VOL. 10 NO. 2,
NOVEMBER, 2025
E-ISSN 3027-1533
P-ISSN 3026-8648

African Scholar Publications & Research International
www.africanscholarpub.com

Journal of African Innovation & Advanced Studies (JAIAS)

Evaluation of Factors Influencing Brain Drain among Healthcare Workers at Federal Medical Center Bida, Niger State

Lami, Girmache Darangi; Hajara, Daniel Hassan; Aishatu Ahmadu; Balkisu, Umar; Aishatu, Garba Kontagora; & Ndarubu, Halima Talatu

College of Nursing Sciences, School of Midwifery, Minna. College of Nursing Sciences, School of Midwifery, Kontagora

Corresponding Author: abdulfutminna@gmail.com

DOI: https://doi.org/10.70382/ajaias.v10i2.065

Abstract

The purpose of the study was to assess the factors influencing Brain Drain and potential strategies to reduce Brain Drain in the study area. A descriptive design method was employed by the researcher to explain the phenomena under investigation. The target population of the study were the clinical professionals resulting to a total number of 175. A sampling size of 100 was used, questionnaire was used to collect data which was analysed using charts and tables. The result shows that participants perceived Brain Drain can lead to increase workload and inadequate incentives such as low salary. Factors influencing Brain Drain includes bad governance, lack of job opportunity, poor salary, insecurities and corruption, effects of Brain Drain include shortage of healthcare professionals, reduces competent and educated healthcare workers while the potential strategies to reduce Drain is good salary, well-equipped health facilities, adequate and maximum security. In conclusion, Brain Drain is one of the most common occurrences that happen today globally and most especially in the developing countries of Africa who face its consequences wholly. The following recommendations were made by the Researcher, there should be adequate distribution of national resources in the healthcare sector, Management of Federal Medical Center Bida, Niger State and the government should always supply the available medical consumables to health workers with good salary, adequate security and adequate power supply.

Keywords: Evaluation, Factors, Influencing, Brain, Drain, Health.

Introduction

Goga (2020) explained that Brain Drain is the movement (emigration) of high skilled workers from a developing country to a developed country. The highly skilled workers that move from a developing nation to a developed one move due to factors that are highly desired in the country they are moving to. Brain Drain is emigration of educated persons from one country to another or the movement (emigration) of high-skilled workers from a developing country to a developed country.

The Brain Drain phenomenon causes highly educated adults to relocate from Nigeria to different parts of the United States. They tend to migrate to major metropolitan areas and leave lower to middle income countries such as Nigeria behind without healthcare practitioners who have the ability to help shape public policies to rebuild the crumbling to almost non-existent healthcare infrastructure (Ogaboh *et al.,* 2020). Due to the migration phenomenon of healthcare practitioners, Nigeria has experienced a massive Brain Drain as skilled healthcare workers are moving to other countries to obtain better wages, improved standard of living, and the opportunity to improve their skill set. The government also is not recognizing that there is a problem with Brain Drain in the country, especially within the healthcare sector. Also, enough money is not being apportioned to the healthcare sector to make a difference. As it stands, only 4% of the national budget in Nigeria is earmarked for health (Abang, 2019). According to Patrick (2017), as of 2015, 233 Nigerian doctors moved to the UK; in 2016 the number increased to 279; in 2017 the figure was 475, in 2018, the figure rose to 852, in 2019 it jumped to 1,347; in 2020, the figure was 833 and in 2021 was put at 932. Recently, it was reported that no fewer than 5,405 Nigerian trained doctors and nurses are currently working with the National Health Service (NHS) in the United Kingdom (Okafor & Chimereze, 2020). The figure released by the British Government, revealed that Nigerian health workers constitute 3.9 percent of the 137,000 foreign staff of 202 nationalities working alongside British doctors and Nurses (Onyekwere & Egenuka, 2019).

A recent workforce audit conducted at the State Specialist Hospital, Gombe revealed a worrying trend consistent with broader national patterns of healthcare worker migration. Between 2020 and 2023, the hospital's nursing workforce declined from 210 to 163 nurses. Exit interviews and hospital records indicated that over 60% of the nurses who resigned during this period cited emigration as their primary motivation. Additionally, an average of four nurses per month reportedly requested transcripts from the hospital's affiliated training institution to facilitate foreign employment applications (Stephen & Ibrahim, 2022). Hospital management expressed growing concern that if this trend continues unchecked, service delivery could be critically impaired. This

aligns with national and global trends of healthcare Brain Drain, emphasizing the need for urgent policy intervention and increased investment in the health sector to retain skilled professionals in Nigeria (Ogaboh *et al.,* 2020).

Stephen & Ibrahim, (2022), Nigeria has lost a huge part of its highly skilled healthcare practitioners due to Brain Drain. The corrupt leadership in the country has negatively affected the economy by depleting natural resources (oil and gas) that are an income generator; and as a result, many citizens have escaped Nigeria in order to provide for their family. The study of Owusu-Ansah (2015) on Brain Drain in Ghana's health sector found that medical doctors and nurses trained with public funds emigrate to practice in developed countries due to low remuneration and poor working conditions. Oleribe and Taylor-Robinson (2016) indicated that despite the absence of a statistically significant difference in the response on leadership and management compared to other issues if staff welfare issues such as promotions, management's failure to deal decisively with promotion issues, denial of basic entitlements like salary and sponsorship of training are not catered for, it can be stated that leadership will have problems with the entire workforce which are the most frequently cited cause for health workers current Brain Drain in Ghana.

According to Pretorius (2018), the healthcare sector is in deep crisis partially because many health care givers migrating abroad looking for better employment conditions and this ends up in a negative impact on the population`s health. The reduction of manpower in the such country has a negative consequence affecting not only the health managers but also nurses on the ground level, and patients who need the nursing services that only skilled nurses can deliver. Also, nursing staff remaining in the source countries are left with heavier workload, leading to chronic job dissatisfaction, demoralization and burnout.

The health care system in Nigeria is in dire need of repair, and if human capacity building continues to be lost at this alarming rate as it is currently, there may not be any health care practitioner that will be left to work in Nigeria. The problem also was that while many Nigerians health care practitioners have moved abroad, the instability of Nigeria made it virtually impossible for many of them to willingly come back home to implement the knowledge acquired overseas. This phenomenon has forced many people to remain in the developed countries despite their not being happy with the situation back home in Nigeria (Chinyio, 2019). Understanding the factors that influence healthcare workers` choice of migrating to other countries will help the researcher to recommend possible solutions to the problem of Brain Drain in Federal Medical Center Bida, Niger State and these of course are the reasons for carrying out this research.

Research Methodology

This research adopted mixed method survey (explanatory) research design which involve both quantitative and qualitative research. The method adopted involves asking the target population for information through questionnaire, one on one discussion as well as personal observation. The quantitative part of the study deal with facts and figures aspect of the study

data while the qualitative aspect of the work focus on those data that can not be measure through numeric data.

The method of data collection for this research work was through a structured questionnaire which was distributed by the Researcher, himself. The purpose of the study was explained to the participants, they are assured of anonymity and confidentiality of their information. The questionnaire was distributed in a stratified method to the available participants in the clinical health Centre on the spot and the same was collected to ensure 100% return. The data collected was analyzed, converting them into percentages, were then presented using tables and charts for visual impact. Mean statistics was also used for the computation.

Results and Discussions

Table 1 shows that, participants agreed with most of the factors influencing Brain Drain in the study area, as item 2 to 5 fall within the range of 4.0 to 4.8. While the participant were undecided on item 1 which is sub-standard facilities with the score 3.3.

Table 2: Factors influencing Brain Drain.

S/N	Factors	SA	A	UD	D	SD	Sum	Mean	Remark
1.	**Sub-standard facilities**	120	160	12	64	0	356	3.3	Undecided
2.	**Bad governance**	320	128	0	8	0	456	4.6	agreed
3.	**Job opportunity can trigger health workers to leave**	340	64	12	8	8	432	4.3	agreed
4.	**Poor salary, insecurity and corruption**	380	90	0	0	0	470	4.8	agreed
5.	**Manytalented professionals prefer practicing outside**	220	128	36	24	0	408	4.0	agreed

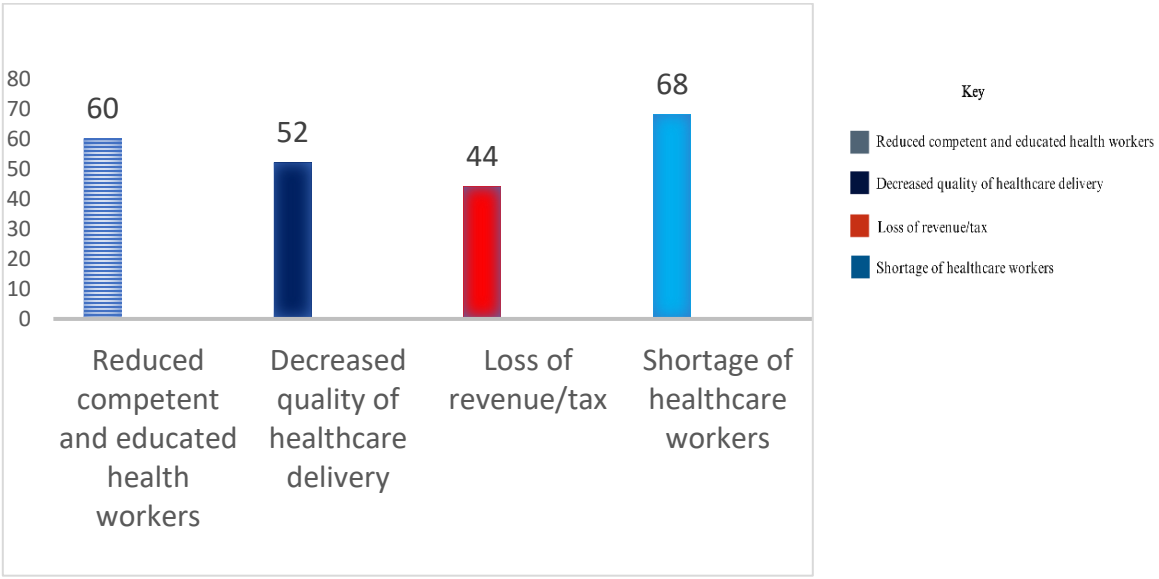


Figure 1: Effects of Bain Drain among health workers in FMCB

The bar chart reveals that Brain Drain can lead to shortage of healthcare professionals (68%), (60%) reduces competent and educated healthcare workers, (52%) decreased quality of healthcare delivery and (44%) shortage of healthcare workers.

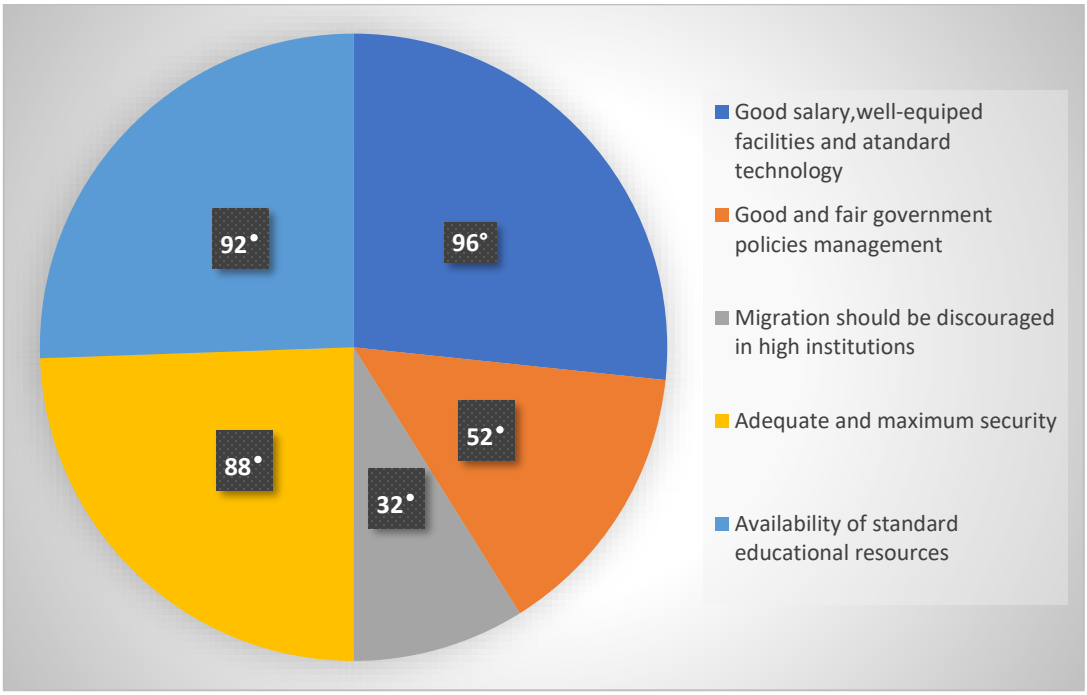


Figure 2: Strategies to reduce Brain Drain in FMCB

Figure 2 indicates that 27 (27%) of participants believed that good salary, well-equipped facilities and standard technology can attract workers to stay in the country, 26 (26%) availability of standard educational resources and 24 (24%) were for adequate and maximum security. The findings of the study revealed that Brain Drain is on the increase even though it started long time ago, also there are factors influencing Brain Drain such as poor salary, insecurities, corruption, lack of job opportunities, basic amenities and bad governance, although there are potential solutions to Brain Drain which include adequate infrastructures, Good, modern and standard working facilities, Good and fair government policies, good salary, adequate and maximum security, availability of standard and quality educational resources.

Conclusion

Brain Drain is one of the most common occurrences that happens today globally and most especially in the developing countries of Africa who face its consequences wholly. In Nigeria today, it's very common and especially in the health sector where the personnel of various professional background take advantage of migrating to developed countries for better standard of living. Several factors were listed at the course of this research work which were

summarized as push-pull factors, the factors constitute about 76% influencing Brain Drain. Potential solutions to reduced Brain Drain were also revealed and listed during the course of this study, if adequate time, attention, measures and channels is put in place, Brain Drain will be halted and there will be Brain Gain in the country instead of Brain Drain, positive results in the health sector, economy, transport and others will thrive very well if Brain Drain should be resolved. Base on the research findings, the analysis and discussion made so far, this paper recommended that there should be adequate distribution of national resources in the health sector so as to have a standard healthcare delivery system. The management of FMCB should always supply the available medical consumables to health workers with good salary, adequate security, adequate power supply and security.

References

Abang, M. (2019). Brain Drain, Brain Circulation, and the African Diaspora in the United States. *Journal of African Business,* 20(1), 6–19.

Chinyio, S. (2019). Nigerian Foreign Policy: a Fourth Republic Diplomatic Escapade. Journal of Siberian Federal University. *Humanities & Social Sciences,* 9(4), 708–721.

Goga, C. I. (2020). The status of Highly Skilled Migrants in the European Union. Case Study: Opportunities for "Law" Graduates in the European Union Labor Market. Revista de StiintePolitice, 65, 54–68.

Ogaboh, U. S., Eze, R. P. & Obananya, C. G. (2020). Skill Acquisition as Tool For Solving Youth Restiveness And Unemployment In Nigeria: The Role Of NYSC. *International Journal of Management & Entrepreneurship Research,* 3(4), 161–174.

Oleribe, O. O. & Taylor-Robinson, S. D. (2016). Before Sustainable Development Goals (SDG): Why Nigeria failed to achieve the Millennium Development Goals (MDGs). *Pan African Medical Journal,* 24, 1–4. https://doi.org/10.11604/pamj.156.8447

Onyekwere, S. & Egenuka, D. (2019). Causes, consequences, and policy responses to the migration of health workers: key findings from India. *Human Resources for Health,* 15(28), 1–18.

Owusu-Ansah, J. (2015). Brain-Drain in Ghana's Health Sector: A Case Study of Why Doctors and Nurses Emigrate. THESIS Submitted to KDI School of Public Policy and Management in partial fulfilment of the requirements for the degree of Master of Public Policy.

Patrick, M. (2017). Brain drain definition; causes and factors of brain drain. *International Journal of Advanced Academic Research,* 4(11), 47-62.

Pretorius, J. (2018). Push–pull factors influencing international return migration intentions: a systematic literature review. *Journal of Enterprising Communities: People and Places in the Global Economy,* 14(2), 231–246.

Stephen, M. & Ibrahim, Y. (2022). Investigating the Plights of Nigerians in Diaspora: A Case Study of Nigerians Studying in Malaysian Universities. Indonesian Research Journal in Education |IRJE|, 4(1), 223–245.