures, social participation, generational relations and national identity.

In addition, the findings hold considerable relevance for the development of the nation. International migration holds great developmental potential by way of remittances, investments by the diaspora, entrepreneurship, transfer of knowledge and development of international professional networks. The developmental potential can enhance the welfare of households and stimulate local economic activity. Therefore, Nigerian migrants and diasporas form an important resource base that can be harnessed in the process of national development. In recent times, academic studies have stressed the role of engaging the diaspora to convert migration into a process that will involve circulation of knowledge, capital and skills between Nigeria and destination countries.

However, the developmental challenges associated with this phenomenon become more serious when the migration process is largely motivated by the search for better economic opportunities that are unattainable locally. Should such highly skilled and productive citizens migrate in large numbers, Nigeria may be faced with a scarcity of human capital, as well as a loss in terms of return on investment in education and professional skills training. This issue becomes even more relevant in the case of the health sector, since migration of health care professionals may result in further strain on the limited resources of the public sector. In essence, migration results in a paradoxical situation when the diaspora provides economic benefits through remittances while the country is losing a portion of its human capital necessary for development (Dominic et al., 2026; Alabi et al., 2026).

This leads one to conclude that migration should not only be treated as a problem requiring containment.

Instead, Nigeria must develop policies that respond to the underlying causes that create strong migratory intentions as well as capitalize on migration's potential developmental contributions. Better job creation, improvements in the investment environment, better public services, good governance, and ways for Nigerian youth to attain social and economic mobility in their own country are particularly critical. This would help in lowering the degree to which migration is seen as the primary way towards a better life. In addition, national migration policy should enhance structured interaction with Nigerians abroad. Ways of encouraging diaspora investments, skill transfer, professional linkages, return visits, and information sharing may be effective means of transforming migratory networks into development assets. Policies that promote circular migration and brain circulation will be particularly helpful as they will give Nigerians the chance to gain international exposure and at the same time maintain strong economic and professional ties with the country.

From a general perspective, the implications of international migration on Nigeria appear multidimensional. It may be beneficial in terms of household welfare, economic resources, and international connections; nevertheless, constant desires to migrate because of lack of job opportunities and economic opportunities may reflect certain shortcomings in the development context of the country. In other words, the major policy implication is to develop a development environment where Nigerians will have an opportunity to develop in their native countries and, at the same time, maintain connections with those who migrate for the sake of development of the state as a whole.

CONCLUSION

The paper seeks to explore the willingness of citizens from Nigeria to move out to other countries along with the main factors that have made them think about migrating internationally. According to the study, the willingness to migrate is high, with 55 percent of people from the country willing to move out to other countries along with their family members. It can be seen in different genders, ages, geopolitical, religious, and educational sections of society.

It is further clear from the results that the migration aspirations are especially significant in the younger population. It is a crucial point to be considered in relation to the current demographics of Nigeria due to the fact that the youth is an essential part of the labor force in the country now and will be in the future. The aspirations to leave the country may thus affect the labor force, human capital formation and productivity of the nation in the long run. Reasons offered by respondents explain the problem in more detail. Better job and economic opportunities are the key factors behind considering migration, followed by better life for children. That the primary motivation factors remain similar for both years indicates that migration hopes arise from the perception of restricted domestic possibilities as opposed to being influenced only by temporary factors.

It should be noted, however, that the results cannot be regarded as proof that all those who express a desire to migrate will ultimately leave the country. As a matter of fact, migration intentions can be viewed as aspirations and are conditioned by peoples' self-assessment in terms of their capacities, resources, and possibilities. In any case, the fact that the willingness of respondents to migrate turned out to be so high makes it evident that there is something wrong with the economic situation in the country that is affecting citizens' assessments of their future. Consequently, the government of Nigeria needs to change its approach from trying to prevent migration to fostering sustainable migration management. This will need job creation, good governance, retaining human capital, constructive engagement of the diaspora and better means of drawing skills, investment and knowledge from Nigerians in the diaspora.

Recommendations

Based on the findings from this study, the following recommendations are made:

- i. The government at all levels must implement policies that foster decent jobs, entrepreneurship, and sustainable livelihoods for youths. Because better job opportunities were found to be the major push factor of migration, job policy must become an integral part of migration policy.
- ii. Attempts must be made to lower barriers to entrepreneurship, enhance access to finance, improve infrastructure, and make the regulatory environment more predictable. The creation of a favorable domestic business environment will increase the benefits of staying in Nigeria
- iii. The government and related professional bodies need to come up with targeted retention policies for health workers, lecturers, engineers, scientists and other highly qualified professionals in their respective sectors, including good remuneration, career growth, better working conditions, and professional development.
- iv. Nigeria needs to improve its policy framework for utilizing its diaspora population in nation building by providing the diaspora professionals opportunities for collaborative research, investments, mentoring, technology transfer and circular skills engagement without necessarily returning home.
- v. The policies need to promote the utilization of remittances from being mainly used for consumption to savings, investment and enterprise building. This will require investment facilities for diasporans and cheaper means of remitting money to home.
- vi. The young Nigerians contemplating migration ought to be made aware of information that is pertinent to migration and its risks. This should include information on legitimate migration routes, employment situations, educational opportunities, costs involved, as well as rights of migrants.

Acknowledgement

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Data Availability

The dataset for this study was obtained from the 2026 National Social Cohesion Survey.

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