

## FORMAL EMPLOYMENT WAGE STRUCTURE, CURRENCY VALUE AND THE YOUTH MIGRATORY TENDENCY IN EDO STATE, NIGERIA

Adesoye Isiaka Mustapha<sup>1\*</sup>

Ikponmwoza Ebomoyi<sup>2</sup>

<sup>1,2</sup>University of Benin, Nigeria

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### ABSTRACT

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This study examined the problems associated with the formal wage structure and the strength of the naira as causative factors to youth migration in Nigeria. To properly focus the conduct of this study, hypotheses were formulated and the survey method was employed to elicit relevant data from randomly sampled respondents from the three Senatorial Districts in Edo State. Structured questionnaire was administered among the respondents and in-depth interviews were also conducted with the Heads of the National Agency for the Prohibition of Trafficking in Persons (NAPTIP), National Directorate of Employment (NDE) and some selected Returnees. The data gathered from the questionnaires were analyzed and interpreted using the Pearson's Product Movement Correlation Coefficient ( $r$ ), while thematic desk analysis was deployed to the qualitative data from the in-depth interviews. It was found out, among other things, that there is a strong positive relationship between the formal wage structure, the strength of the naira in terms of other currencies and youth propensity for migration. It is recommended that the Nigerian Government should have deliberate policies to strengthen the value of the Naira. One of such policies suggested is the pursuant of the import substitution and the moderation of the citizens' consumption pattern to accommodate locally produced goods and de-emphasizing and, if possible, placing embargo on certain items that are imported into the country.

**KEY WORDS:** formal employment, migration, wage structure, currency value, youth

### INTRODUCTION

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In the Nigerian history, different migration patterns could be distinguished. In the first place was the Hausa transnational links following the trans-Saharan trade routes and later on the pilgrimage routes to Mecca and the Medina. Secondly is the transatlantic slave trade, during which period millions of Nigerians became involuntary migrants to the Americas and the Caribbean (Balogun, 2016). With the introduction of the colonial system, most migrants were male rural dwellers who moved to the cities in search of wage jobs. In the first decade of independence, migration became more regionally

oriented with the movement of thousands of job seekers to other neighbouring states. Since the 1980s, migration abroad has been directed more towards the industrialized richer countries of Europe and the United States – an intercontinental migration flow (Balogun, 2016) perhaps because of better wage or unemployment rates.

Despite all efforts to combat unemployment, Nigeria with a 1% income rise and a high rate of unemployment remained a developing country with extreme poverty regardless of its recent growth in its Gross Domestic Product (Uche, 2014). This invariably means that labour supplied is at variance with the labour demanded. This is further worsened by population explosion (Bolarinwa, 2017).

Edo State is the focus of this research for some critical considerations. It is one of the earliest States that had experienced colonial invasions. Most importantly are the challenges of unemployment and the issue of youth migration which the state has been facing over a long period of time. During the visit of Mrs Clare Henshaw of the Nigeria Immigration Service to Edo State Governor, Godwin Obaseki, she averred that the rate of youth migration in Edo State was alarming when compared to other States in Nigeria. This is further accentuated by the case of the deportation of 142 Nigerians from Libya with 83 of them being from Edo State (The Guardian, November 6th, 2017). Michelle (2017), asserted that of the 2,778 Nigerian migrants that made up the list of migrants registered in the “accessible” detention camps in Libya, no fewer than 1,400 of these returnees traced their origin to Edo State.

The youth migratory trend and pattern can be traced to countries of destination such as the United Kingdom, the United States of America, Germany, France, United Arab Emirates, Italy, Morocco, Libya, South Africa and so on.

### **Statement of the Problem**

The pursuit for higher or wage employment in Nigeria among the youth is urban centered, which often times, is accentuated with the inability of the informal sectors in the rural areas to accommodate the incessant growing numbers of these job seekers. This group is left with no choice than to seek for an alternative destination (Edward, 2011). Apart from that, the negative economic growth as experienced from the successive administrations could result in a more deplorable standard of living of the people (Bello, 2003).

The United Nations Population Fund had stated that the Nigerian population has risen to 201 million people as contained in the 2019 State of the World Population Report (Punch Newspaper, 2019). It is therefore understood that this issue of population growth in relation to unemployment remains multi-faceted. Never the less, it must also be noted that several programmes have been initiated at all levels in addressing youth restiveness (Rufus and Oluwatunmise, 2017).

## Research Objectives

- i. To ascertain the extent to which the formal wage structure influences the youth's penchant for migration.
- ii. To investigate the extent to which the strength of the Naira induces youth desire to migration.
- iii. To proffer policy solutions.

## Research Hypotheses

HR1: There is a relationship between the formal wage structure and youth migration

HR2: There is a significant relationship between the strength of the Naira in relation to other currencies and youth migration.

## LITERATURE REVIEW AND THEORETICAL FRAMEWORK

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### The Concept of Youth

The concept of youth is often ambiguous in terms of the age variation as there exist disparities in the definition of the term by various states and societies (Michelle, 2007). The South Africa's National Youth population policy framework in the year 2002 encapsulates the youth definition to include the ages of 15 to 28. While in Nigeria, the concept of who is a youth ranges between the ages of 15 to 40. However, such age bracket had gone lesser (Michelle, 2007). These variations in this definition of who is a "youth", refers to someone within the above said age and not above 40 years of age. It can however, be asserted therefore, that a youth is one in the age bracket 15 years but however not above 40 years.

## The Concept of Migration

Migration has become a global phenomenon with no acceptable definition. But most definitions had utilized both time and space criteria and those that are included in migration processes are commonly considered as least semi-permanent kind of migration which often times take place across or within a defined geographical area or enclave as had been asserted by Nwamaife et al(2013).

From the above, migration is concerned with goods and services as well as that of the human capital within or across the national boundaries. But, from the view of the United Nations, the concept has different connotations (Nwamaife et al, 2013).

## International Migration and Remittances

Migration has assumed a phenomenal level and dimension in Nigeria, Edo State in particular in the recent decade (Chukwuma, 2007). The international migration has become an issue that is capable of having a profound effect on our endeavours and also to meet the challenges of developmental growth and globalization (Annan, 2006). International migration is often seen as essential endeavours to achieving greatness and realization of hopes and the youth who do not migrate abroad see themselves as idle and frustrated.

International migration can be seen as a way to further household social economic advancement, where remittances are used to enhance the long term economic status of families through the investment in capital assets that will generate further income. Remittances, therefore, can be defined as the financial inflow arising from the cross-border movement of nationals of a country and the transfer of money and goods sent by migrant workers to their country of origin (Thapa and Acharya, 2017). Some economists have estimated that nearly one tenth of the world populations are beneficiaries of the

billions of dollars in migrants' earnings known as remittances that are sent to nation around the globe (Debalin, A., Oni, B. and Adekola, O. 2000).

### **Theoretical Framework**

The study adopts the "Pull" and "Push" migration theory as Ravenstein in the year (1885) in explaining the relationships between the formal wage structure, strength of the Naira and the youth propensity for migration. The theory has proved that development and migration go side by side. In addition to that, Haas (2008) also asserted that the compelled quest for opportunity often times influences international migration. If the pull factor of the expected destination often outweighs the push factor of the individuals' state of origin thus, international migration can be said to have taken place and this could be referred to as negative (push factor) and positive (pull factor). Still on the theory, Sovani, Base and Trewartha in Haas (2008) posit that the combination of the push and the pull factors are the reasons for migrants' decisions to leave their home territories. Another of such writers cited in Haas (2008) revealed that migration could be selective; this selectivity can be positive or negative also. It is positive for the wealthy migrants and becomes negative for the opposite individuals. In summary therefore, the most fundamental conclusion that could be drawn from the positive and negative models is that both factors could continually attract people to move into these places of their choices where potential opportunities abound.

### **METHODOLOGY.**

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#### **Research Design and Population of the Study**

The research employs the survey design and the study population is the youth population in the three Senatorial Districts which stood at 4,235,800 of the age bracket 16 – 40years.

### Sampling Size and Sampling Technique

The cluster sampling technique was applied in this study. The entire population was grouped into clusters. These clusters (Senatorial Districts) are further broken down into Local Governments Areas from where a sample size of 1,500 was selected based on their geographical location and population density.

From the table below, Edo Central has a population of 18% of the total population; Edo North 30%, while, Edo South 52%. It is on the basis of this percentage distribution that total samples of 1,500 questionnaires are distributed as follows:

**Table1: Senatorial District, Population, Percentages and Sample Allocation**

Area	Population	Percentage %	Sample Allocation
Edo Central	775,000	18	275
Edo North	1,252,100	30	443
Edo South	2,208,700	52	782
<b>Total</b>	<b>4,235,800</b>	<b>100</b>	<b>1,500</b>

Field work 2021

From the table above, Edo Central had 275 questionnaires administered in the senatorial district, Edo North 443 questionnaires had administered in the senatorial district while a total of 782 questionnaires was administered in the Edo South senatorial district.

### RESULTS AND DISCUSSION

In carrying out this study, a total of 1500 questionnaires were distributed to respondents. Out of this number, a total number of 1466 questionnaires were retrieved from the field. Thus, the study total sample of respondents for analytical purpose became 1,466.

**Table 2:** Frequency distribution of responses to questionnaire item 1 that the “Strength of the Naira against the hard currencies is a reason for youth migration”

Questionnaire item One					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	156	10.6	10.6	10.6
	Disagree	284	19.4	19.4	30.0
	Undecided	272	18.6	18.6	48.6
	Agree	502	34.2	34.2	82.8
	Strongly Agree	252	17.2	17.2	100.0
	Total	1466	100.0	100.0	

**Pie Chart Representation of the questionnaire item 1 that the “Strength of the Naira against the hard currencies is a reason for youth migration”**

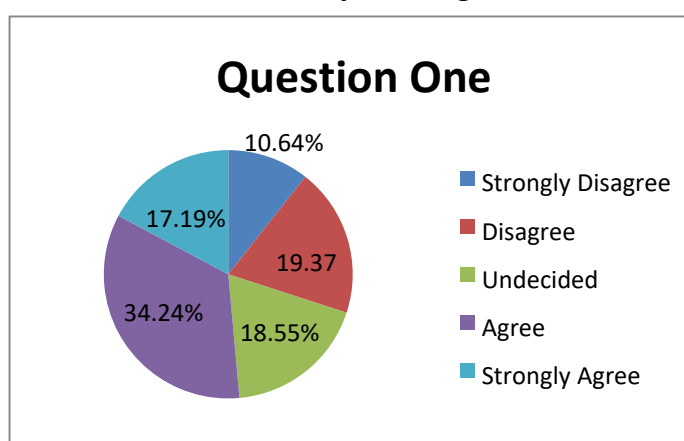


Table 2 shows the frequency distribution of Strength of the Naira against the hard currencies as a reason for youth migration. 10.6% representing 156 of the respondents strongly disagree while 19.4% representing 284 of respondents disagree that the strength of hard currencies against the naira is a major reason why youths migrate with 18.6% representing 272 of respondents’ undecided. 34.2 % which is 502 of total 1446 respondents sampled agree while 17.2% which is 252 strongly agree that the strength of hard currencies against the naira is a major reason for youth migration.

**Table 3:** Frequency Distribution of the responses to questionnaire item 2 that “the unstable value of the Nigerian Naira results in youth migration”.

Question Two					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	370	25.2	25.2	25.2
	Disagree	304	20.7	20.7	46.0
	Undecided	226	15.4	15.4	61.4
	Agree	468	31.9	31.9	93.3
	Strongly Agree	98	6.7	6.7	100.0
	Total	1466	100.0	100.0	

**Pie Chart Representation of the questionnaire item 2 that the “unstable value of the Nigerian Naira results in youth Migration”**

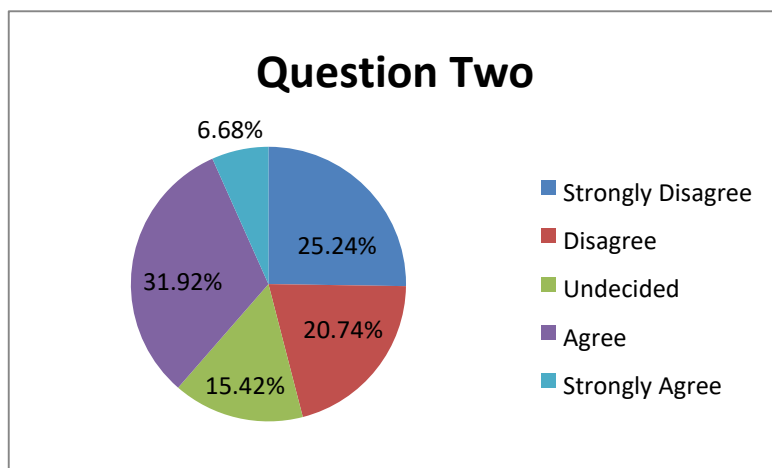


Table 3 showing the Frequency Distribution of the influence of the stability of the Naira on youth Migration reveals that 25% of respondents strongly disagree, 20.7% of the sampled respondents disagree and 15.4% of the respondents were undecided that the unstable nature of the naira was a major reason of youth migration. 31.9% of sampled respondents agreed while 6.7% of sampled respondents strongly agreed that the unstable nature of the naira was a major reason for youth migration.



**Table 4:** Frequency distribution of responses to questionnaire item 3 that the “stability in the value of Naira will prevent youth migration”.

Question Three					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	376	25.6	25.6	25.6
	Disagree	330	22.5	22.5	48.2
	Undecided	348	23.7	23.7	71.9
	Agree	346	23.6	23.6	95.5
	Strongly Agree	66	4.5	4.5	100.0
	Total	1466	100.0	100.0	

**Pie Chart Representation of the questionnaire item 3 that the “stability in the value of the Naira will prevent youth migration”**

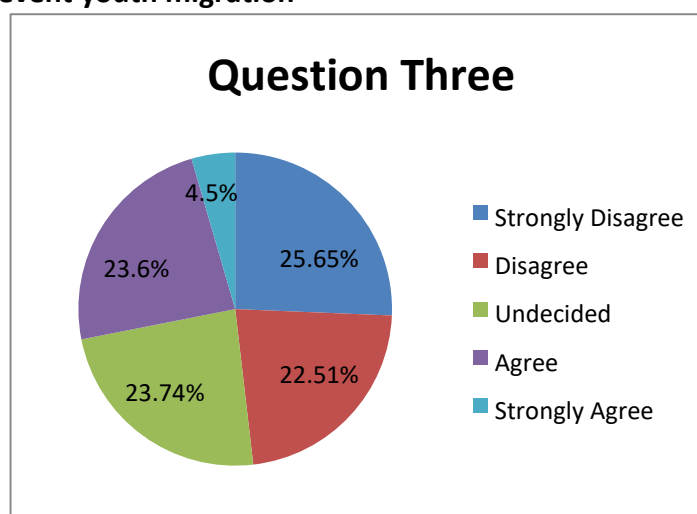


Table 4 portrays that 25.6% of 1,446 respondents sampled strongly disagreed while 22.5% disagreed that a stable naira would prevent youth migration. 23.7% were undecided, 23.6% agreed while 4.5% strongly agreed that a stable naira would prevent youth migration.

## Test of Hypotheses

In testing the relationship between youth migration (independent variable) and formal employment wage structure (predictive variable), questionnaire item two was utilized.

### Questionnaire item Two

The disparity between the salary structure of the Nigerian public service and their foreign counterparts induces youth penchant for migration.

### Statement of Hypothesis

H<sub>0</sub><sup>1</sup>: There is no relationship between formal employment wage structure and the youth desire for migration.

H<sub>R</sub><sup>1</sup>: There exists a relationship between the formal employment wage structure and the youth crave for migration.

**Table 5: Regression analysis between the Nigerian wage structure and the foreign counterparts as an inducement for youth migration**

Model Summary				
Model	R	R Square	Adjusted R Square	Sig.
1	.848 <sup>a</sup>	.719	.718	.000 <sup>b</sup>
<i>Regression is significant at the 0.01 level</i>				

Table 5 shows that there is a positive relationship (Pearson R = 0.848) between the formal employment wage structure and youth migration. With the p-value (Sig. = 0.000) less than 0.01, this means that the research hypothesis which states that there exists a relationship between the formal employment wage structure and the youth crave for migration is accepted and the null hypothesis which states that there is no relationship between the formal employment wage structure and the youth desire for migration is hereby rejected.

In testing the relationship between youth migration (independent variable) and the naira foreign exchange strength (predictive variable), questionnaire item three was

utilized.

### Questionnaire item Three

The strength of the naira against the hard currencies is a major reason for migration among the youth.

### Statement of Hypothesis

$H_0^2$ : There is no relationship between the strength of the naira in terms of hard currencies and youth penchant for migration.

$H_R^2$ : There is a relationship between the strength of the naira in terms of hard currencies and youth desire for migration.

**Table 6: Regression analysis between the strength of the naira in terms of other currencies and youth desire for migration**

Model Summary				
Model	R	R Square	Adjusted R Square	Sig.
1	.812 <sup>a</sup>	.660	.660	.000 <sup>b</sup>
<b><i>Regression is significant at the 0.01 level</i></b>				

Table 6 shows that there is a high positive correlation (Pearson  $R = 0.812$ ) between strength of the naira in terms of other currencies and youth desire for migration. With the p-value (Sig. = 0.000) less than 0.01, this means that the null hypothesis which states that there is no significant and positive relationship between the strength of the naira in terms of other currencies and youth penchant for migration is rejected while the research hypothesis is hereby accepted.

### Discussion of Findings

The Pearson's  $r$  of +0.848 positive at  $\alpha 0.01$  shows a considerably high positive relationship between the disparity of the Nigerian wage structure and their foreign counterparts

leading to the acceptance of the research hypothesis and the rejection of the null hypothesis which states that there is no relationship between the formal wage structure and youth migration.

**Table 7: Entry Level Categories of Workers' Salaries**

	Nigeria (N)		The US (N) Equivalent		The UK (N) Equivalent	
	GL 01	GL 08	GS 1	GS 7	AA/AO	EO
Yearly	226,800	666,184	6,484,100	12,375,650	9,260,100	11,700,000
Monthly	18,900	55,515.33	540,341.67	1,031,304	771,675	975,000

**Source:** Adapted from National Salaries, Income and Wages Commission, 2107 (NSIWC)

– [www.nsiwc.gov.ng](http://www.nsiwc.gov.ng) (web).

Table 7 above is a nuanced explication of the disparity between Nigeria's civil service salary structure and its UK and the US counterpart to the effect that Nigeria civil service salary structure contributes or depicts a "push" factor while that of the US and the UK constitute a "pull" factor to an average youth to migrate.

Within the confines of this analysis, the study assumes that youth are basically occupants of the entry level of the public service in Nigeria as they ordinarily are supposed to be employed at the entry point positions either after graduating from the college or university. So, Grade Level one (1) and Grade Level eight (8) in the Nigeria civil service are selected for analysis while their counterparts on General Structure (GS) 1 and GS 7 in the US civil service; and Administrative Assistant (AA)/Administrative Officer (AO) and Executive Officer (EO) cadres in the UK civil service are equally selected for comparative analysis purpose.

In Nigeria, as at the time of conducting this research a grade level 1 step 1 and grade level 8 step 1 entrants into the civil service in Nigeria earns N18,900 and N55,515 respectively. New entrants in the US civil service on GS 1 and 7 earn in naira equivalent of N540, 341.67 and N1, 031,304 respectively. The UK entrants of AA/AO and EO in the civil service earns

the naira equivalent of N117, 675 and N975, 000 respectively. From the foregoing and judging from the fact that migration to the UK and US is a possibility for an average youth who is aware of the economic fortune awaiting him/her in those countries as against the perceived economic disadvantage arising from the disparity in salaries structures already established would naturally embrace the opportunity for migration to economic prosperity, knowing full well that what he/she earns at home becomes a peanut giving the opportunity to migrate to the US, the UK and to any other economically viable countries.

The Pearson's R of + 0.812 positive at alpha ( $\alpha$ ) 0.01 shows a very strong positive relationship between the strength of the naira in terms of other currencies such as the American Dollars, the British Pounds Sterling, the European Euros and the youths penchant for migration. The analysis led to the rejection of the null hypothesis and the acceptance of the research hypothesis.

In buttressing the fact that the strength of the naira is a causative factor for migration, Table 2 shows a combination of strongly agreed and agreed percentages of 51.4 and a total of 30.0 percent for both strongly disagreed and disagreed with 18.6 percent undecided.

Supporting the affirmation that the strength of the naira against the hard currencies is a major reason for youth migration is made evident in the following words in the literature, "the exact numbers of Nigerians... however,... have risen over time as well as their remittances (IMR 2017). These remittances accruable to both the migrants and the host country are used to enhance the long term economic status through the investment in capital assets that will generate further income. The remittances can also be seen as the financial inflow arising from these migratory patterns, trend and the transfer of money and goods sent by migrant workers to their countries of origin (Tharpa and Acharya, 2017). Furthermore, migrant remittances have come to play a significant role in

the advancement and developmental processes. It is estimated that nearly one tenth of the world population are beneficiaries of billions of dollars in migrants' earnings sent to their respective families and households back home (De Parle, 2008). The positions of these scholars further reinforced the essentialities of the theoretical framework in this work to the effect that migration is influenced by both the "push" and "pull" factors, whereby the strength of the naira vis-à-vis the currencies of the host countries acted as the "pull" factor for migration.

According to the Global Migration Origin Data Workbase and the World Bank (2011), these migrants are found in countries such as Sudan, Cameroon, Morocco, Benin, Chad, South Africa and Niger. In the group of the countries of the economically developed countries, top destinations include the United States of America, the United Kingdom, Italy, Spain, Canada, Germany, France, United Arab Emirate...Japan and the New Zealand".

As it has been copiously noted in the early part of this work, countries that majority of Nigerian youths, especially of the Edo State extraction, usually migrate to are the United State of America (USA), United Kingdom (UK), Germany, United Arab Emirates, South Africa and Morocco among others. The salaries and wages in these aforementioned countries present a "pull" factor to the Nigerian youths to the extent that whatever employment and remuneration packages that accompanied the National Directorate of Employment (NDE) intervention efforts become irrelevant.

Starting from the US, a grade level 1 step 1 Federal Civil Servant who earns a minimum wage (in the Nigerian parlance) earns an annual salary of \$18,520 (Eighteen thousand, four hundred and twenty dollars) that gives a monthly salary of \$1,543 (one thousand, five hundred and forty-three dollars). If converted to the Nigerian naira at the current rate of ₦ 360 (three hundred and sixty naira in 2020) to American dollars, it gives an equivalent of ₦ 555,480 (five hundred and fifty-five thousand four hundred and eighty naira) monthly minimum wage.

The United Kingdom (UK) situation is not different. The salary which the lowest paid officer in the civil service earns is an average of £20,478 (twenty thousand four hundred and seventy-eight) pounds per annum which translates to £1,714 (one thousand seven hundred and fourteen) pounds per month which if converted at the current rate of ₦ 420 (four hundred and twenty as at 2020) naira to a pound gives a sum of ₦ 719, 888 (seven hundred and nineteen thousand eight hundred and eighty-eight) naira. Further to that is the German situation where the minimum salary for a worker is €1,845 (one thousand eight hundred and forty-five) euros per month which if converted to naira at the current rate of ₦ 390 (three hundred and ninety in 2020) to one euro gives a monthly salary of ₦ 719, 550 (seven hundred and nineteen thousand five hundred and fifty) naira.

Away from Europe is the United Arab Emirate (UAE) which is another point of attraction in the world to Nigerian youth emigrants. The minimum monthly salary to government worker is 5,700 (five thousand seven hundred) Dirham which if converted at the current rate of ₦100 (one hundred as at 2020) to one Dirham gives a sum of ₦570, 000 (five hundred and seventy thousand) naira minimum wage.

Then on the African continent are South Africa and Morocco. In South Africa, the minimum monthly salary for a government worker is 4,800 (four thousand eight hundred) Rand, which if converted at the current rate of ₦25.18 (twenty-five naira eighteen as at 2020) to one South African rand gives a sum of ₦120, 864 (one hundred and twenty thousand, eight hundred and sixty-four) naira monthly.

Also, the Moroccan situation is not showing any difference. The lowest paid worker earns an average of 3,028 Moroccan Dirham monthly which translates to ₦114,276 (one hundred and fourteen thousand two hundred and seventy-six) naira, if converted to the Nigerian naira at the current rate of ₦37.79 (thirty-seven point seventy-nine as at 2020) to one Moroccan dirham.

In all of these instances, at the time of this research, Nigerian governments were still debating the implementation period of the ₦ 30,000 (thirty thousand) naira minimum wage. The minimum wage at which the majority of the youths find themselves can be said to represent the bottom of the economic ladder where the survival cannot be guaranteed by this level of income on monthly basis that ultimately makes the Nigerian economic environment not conducive for the majority of these youths to guarantee their survival. The alternative is to cave in to the “pull” factor by migrating to countries already itemized in the table below where pays are better and could guarantee their survival.

In the in-depth interview with the State Director of NDE, Edo State Directorate, she posited that the large number of beneficiaries that are trained under different apprenticeship schemes in the skills acquisition programmes and given starter packs and a stipend, on tracking, were discovered to have sold those assets and utilized the proceeds to migrate out of Nigeria, in most cases to the countries penciled down in the table below.

**Table 8: COMPARATIVE MINIMUM WAGE BETWEEN NIGERIA AND MIGRANTS' DESTINATIONS**

Names of Countries	Monthly Salary	Naira Equivalent	Nigeria minimum wage %
Nigeria	₦ 30,000	₦ 30,000	0.1
USA	\$1,543	₦ 555,480	5.4
UK	£1,714	₦ 719,880	4.2
Germany	€1,845	₦ 719,500	4.2
United Arab Emirate	DH. 5,700	₦ 570,000	5.3
South Africa	R. 4,800	₦ 120, 864	24.8
Morocco	MAD. 3,028	₦ 114,276	26.3

**Source:** Adapted from National Salaries, Income and Wages Commission, 2107 (NSIWC) – [www.nsiwc.gov.ng](http://www.nsiwc.gov.ng) (web).

The urge to cave in for the “pull” factor is accentuated by the remittances made by successful emigrants who within a short period of not more than a year that they have travelled to most of these countries doing menial jobs are able to buy plots of land, houses, acquired properties, send money home and invest in other businesses. Corroborating the



foregoing, Taylor et al (2005) posits that there is no better country to assess the effect of the contribution of African migrants in the diaspora to African development than Nigeria as it is recorded that migrant remittances are now significantly larger than overseas aid flow and comprise an annual flow of around US Dollars 240 billion in the global South giving the huge population of Nigerians living abroad (Taylor, et al 2005).

Even those who are unfortunate to be repatriated in the name of the “returnees” are not enough deterrence in the face of the youths that see the value of the naira as antithesis to their social-economic mobility upwards and therefore must seek a way out through migration regardless of the danger involved in the process.

## CONCLUSION AND RECOMMENDATIONS

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Migration as a normal human activity occasioned by presence of opportunities, whether real or imagined, at the destination is not a new phenomenon. The worrisome dimension it has assumed among the Nigerian youth where desperation leading to dangers of illegal migration and the concomitant negative image incessant deportation gives Nigeria despite the “positive” effect of remittances calls for concern. Without prejudice to other causative factors for migration which abound in the literature, this work has been able to demonstrate the nexus between the strength of the Naira and the migratory tendencies among Nigerian youth and particularly more problematic among the Edo State youth in a manner that both regular and irregular migrations are common place. More worrisome is the exodus of the productive segment of our population scavenging for menial jobs overseas with damning consequences at a time they ought to be part of our domestic developmental process. It is this scenario that calls for deliberate public policies, among which are contained in our recommendations, to reverse the ugly trend of the “push” factor in the youth migration calculus in Edo State and, by extension, Nigeria in general.

## Recommendations

Concerning the strength of the Naira that is abysmally weak in terms of other currencies, Nigerian government should have deliberate policies to strengthen the value of the Naira. One of such policies suggested is the pursuance of import substitution and moderating our consumption pattern to accommodate locally produced goods and de-emphasizing and if possible placing embargo on certain items that are imported into the country. This will have a greater impact in the reduction of the exchange rate of the naira vis-à-vis other countries' currencies. However, this requires very strong "Political Will" as the cartel benefiting from importation might not want to let go easily. Further to that, foreign trips that place so much pressure on our foreign reserve as a result of Estacode enjoyed by public officials should be reduced drastically in order to strengthen the value of the naira. Also, the government should try to diversify the economy from the mono-product economy (Oil) to other areas such as solid minerals, agricultural products, natural gas etc. When the value of the naira appreciates, the youths urge to earn hard currencies that led to the unbridled desire to migrate would have been reduced to the barest minimum.

The issue of internal and external equity in employment as it relates to remunerations should be addressed very seriously. The earnings in the Nigerian Public Service compared to what obtains outside the shores of Nigeria even in other African Countries reduces the earnings in Nigeria to mere pittance. There should be deliberate salaries and wages policies that would harmonize the salaries and wages of all employees in public sectors with that of political appointees as it is done in other parts of the world.

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