

## MIGRATION, REMITTANCES, BRAIN DRAIN AND ECONOMIC PERFORMANCE: EVIDENCE FROM SELECTED AFRICAN COUNTRIES

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Received: 11 Jan 2020

Accepted: 25 Feb 2020

Published: 29 Feb 2020

### ABSTRACT

Many African states are mostly “money-order economy”. This implies that they are national economies that receive much of their income through remittances from relatives of her population living abroad or from Official Development Aids (ODA). They are poor agricultural regions with remittances as one major sources of income. Consequently, remittances became a vital source of income to developing region for Africa. For instance, out of the \$100 billion estimated total remittance per year, 60% goes to Africa including other developing countries. This more than outweighs Official Development Aids (ODA) to Africa. Therefore, the specific objective of this study is to determine the effects of remittances and brain drain on economic performances proxied by gross national product for Africa. The model for the study adopted Panel technique. The outcome of the work compared countries in the SSA region and found that brain drain has negative effect on remittances as well as on economic growth within the region. The paper submitted that Sub-Saharan African economy should only encourage purposeful migration of their citizens within and outside the African continent. This will help to accomplish the quest for sustainable economic growth in SSA, as well as reduce the increasing incidence of brain drain, brain waste and refugee crises in Sub-Saharan African economies.

**KEYWORDS:** Remittance, Brain drain, Economic growth, & SSA

### INTRODUCTION

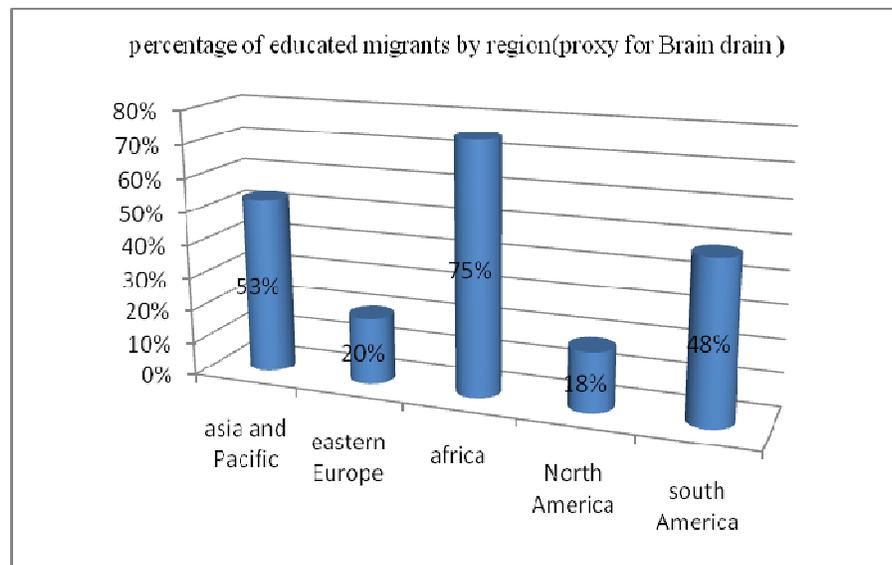
Remittance is a sum of money transferred to another person or from host country to home country (country of birth) often by a migrant worker to his/her family. It represents that part of earnings from employment of the international migrant worker sent back from the country of employment to the country of origin. It is true that international remittance is an offshoot of international migration.

Among the comity of nations, international migration has become a major feature of globalization. The number of people currently residing outside their country of birth, by world estimates, is about 175 million persons. The implication of this is that about 3% of the world population is migrants. In recent times, international migration has increased in intensity in spite of economic gains made as well as stringent restrictions to international migration. This exodus migration in the SSA countries with positive expectations of better living standard, employment opportunities and continued possibility of earning a living in their new environment, has given room to high degree of brain drain in Africa.

### Brain Drain in Selected African Countries

While the movement of skilled workers internationally represents brain gain for the countries that reap their skills and experience, it is brain drain for the countries of origin. Therefore, brain drain refers to loss of the academic and skilled labor force through the movement of human capital from a less favorable environment to a more favorable environment. This sort of migration is commonly seen amongst migrants from developing countries moving to developed countries. If this trend is allowed to continue, it poses great danger to the development of Africa, because the highly skilled and competent individuals migrate to other countries where they contribute immensely to the growth of those economies leaving their countries of origin without requisite skills to manage their economy.

Gonzalez, *et al.* (2016), opined that migrants from Sub-Sahara Africa appear to be younger and more educated than the native population, compared to other regions, which is evidence of brain drain. They further argued that, the magnitude of migration of medical doctors and health care professionals point to the fact that medical brain drain from Africa is the highest in the world. Similarly, Docquier and Marfouk (2006) observed that the flow of brain drain has reached all time high in recent times. They further observed that about 50% of skilled and professionals from Africa migrated in the last decade as against 41% of Asians and 34% of Latin Americans. This claim is supported with evidence from World Development Indicator 2015, see the chart below.



Sources : Researchers Computation (2018)using WDI data.

**Figure 1: Level of Brain Drain in Africa in Relation to Other Continents.**

The figure above suggests Africa has the highest number of her educated and skilled labour force outside her shore followed by Asia with 53%. There are a number of causes of brain drain, though this depends on the country that experiences it. This evidence is in line with United Nations Human Development Reports, 2007-2009 that shows that about 20% of tertiary educated people from Sub-Saharan Africa migrated and worked in advanced countries as compared to less than 10% from Middle East and North Africa. Whereas, about 50% of the tertiary educated for countries like Angola, Mozambique and Guinea-Bissau work in advanced countries. However, greatest impact of this brain drain is mostly felt in the health and education sectors of Sub-Saharan African countries.

One of the major causes of brain drain is seeking for greener pastures from employment or higher paying jobs, political instability, improving the quality of life, non-attractive work conditions, illusion about an existing paradise abroad, low salary, few opportunities, disappointment with the countries society etc. Furthermore, Aderanti (2008) attributed the causes of migration in SSA to historical, demographic, economic, ecological and political reasons. He further stated that: “the deteriorating socio-economic, political, and ecological conditions across African region produced changes in the direction, pattern, composition, and dynamics of migration”.

In the opinion of Kemegue and Owusu-Sekyere (2010), “Sub-Saharan Africa (SSA) is one of the poorest and least developed regions of the world, prone to political instability, economic instability, religious conflicts, unemployment, corruption and weak institutions”. To them, these factors mentioned have resulted in high levels of poverty and general economic deprivation leading to consistent migration of both skilled and unskilled labour to other regions of the world in search of better working and living conditions. Generally, factors that cause brain drain could be classified as push and pull factors.

Push factors are negative characteristics in the home country propelling skilled individuals to move in search of better conditions. These negative factors include unemployment, political instability, absence of research facilities, employment discrimination, economic underdevelopment, lack of freedom, poor working conditions, etc.

Pull factors just like push factors refer to positive characteristics that are beneficial to the migrant in the destination country, which attracts the migrant to relocate to the new country. Examples of pull factors are higher paying jobs, access to better quality of life, superior economic outlook, the prestige of foreign training, relatively stable political environment, a modernized educational system to allow for superior training, intellectual freedom and rich culture, etc. The list is not exhaustive.

### **Motivation for the Study**

Considering increasing global importance of migration, African countries now seek for better ways of harnessing the development potential of migration as panacea for addressing the developmental needs of poor Africa countries. Because reliance on foreign aid is still common in African region, most of the existing studies focused on remittance and economic growth, while paying less consideration of migrations and brain drain on economic performance of African countries. This study, therefore, explored the link between migration, remittances, brain drain and economic performance in some selected Sub-Sahara Africa countries within the African region within the period 2005-2015. This link will be explored by making an in-depth analysis of cross-country samples of 44 Sub-Sahara Africa countries in order to assess how they can be improved.

In achieving this task, the study will also examine the impact of migrations, brain drain and remittances on the Sub-Sahara Africa economies. Other specific objectives include: to estimate the impact of international remittances inflows on economic performance in Sub-Saharan Africa and to investigate the effects of brain drain/migration on economic growth in Sub-Sahara Africa.

### **Overview of Sub-Sahara Africa**

Many Sub-Saharan African states are mostly “Money-Order Economies”, which implies that they are national economies receiving much of their income from remittances from relatives of its population living abroad or from Official

Development Aids (ODA). They are poor agricultural regions with remittances as one major sources of income. For these reasons above, remittances are important source of financial flows to developing countries especially of Sub-Saharan Africa. This is evident, because, out of \$100 billion USD estimated as total remittance per year, about 60% goes to developing countries. This exceeds Official Development Assistance (ODA) to developing countries like Sub-Sahara African. This figure does not even reflect amounts transferred through informal channels which according to World Bank, 2014, may put the actual figure at twice the amount.

### **Policy Action in Place for Migration/Remittance**

There is no direct policy on remittance, although there is international migration policy programmes (IMP) aimed at strengthening the capacity of developing and transition economies to deal with migration and other related issues at national and regional levels through co-operation among states, sharing common migration concerns and challenges as well as promoting shared understandings and collective migration approaches amongst states in conjunction with defining practical responses to migration and displacement challenges within their countries.

Nevertheless, African Union has made policy attempts toward migration issues and its impact on development. At the 8th Ordinary Session of the executive council of the African Union (AU) held in Khartoum in mid-January, 2006, they agreed to convene a meeting of experts in Algiers, in response to the challenge posed by migration and to prepare an African common position on migration. the areas of priority covered in Algiers included migration and development; trade and migration; labour migration; human resources and the brain drain; remittances; increasing the involvement of the African diasporas in development processes; recognition of the relationships between economic development, establishing a database of diasporas experts; migration and human rights (ensuring the effective protection of economic, social and cultural rights of migrants, including the right to development); migration and gender (giving particular attention to safeguarding the rights – labour rights and human rights in general – of migrant women in the context of migration management) (AU, 2006). AU prescribed the following as encouragement to member states:

- to improve inter-sectoral coordination by establishing a central body to manage migration, using the Strategic Framework for Migration Policies as a guideline’;
- to introduce due process measures, including legal frameworks, to fight illegal migration and to punish those guilty of smuggling or trafficking’;
- to establish appropriate mechanisms to enable national focal points to exchange information regularly in order to develop a common vision’;
- to encourage diasporas input in trade and investment, for the development of countries of origin’; and
- to coordinate research on migration and development to provide current and reliable information on migration’

The above policy directives, which were founded on the inseparable links between development and migration were intended to provide an immediate and urgent global response to the issue of migration between SSA and Europe and in partnership among countries of origin, transit and destination, (ILO, 2006). However, the challenge to this policy initiative is the issue of illegal immigration and trafficking of human beings.

## **LITERATURE REVIEW**

### **Theoretical Literature**

**Todaro Model:** The fulcrum of this model is that the decision to migrate is hinged on expected rural and urban area (Country of birth and Abroad) income differential. It assumes that wage differential of urban income exceeds rural income, which may result in unemployment in the urban area in the long run. Thus, according to Todaro's model of rural-urban migration, in spite of mass unemployment in cities people still migrate from villages to towns and cities. This model is based on the following assumption

- The migration is assumed to be an economic phenomenon. That is; Migration is stimulated primarily by rational economic considerations of relative benefits and costs, financial as well as psychological'.
- The migrants make migration to cities on economic grounds, even if they know that heavy unemployment exists in cities'.
- The migrants are well aware of the employment opportunities in rural and urban labor markets. Accordingly, they choose any one of them where their expected gains could be maximized. Thus, the migration proceeds in response to urban-rural differences in expected rather than actual earnings'.
- The expected gains are measured by the difference in real incomes between rural and urban work, and the probability of a new migrant obtaining an urban job'.
- The probability of obtaining an urban job is inversely related to the urban unemployment rate''.

### **The New Economics of Labor Migration Theory**

This theory is of the view that that the decision to migrate is not an individual one, but rather one made by a group, such as families or households. Stark, 1991 opined that: "Members of these groups act in common, not only to maximize their incomes, but also to minimize their risks and eliminate the restraints that come from the failures of national markets". Furthermore, the theory holds that within the entity of the household, the (un)certainly of household income is the main determinant of labor migration. Migration of a member of the household is a way to spread the risk of insufficient household income. As an outcome of migration, the household member abroad may send remittances, which may increase household income. This theory further established positive relationship between remittances and macroeconomic development in sending countries. This perspective on the impact of remittances upon sending economies is called the "development list" perspective (Taylor, 1999: 72 & Alexandra, 2015).

### **Livelihood diversification (Ellis 2000)**

The model assures that member of the house hold migrates in search of a job to diversify their domestic income. This theory sees migration as family agreement to diversify not necessarily as a result of income differential.

### **Empirical Literature**

Stark, (1991) in an investigation to determine the impact of remittances on investment using ARDL technique found that "additional income from remittance is fungible and investments may well increase even if the actual cash remitted is not invested because it serves as insurance to household members, which allows some household to

engage in risky activities (e.g. increased investments in production, adoption of new technologies) which otherwise they would not have ventured into". This was the same conclusion by Chamiet al, 2009 who also concluded that remittances act as insurance against macroeconomic shocks for receiving economies because of its countercyclical nature (Chami, et al., 2009).

In an attempt to establish the relationship between migration and remittance in Sub-Sahara African region using cross-country data and adopting panel regression technique, Sanket and Dilip (2014) found that intraregional migration is more important in Sub-Saharan Africa than in any other developing region, with more than two-thirds of emigrants from Sub-Saharan African countries within the region. They further found that intraregional remittances are estimated to be much smaller than remittances from outside the region. They, therefore concluded that estimated remittances are smaller primarily because the incomes of cross-border migrants within Africa are significantly lower than the incomes of African migrants in Europe, the United States, and the Gulf.

In a study to explore the relationship between remittances lead and labour participation using principal component analysis, Barajas, et al., (2009), concluded that remittances lead to reduction in labour participation because recipient household may rationally substitute unearned remittance income for labour income. They further found that remittance may induce currency appreciation (Dutch Disease) of receiving country, which may have negative effect on the competitiveness of local goods and services in the export market and in the long run may result in contraction of local production capacity.

Gonzalez, *et al.* (2016) examined the effects of brain drain and brain gain on host countries using VAR analytical tool. They found that there are no symmetric or asymmetric effects of brain drain or brain gain on both host countries. They concluded that the subject is still debated and there is no consensus on the strength of the brain gain effects. Extending the study by Gonzalez et al, 2016, Schiff (2005) concluded that positive impacts of skilled emigration are exaggerated in the literature. The author argued thus: "when there is pooled unskilled and skilled migration, the returns on education are reduced, as unskilled migration tends to actually reduce the expected returns on education. Another channel that reduces the brain gain is what the author refers to as "brain waste," which arises when migrants are overqualified for the jobs they can get abroad, which results in loss of income and also reduces incentives to acquire education".

Furthermore, Hein (2014) while studying the impact of brain gain on host countries using panel data technique observed that the departure of the highly skilled persons may have long-term beneficial effects in the form of counter flows of remittances, investments, trade relations, new knowledge, innovations, attitudes and information on the host countries in the medium to long run. They, therefore, concluded that migrants have played an important role as innovating and operating entrepreneurs as well as contributed to shaping a better societal climate in countries of origin in general.

Following these empirical reviews, this study, therefore, attempted to answer the question of whether migration and remittances there from could serve as catalyst for development in the Sub-Sahara Africa countries. To gain this insight, this study aims at identifying key effects, obstacles and potential synergies in migration, brain drain and remittances on economic development of the Sub-Sahara African states.

**RESEARCH METHODS**

The model adopted panel regression technique, which will investigate the presence of an unobserved heterogeneity across the individual units in the panel dataset often, treated either as a fixed effect or a random effect based on the assumptions made about the unobserved heterogeneity. Thus, our model is specified as follows:

$$GDP = f(REM, EXDR) \tag{1}$$

$$GDP_{it} = \alpha_{oi} + \beta_1 REM_{it} + \beta_2 MIG_{it} + \mu_{it} \tag{2}$$

Where;  $GDP_{it}$  = Real Gross Domestic Product across individual country  $i$  and over time  $(t)$ ;  $Rem_{it}$  = remittance across the individual country  $i$  and over time  $(t)$ .

$Exr_{it}$  = exchange rate across the individual country  $i$  and over time  $(t)$ .

$\alpha_i$  intercept value for an individual country;  $\mu_{it}$  is the country specific effect.

**NB:** Hausman test shall be first run to determine/choose whether to use fixed or random effects model of panel data analysis.

However, objective two will be analyzed using descriptive analysis. At a whole, the study sampled 20 countries in Sub-Sahara African states (Ghana, Guinea, Liberia, Mali, Nigeria, Senegal, Ethiopia, Kenya, Malawi, Zambia, Tanzania, Angola, Cameroon, Congo, Chad, Equatorial Guinea, Namibia, South Africa, Botswana and Swaziland). The selected countries covered the four sub-regions in SSA namely; West Africa, East Africa, central Africa and Southern Africa. The data were sorted from World Development Indicator ranged from 2005 to 2015.

**RESULTS AND DISCUSSIONS**

Given the panel dataset, the presence of fixed effect was tested using the Hausman test. The essence of Hausman test was to compare the difference between fixed effect and random effect estimator and to determine the best. Under the null hypothesis, individual effect is random. Arellano-Bond test was further conducted to check for correct specification, validity of instruments and autocorrelation in the residuals. The result of the panel data regression is presented below:

**Table 1: Summary of the Panel Regression result with GDP as Dependent Variable**

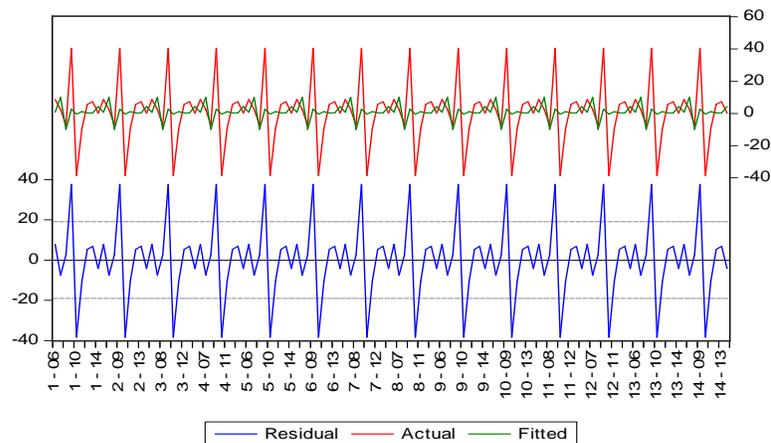
Variables	Coefficient	T-Values	P-Values
Remittance (Remit)	1.24169377326	2.118056	0.00362
Exchange Rate (Exr)	0.0035923142344	2.174185	0.0316
-Cons	-5.10609875388	-1.779274	0.0777
	Prob > F = 0.0000	sigma_u = 68.535806	sigma_e = 3.0832363

**Sources:** Researchers computation (2018) using Eviews 8.0.

The result of the Hausman test conducted showed that the model was considered as fixed effect model. This implies that although the intercept may differ across individuals countries, however, it does not vary over time.

Furthermore, the above Table 1, depicts the estimation result for the model. The result reveals that all the variables were statistically significant at 5% level and conform to a priori expectation. The result from estimation shows a

positive relationship between international remittance and economic growth in Sub-Saharan Africa. This implies that a unit increase in the flow of international remittance will cause about 1.24 unit increase in economic growth in the region. The total increase in remittance volume experienced by these countries is likely to be greater still. This result is similar to World Bank, 2008 that concluded that Sub-Saharan African countries' remittance inflows have steadily increased from \$1.4 billion U.S dollars in 1980 to \$21.3 billion U.S dollars in 2008, which is approximately 2.2 percent of the regional GDP of SSA.



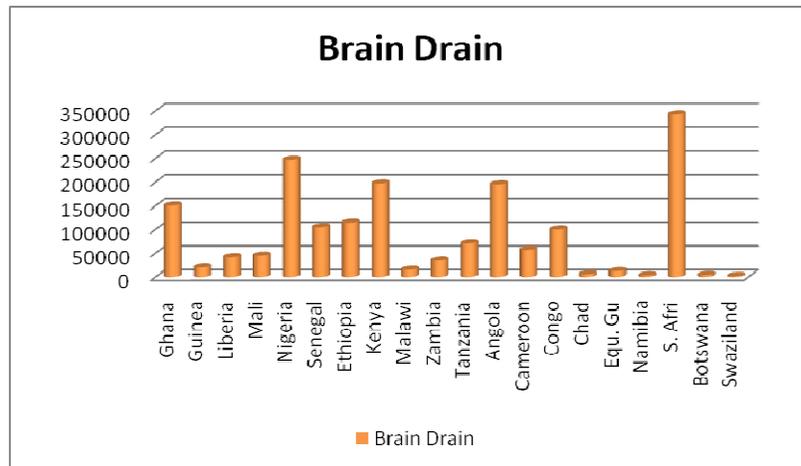
Sources: Researchers Computation (2018) using eviews 8.0.

Figure.2: Fluctuations in Remittance Inflows in Countries.

Even though, the international remittance within SSA countries shows significant positive impact on their economies, it has not been steady, it fluctuates. This is however, in variance with World Bank, (2008) study that found a steady flow of remittance in SSA. This result shows that migrant's remittance in SSA even though significant, is not steady. See fig 1 for evidence.

Again exchange rate within the region as used in this study was found statistically significant at 5% level and conformed to a prior expectation. This implies that a unit increase in exchange rate will bring about 0.00359 unit increase in economic growth in the region. This suggests that SSA regional economies operate flexibly, stable and effective exchange rates policies. Of course, variations in exchange rate policies within the region notwithstanding, as captured by Hausman (1978).

With regard to the effects of brain drain/migration on economic growth in Sub-Saharan Africa, the study adopted descriptive technique and analyzed secondary data for twenty (20) SSA countries, using emigration rate of tertiary educated (% of total tertiary educated population) as a proxy for brain drain in SSA. The study found a strong and significant effect of brain drain on economic growth of Sub-Saharan Africa. In the entire selected SSA countries, South Africa has the highest brain drain (percentage of total tertiary educated population) followed by Nigeria with the period under review, while Kenya and Angola came third and fourth respectively. However, Swaziland, Chad and Botswana had the least effect of brain drain on its economy among the selected SSA countries within the period of 2000 to 2015, see fig 3.



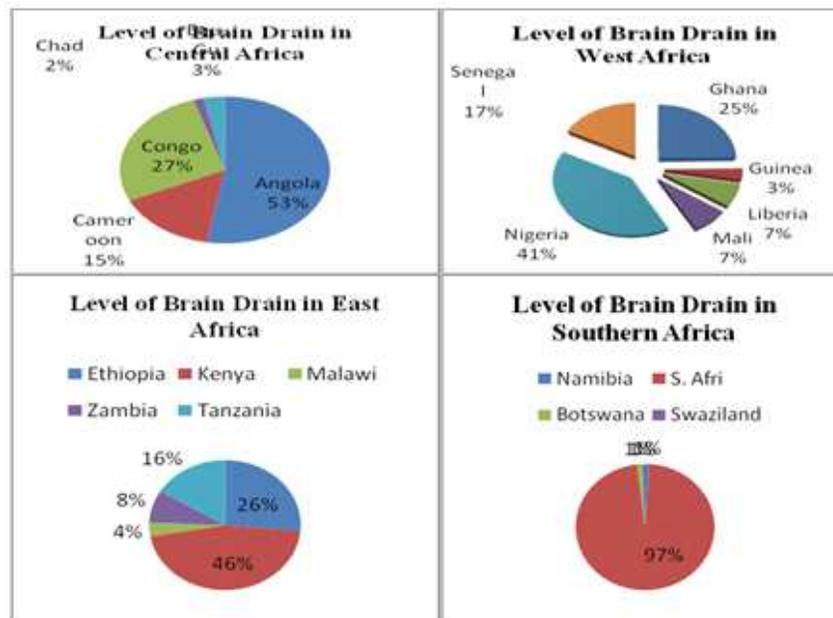
Sources : Researchers Computation (2018)using data WDI data.

**Figure 3: Observed brain Drain in Selected Sub-Sahara Africa.**

In the empirical literature above, it was revealed that migrant’s remitted income is plus and of advantage to economic growth. In fact Sanket and Dilip (2014) explicitly argued that “intraregional migration is more important in Sub-Saharan Africa than in any other developing region, since flows of remittances will lead to investments, trade relations and new knowledge in the medium and long run”. The objective one of this study supported this argument in embedded in the theory, see Tadoro (1969).

However, objective two of this study argues that not all migrants in SSA countries remit their income to their country of origin. This is one major danger of brain drain visa-vis educated emigrants of SSA countries. Considering the political instability, economic instability, corruption and weak institutions that characterized the SSA countries, most of these educated migrants lost trust in their states, hindering them from repatriate their income. This explains why remittances in the selected SSA countries are unstable as shown in fig. 2 above. In fact this negative effect of brain drain explained better why remittance has not been having a strong impact on SSA region when compared with the Asian and Latin Americans (see fig 1). There is need for reversal of this dilemma, because the prevalence of brain drain in a developing country imposes negative consequences on these economies both in short and long term. Some of these negative consequences include loss of tax revenue, loss of innovative ideas, loss of potential future entrepreneurs, shortage of important skilled workers, loss of the country’s investment in education and the loss of critical health and education services. With these negative effects on the SSA economies, it became clear that the negative impact of brain drain overwhelmed what the modern migration theory may call brain gain. This research finding is in line with Beine et al. (2007) who found that brain drain significantly increases subsequent ex-ante human capital (gain) although increase is not large enough to compensate for the drain, and that the net effect is negative.

Further more, this study equally investigated the separate effects of brain drain on the four regions of the Sub-Sahara Africa. In the West African region, the study revealed that Nigeria has the highest level of Brain drain among the selected countries with 41% of her educated/skilled population outside their country of birthday. The second in the rank is Ghana with 25%, Senegal with 17%. However, Mali, Liberia and Guinea had 7%, 7% and 3% respectively, see fig. 4.



Sources: Researchers computation (2018) using data WDI data.

**Figure 4: Degrees of Brain Drain SSA Countries by Region.**

In the Central Africa, among the selected countries, Angola has the highest level of her educated /skilled work force in the advanced countries like Europe and America amounting to 53%, followed by Congo with 27% of her skilled work force outside their country of origin. Chad and Equatorial Guinea have the least in this region with 2% and 3% respectively. However, among the countries sampled in the southern African region, statistical evidence shows that South Africa alone has 97% share of her population aged above 25 years old and with more than 13 years of education living outside their country of birth within the period of 2000 to 2015, while other countries within this region, Namibia, Botswana and Swaziland has 1% each of the educated work force outside their country out birth. This is not the case with East African region where the level of brain drain (migration of educated/skilled work force) is evenly distributed among the sampled countries within the region. For instance, Kenya had the highest degree of brain drain of 46% in the region, followed by Ethiopia 26%, while Tanzania, Zambia and Malawi had 16%, 8% and 4% respectively, see fig 4.

Beine et al. (2007) argued that incentive from brain drain in the form of FDI inflows to home economies increase as a result of the rise in skilled migration (brain drain). Though, Beine et al's view is valid in the light of Todaro's theory, however, According to Todaro (1969), migration (where skilled or unskilled work force) is stimulated primarily by rational economic considerations of relative benefits and costs and financial as well as psychological phenomena. But Eneh, (2009) argued that brain drain in Africa is basically caused by decline in the quality of education and poor working conditions, thereby forcing the African educated elites to leave there countries to serve the advanced countries. However, this study maintains that the cause of brain drain in Africa is basically institutional failure (government failure) to meet the needs of the educated/skilled work force either in terms of enumerations, working conditions, welfare package, etc, while the causes of migration of unskilled work force in SSA are economic oriented. That is, migrations in the SSA countries are driven by the search by migrants for better livelihood. This mass exodus (both highly educated/skilled and unskilled work force) in SSA to advanced countries may lead to loss of confidence in the economy, which will cause deter the anticipated development of SSA economies.

## CONCLUSIONS/POLICY RECOMMENDATIONS

- Having observed the presence of an unobserved heterogeneity across the individual countries in the sampled SSA countries dataset, there is no “one size fits all” policy to curb migration and brain drain in the Sub-Saharan African (SSA) countries. However, this study made the following submissions;
- That Sub-Sahara African economy should only encourage purposeful migration of their citizens within and outside the African continent. This will help to accomplish the quest for sustainable economic growth in SSA, as well as reducing the increasing incidence of brain drain, brain waste and refuge cases in Sub-Sahara African economies.
- This study concludes that despite the obvious benefits of international remittances in the SSA economies such as the ability of remittances to promote growth, stabilize macroeconomic fluctuations, alleviate poverty, reduce inequality, these positive effects are not even distributed or uniformly felt among all the countries in the SSA region. Hence, international migration still have some significant side effects on some countries within the region, such as shortage of skilled workers, loss of tax revenue, loss of potential future entrepreneurs, etc.
- Migrations in the SSA countries are driven by the migrants search for better livelihood. Therefore, the African governments should evolve policies that will target youth employment. This is because, unemployment and underemployment among the youths is one major cause of migration in the SSA region. As such creating job opportunities through small and medium scale enterprises should be a policy option to reduce outflow of work force in the SSA region.
- There is need for governments of SSA economies to enact sound migration policies and monitoring systems that will guide the process of migration within and outside the region (SSA). This will ensure purposeful migrations that will not be a curse to the region and help the region to benefit when incidence of migration occurs. The migration policy will facilitate rapid integration of migrant workers in recipient countries into labor markets in order to boost the labor force, which will allow a positive impact on economic growth of the region both in the short and the long term. If this is not done, it will be difficult to ascertain if the process of migration is helpful or harmful to the region.
- There should be stable exchange rate policy in the SSA economies, such that large flows of migrant transfers into these SSA countries will not result into an appreciation of the real exchange rate and loss of competitiveness of the economy. Equally stable exchange rate will encourage steady and consistent inflows of remittances in the SSA economies.
- It is recommended that policies, which will allow the rapid integration of migrant workers in recipient countries into labor markets in order to boost the labor force be designed in order to achieve a positive impact on growth and public finances over the long term.
- With regard to brain drain, this study acknowledged that skilled migrants may bring some net positive impact in their countries of origin through incentives for capital accumulation, which may be reinforced by remittances and transfer knowledge which will to productivity and innovation spillovers and fiscal contribution associated to the

income earned by highly skilled workers, etc. But in the interim, the anticipated or supposed benefits of SSA region having her educated and skilled work force outside the individual country have not been significantly felt on the SSA economies. The reason is simple, not all educated migrants in SSA countries remit their incomes to their countries of origin. Considering the political instability, economic instability, corruption and weak institutions that characterized the SSA countries, most of these educated migrants lost trust in their states, hindering them from repatriate their income.

- To curtail this ugly situation of brain drain in the SSA region, there is an urgent need for institutional reform in these sovereign states that will capture regular promotion of works, payment of minimum wages to workers or rewards commensurate to the like of their counterparts elsewhere, provision of modern facilities and technology in the place of working, and massive industrialization. If these issues are addressed, migration of highly educated, professional and skilled work force of SSA countries will reduce since these factors are the root causes of brain drain in Sub-Sahara African region, and the economy will improve.

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