

# From Globalization to Glocalization: Reaping the Positive Sides of Human Resource Flight for Economic Development in Nigeria

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**Abstract:-** Globalisation has not only left the people of the less developing countries and indeed Africa behind in its ever-evolving technology but has also invaded their cultures and dampened their morale and aspirations for sustainable development. It is factual that Africans must continue to live and survive in a globalised world characterised by uneven and unsustainable wealth creation, there is a need for them to adopt glocalisation policies in various aspects of their economies by adapting or customising global ideas to the local needs of the people. Nigeria is one of the developing countries where globalisation has resulted in uneven wealth generation, unsustainable development and multifarious social and economic dislocations. Globalization through human capital flight has instigated the migration human resources that would have served the interest of enthroning development in Nigeria. The paper argues that globalization which necessitated human capital flight can be glocalized through ensuring that most of the migrated professionals are afforded the ample opportunity to transfer the knowledge gained as a result of the migration to local professionals or students. The study equally argues that, Nigeria in the quest for an improved economic development can as well embark on trading of local professionals to countries in need of them, hence encouraging capital repatriation. The study is qualitative in nature as data was collected from the secondary source which includes, textbooks, journals, academic periodicals, newspapers, magazine and internet sources, while the neo-classical school, which introduced a degree of refinement to classical economic theory was adopted as the analytic tool. The paper revealed that, glocalisation policies can help in the maximization of human capital flight for enhanced economic development by reducing the scourge of globalisation in the Nigeria. The study recommends that, Nigeria should ensure that capital repatriated is properly channeled to infrastructural development; encouragement of citizens migration to developed countries as a means of empowering the people for greater knowledge acquisition; Nigeria should endeavor to properly train her human resources to make the available for the market.

**Keywords:** Globalization, Glocalization, Human Resource Flight, Economic Development, Nigeria

## I. INTRODUCTION

Glocalization has been known as a sustainable alternative to the process of globalization. Globalization as a contemporary phenomenon has been questioned because of its perceived and obvious negative socio-cultural and economic effects on local and international communities. To some scholars such as Asobie (2001) and Odock (2002), the

disadvantages of globalization were of greater concern than its possible advantages. This pessimism about globalization, coupled with its ascendancy and powerful force since the 20th century led several scholars and theorists across disciplinary boundaries to find a moderating approach, especially in the developing world like Nigeria. The emergence of the concept of glocalization is the result of those efforts.

The term “glocal”, which is a combination of global and local, indicate how this concept represents an attempt to find optimal and sustainable solutions to local and/or international problems in the era of globalization. The concept of glocalization which was first created by Japanese companies in the 1970s as they planned to expand to different parts of the world is basically an economic and commercial concept and phenomenon but it manifests itself in socio-cultural, political and geographical milieu.

One of the major criticisms leveled against globalization is that its features and processes threaten the existence, sovereignty and territoriality of nation-states. This is made more manifest through the operations and activities of multinational corporations. Over the years Nigeria has had to contend with the problems and challenges of globalization. But glocalization affords Nigeria an alternative to the negative impacts of the process of globalization. The process can create new opportunities for Nigeria to assert local autonomy and control its own socio-cultural and economic destiny.

Thus, this paper pursues the objectives of examining the effects of glocalization on human resource flight, its application in socio-cultural and economic contexts and how it can be used to reposition Nigeria as socio-cultural, economic and political force in a globalized world.

## II. CONCEPTUAL CONSIDERATION

### *Globalization*

According to Ezeh (2008), economic globalization is a concept which is synonymous with liberalization, internationalization, without borders etc. It is today applied to depict the economic mercantilism where goods and services from across states can be freely sourced without undue restrictions. The approximation of this idea is anchored on the reality of breakthrough in modern communication methods

and technology. To him, the whole world is now made a compact and can be accessed with minimal deployment of energy as a global village. In clear terms economic globalization, refers to the free movement of goods, capital, services, people, technology and information. It is the action or procedure of international integration of countries arising from the convergence of world views, products, ideas, and other aspects of culture (Omede, 2006). Economic globalization also refers to the process of the intensification of economic, political, social and cultural relations across international boundaries. It is principally aimed at the transcendental homogenization of political and socio-economic theory across the globe. It is equally aimed at “making global being present worldwide at the world stage or global arena”. It deals with the “increasing breakdown of trade barriers and the increasing integration of World market (Fafowora, 1998:5). Economic globalization is also the intensification of worldwide social relations which link distant localities in such a way that local happenings are shaped by events occurring many miles away and vice versa’ (Giddens 1990: 64). Ohuabunwa (1999:20), toed the same line of thought. He opined that economic globalization can be seen as an evolution which is systematically restructuring interactive phases among nations by breaking down barriers in the areas of culture, commerce, communication and several other fields of endeavor. Simply put, economic globalization is the term used to describe the changes in societies and the world economy that result from dramatically increased international trade and cultural exchange. Cerry (1994), also said, that economic globalization describes the increase of trade and investment due to the falling of barriers and the interdependence of countries.

#### *Human Capital Flight*

Human capital flight is used interchangeably with brain drain in the context of this work. Human capital flight has been conceptualized variously, but one thing remains clear and that is the fact that human capital flight suggests the movement of trained and untrained personnel from one location to another either for the want of better living or improvement of one’s standard of living. When this issue of human capital flight is made mention of, one’s mind will speedily be focused on the migration of human capital which would have been used for the development of the third world countries to the developed countries. Conversely, human capital flight is a one-way permanent migration of skilled people mostly from less developed countries...the manpower involved in human capital flight is underutilised or overutilised in the home country and is from employed category. To Ghosh and Ghosh (2006), human capital flight is a flow of brains - of talented, trained, experienced people away from a country. On his part, Choratas(1968), sees human capital flight as a loss of human capital in excess of the normal contractual process of migration. Vas-Zoltan (1979), opines that, "students failing to return home does not necessarily constitute human capital flight unless it is shown that the economy is in a position to

absorb them fully. In event of their being required by the country, if they fail to comeback, they constitute human capital flight (Ghosh & Ghosh, 2006).

It has therefore become clear that not all outflow of skilled manpower from developing countries can be regarded as brain drain. It is rather the migration of skilled manpower from developing countries, trained using scarce domestic resources and desperately needed for economic growth, that can be described as human capital flight. Thus, "human capital flight" is a special type of international migration of skilled manpower and knowledge from countries that are deficient in these resources.

Simply put, human capital flight happens when skilled professionals from a country (mostly poor countries) migrate into other countries (mostly richer countries) to practice their profession and benefit these countries economically. Different factors contribute to brain drain; different strategies have also been experimented to curb this trend. Brain drain is not uniquely an African affair. Experts in research and development from developing countries migrate to developed countries on a regular basis. About 80% of Indian computer programmers migrate to the USA, depriving the Indian economy about USD 2 billion a year in innovations (Oduba, 2000).

#### *Glocalization*

The homogenizing force of globalization and the international organizations meet the heterogeneity of distinct local markets and local societies. In this case, in order for the international product or service to be a success, the “worldwide” company has to adapt itself to each geographical and cultural environment. According to Khondker (2004:1), it is often difficult in social sciences to trace the origin of concepts. This is because concepts, theories and ideas are often products of collective endeavours. Thus, it would be extremely difficult to identify who used the term “glocalization” first. Epistemologically, however, the term glocalization originated from within Japanese business and commercial practices. It is coined from the Japanese word dochakuka, which simply means global localization. Originally referring to a way of adopting farming techniques to local conditions, dochakuka evolved into a marketing strategy when Japanese businessmen adopted it in the 1980s to mean “the creation of products or services intended for the global market, but customized to suit the local cultures” (Shamsuddoha, 2004; Roudometof, 2005).

The term was popularized in the English – speaking world by the British sociologist, Roland Robertson in the 1990s, the Canadian sociologists, Keith Hampton and Barry Wellman in the late 1990s and Zygmunt Bauman (Wellman & Hampton, 1999; Robertson, 1995). In a slightly different way Wellman and Hampton have frequently used the term to refer to people who are actively involved in both local and wider-ranging activities of friendship, kinship and commerce. Although the term glocalization has come to be frequently used since the

late 1980s, there were several related terms that social scientists used before it and continue to use.

One of such related words, which has been in use in social sciences and related fields for quite some time is indigenization. Indigenization can be seen as similar to localization. In both concepts, there is an assumption, as Khondker (2004) has argued, of an original or authentic “locality” or “indigenous system”.

According to Pieterse, there are three views on the issue of globalisation of cultures. The first view is the clash of cultural view expressed in terms of clash of civilisations by writers like Samuel Huntington. The second notion is best expressed in the phrase of “McDonaldisation” of the world. This view obviously suggests a homogenised world, a world dominated by a single culture that erases differences of local cultures. The third view is that of hybridisation or synthesis. Much of the evolution of human culture can be seen as exchanges, diffusion, etc. where cross breeding, borrowing and adjusting to the local needs and so on are very common. It should be stressed that although glocalisation belongs to the same genre or has resonance with these categories, there are some important differences as well.

According to Wordspy, glocalisation means “the creation of products or services intended for the global market, but customized to suit the local cultures.” Although the term glocalisation has come to frequent use since the late 1980s, there were several related terms that social scientists used and continue to use. One such related word, which has been in use in social sciences and related fields for quite some time is, indigenisation.

Some social scientists claimed that social sciences such as sociology and political science, even psychology were products of Western social experiences, therefore, when these fields of inquiry were transported and transplanted to non-European or non-western contexts such as Latin America, Asia and Africa, there was a need for indigenisation of these subjects. The idea of indigenisation has created quite a controversy among social scientists because it raises fundamental questions about the applicability of social scientific ideas and concepts. However, indigenisation can be seen as similar to localisation. In both these concepts, there is an assumption of an original or authentic “locality” or “indigenous system.” One of the consequences of globalisation is that it opens up doubts about the originality and authenticity of cultures. If one takes a long-term view of globalisation, “locality” or “local” itself is a consequence of globalisation. There are hardly any sites or cultures that can be seen as isolated or unconnected from the global processes.

Though the concept of glocalization is intricately linked to globalization, there are some important differences. If one takes a long-view of globalization, it will be found that “locality” or “local” itself which is an aspect of glocalization, is a consequence of globalization. Secondly, while globalization pushes for the process and sustenance of global

culture, glocalization is on the other hand concerned with indigenous systems and cultures being located within a definable territory though with a view to global reach.

Yet there is hardly any culture that can be seen as isolated or unconnected from the global processes. Thus globalization and glocalization are to be seen as interrelated processes. This is so because there is a relationship between the global and the local. According to Giddens (2000: 31) for instance, globalization “is the reason for the revival of local cultural identities in different parts of the world”.

Thirdly, while globalization seeks to conquer and overcome space and local identities, glocalization seeks to retain space and local identities, though in practice, there is no spatial-temporal differentiation between the local and the global. Glocalization means adapting the global to the local.

### III. THEORETICAL FRAMEWORK

This study is anchored on the neo-classical school, which introduced a degree of refinement to classical economic theory. The theory recognizes the presence of both winners and losers in migrant receiving and sending countries. It basically argues that migration of workers from low- to high wage countries ensures a more efficient use of labour and narrows inter-country wage disparities. This school usually emphasizes the significance of skilled labour out-migration from developing countries in lowering unemployment, raising wages, boosting economic growth and household welfare in developing countries, through greater access to resources like remittances and skills of potential returnees to home countries.

Todaro (1989) argues that human capital flight from poor to rich countries only occurs to reap the benefits from and contribute to the further development and growth of already affluent nations. Ghosh (2006), also notes that, if structural problems remain unresolved and demographic pressure continues in the migrant sending developing countries, the contribution of emigration to alleviating unemployment in these countries is likely to be limited. In fact, skill labour migration from developing countries may actually lead to the postponement of structural changes needed to generate and sustain a process of dynamic and broad-based development, since the sending country loses some of its most innovative and enterprising workers. As Vas-Zoltan (1979), who showed the spiral nature of human capital flight, argues, the backwardness of developing countries can partly be attributed to brain drain which contributes to an ever-widening gap between rich and poor countries.

The relevance of the neo-classical school theory to the study can be located in the assertion by the structuralist and centre-periphery school which argues that international migration of skilled labour takes place between economically and politically unequal partners and as a result, widens rather than narrows down inter-country wage and income disparities. In line with the above, Todaro (1989), argues that human

capital flight from poor to rich countries only occurs to reap the benefits from and contribute to the further development and growth of already affluent nations. Ghosh (2006), also notes that, if structural problems remain unresolved and demographic pressure continues in the migrant sending developing countries, the contribution of emigration to alleviating unemployment in these countries is likely to be limited.

### *Nigeria and the Era of Globalization*

Since the last decade of the 20th century, the world has witnessed a new economic, political and socio-cultural process, called globalization, which is universally known as a new stage of capitalistic system, a new capitalism (Asobie, 2001; Odock, 2002; Sklair, 2001). Scholars have argued that globalization is an economic phenomenon that conditions, especially economic integrations. However, this process creates problems for many cultures around the world, because there is incompatibility between human relationships and extreme exploitation of resources and the maximization of the concept of competitiveness on liberalized markets (Boyer and Drache, 1996). With particular reference to the developing worlds, especially Nigeria, globalization through its agents has resulted in the wholesale imposition of exogenous processes on these societies. This has resulted in the search for an alternative to this wholesale imposition of the exogenous processes in the name of globalization.

Glocalization has been known as a sustainable alternative to the process of globalization. The emergence of the concept in Japan and its effects on Japanese marketing strategies since the 1970s show the importance and validity of this process as an alternative to globalization. Although we have argued here that globalization and glocalization are interdependent processes that are intricately linked, hence, Khondker (2004:4), observed that “the problem of... globalization of the local and the localization of globality can be expressed in the twin processes of macro-localization and micro-globalization.” According to him, macro-localization involves expanding the boundaries of locality as well as making some local ideas, practices and institutions global, while micro-globalization involves incorporating certain global processes into the local setting. Khondker (2004), goes further to submit that the rise of world-wide religious or ethnic revivalist movements are examples of macro-localization while social movements such as the feminist movements, ecological movements or new production techniques and marketing strategies which emerge in a certain local context and spread far beyond that locality into a larger context and historical arena over a period of time, are examples of micro-globalization. Given these context and scenario, how can the process of globalization create new opportunities for Nigeria and indeed Nigeria to assert local autonomy and control its own political, socio-cultural and economy destiny? Does Nigeria and Nigerian countries have something to contribute that can make this new process and system work?

For Nigeria, glocalization can be practiced in the following areas; education, science and technology, social welfare, communication, among others. For this to work, globalization here must involve blending, mixing, and adapting of two or more processes, one of which must be local. In other words, globalization for Nigeria, must include at least one component that addresses Nigeria’s local culture, belief and value systems, political and economic practices and so on. In Nigeria, globalization has gained increasing significance in the everyday lives of the people. It is therefore, critical and important that academic leaders and those who formulate educational policies should recognize and respond to this evolution. One way of responding is by developing an educational system that is indigenous to the Nigerian society. Through the process of globalization, academic dialogue and discourse should be focused on and concerned with a rapidly evolving global environment and its implications on Nigerian continent. The product of this effort and process will be an educational system and academic environment whose thrust and values are more conducive to the eradication of underdevelopment, dependence and exploitation in Nigeria. An educational system that values Nigeria’s cultural and socio-economic systems and with a blueprint for its transfer to the international system. In science and technology, Nigeria through globalization can strike a balance between its local markets and products and the adoption of modern technology. Modern technologies, such as ICT, adopted from outside the continent can be localized and used to enhance the growth and development of scientific and technological innovations that are original to the Nigerian society. This will result to an end of a system that allows for the flow of innovations in only one direction: from the headquarters of multinational corporations out into Nigeria.

In social welfare, globalization also presents a potential response meant to offer protection against the more negative effects of globalization. As Hong and Song (2010) have shown, given the rapidly expanding harmful effects of globalization upon society as a whole, and Nigeria in particular, the globalization of social work may present a powerful and necessary approach to containing or cutting down on these effects. According to Hong and Song (2010), globalization can be found to harm local economies, undermine the sovereignty of Nation-State Governments (NSGs), and create instances of unemployment and poverty in various parts of the world. It is in recognition of these negative effects that these scholars present a case in favour of the globalization of social work to enhance the social welfare of citizens.

In their observation, Hong and Song (2010), argued that given the transformations influenced by globalization, there is a growing necessity to expand beyond the rather limited view of social work to better suit the needs of modern society. According to them, globalization provides the potential to create new social actors and structures that are essentially “local in spirit but global in character”, capable of responding

to local social problems brought on by neglect of the welfare state in a format that is backed by global insight and power. To make this work, Hong and Song suggest the development of a globalized social policy, assisted by international organizations, that together can establish and advocate a common set of solutions to increasing global pressures. Such a system, according to them, would be able to create opportunities for all by investing more in such things as education, and vital public services. Through this top-down approach of global forces acting at local levels, the authors argue that glocalization of social work will offer a means for advancing local welfare and contribute the strength needed to confront increasingly complex global social problems as they become more pronounced into the future.

In Nigeria, the media of mass communication, especially in the area of television programming, present another important realm in which glocalization is made apparent and quite visible. A powerful means of making connections on international scale, the media remains nonetheless a powerful tool capable of having an impact on a more local stage. According to Khondker (2004:6), from televised drama...and even "reality shows", one finds attempts of glocalization very much appealing to the people.

The use of the internet also encourages glocalization. Hampton (2010) among others offers a meaningful example of this reality through his study of internet rise by local communities of urban underclass citizens. Unfortunately, the use of computers and the internet are still at its lowest ebbs in Nigeria (Aaron, 2001).

#### IV. GLOBALIZATION AND HUMAN CAPITAL FLIGHT

A study by Ezeh (2008), on "Economic globalization, Brain Drain and Human Capital Development in Africa", argued that Africa has become an emerging global market for developed human capital not in the sense that domestic self actualization has been attained but rather that the designs and trappings of western wishes have incapacitated the mental psyche of the African professionals to the extent that intellectual mental slavery is what the continent is today passing through under human capital flight phenomenon. He argued further, that Africa is being drained of her human capital who could have been the critical catalyst in her socio-economic development- is a monumental tragedy. The fact remains that Africa can only be developed by no other persons than Africans themselves. In as much as one would love to align oneself with the position above, it is germane to note that Africans can develop themselves but not without an external influence or aid. Obiora (2008), argues in this direction when he drew inferences of the China transformation which took China several years of academic extension outside the country. They sent students to several technologically advanced countries where they learnt the trade adequately and came back with excellence thereby educating others. He argued further that such venture placed China in a high technological advantage more than other countries of the

world. Citing the modernization theorists one would say that to develop, there is every need to take a blue print from the developed countries of the West. If such should be considered, it then means that there is the need to say that African development is very necessary but with a bit of external influence.

Ahmad & Farhanaz (2014), studied "Brain Drain, the Consequence of Economic globalization and Future Development: A Study on Bangladesh". To him, brain drain, skill migration, in developing nation is becoming one of the major concerns for sustainable economic development. In a globalized world, mobility of human resource is quite common. The study shows that skill migration takes place in Bangladesh and suggested how the country can retain these brains to home country by providing preventing some push and pull factors with the help of private sectors. Identifying key issues of skill migration and providing solutions which would enable people to share their knowledge, skills and innovative capacities and thereby enhancing the economic development of their countries. It also identifies country specific solutions to bring out the positives that ensure the sustainable future developments with special references of Bangladesh, a developing nation, to pledge optimum use of its big and diversified human resources.

Pires (2009), conducted a survey on the rate of repatriation of 1,708 Sub-Saharan African Ph.D holders who were trained in a selected number of universities in the US and Canada between 1996 and 2008. Their analysis indicates that 34% of them have not returned to Africa. Of African Ph.D graduates in the US over this period, 57% of them returned to their countries of origin and 5% went to other African countries for a total return rate of 62%. Overall, 36% stayed in North America, and the remaining 2% went to Europe and elsewhere.

The UN Conference on Trade and Development (UNCTAD) on its part estimated the annual cash value of each African professional migrant, based on 1979 prices, to be \$184,000 (Oyowe, 2006). With an estimate of roughly 95,000 African professionals in the US alone, this suggests that Africa is losing almost USD 17.5 billion annually through brain drain, while receiving technical assistance of only about USD 4 billion from all sources. These estimates do not necessarily represent the opportunity cost of the loss to African countries as it is not certain whether the skilled emigrants would have been gainfully engaged in their own professions at home. There are ample cases of internal brain drain, through which professionals engage themselves in petty trade and other non-professional activities for survival, because they are unable to find sufficiently remunerative employment in their own line of work.

#### V. GLOCALIZATION AND HUMAN RESOURCES DEVELOPMENT

Human resources development as national and global capital is always associated with education which has preoccupied

academic and scholarly discussion and debates in recent times (Bloom, 2004). The work of Burbules and Torres (2004), have emphasized that in globalization and education, we must recognize the ontological complicity to capture the gist of the social action. Naturally, education has always been attributed as a national good which is articulately national in its etymology provided by the country's national university (Hugonnier, 2007). Globalization and education have inked acceleration in political and intellectual consideration of the inextricable set of social, technological, economic and cultural phenomena on the global plane, in local spaces, and in the connections (Ruperez, 2003; Stromquist & Monkman, 2014).

The etymology of glocalization is a Japanese word *dochakuka* which means global localization or the portmanteau of globalization and localization. Thompson and Arsel (2004) articulated that glocalization strongly suggests that the intersection of global brands and local cultures produces cultural heterogeneity. Technically, it is practical to hire people with hardware maintenance skills to deal with desktop problems who are computer-science graduates from ASEAN institutions which typically emphasize technical skills (Bauman, 1998; Sahay & Walsham, 2006). Balakrishnan and Muniapan (2006), in a study on "Rethinking Management Education in Malaysian Universities and Institutions of Higher Learning. Quality in education: Teaching and leadership in challenging times", asserted that there is the need for glocalization of management education and a strong collaboration between the universities and institutions of higher learning and industries in producing the required quality and quantity of management graduates. Both are the key ingredients to increasing the effectiveness of management education and to produce world-class Malaysian organizations besides making Malaysia a regional hub for management education". Glocalization valorized the local in all senses, and the geopolitical fragmentation gives those in power, even more room to maneuver (Salveti, La Rosa & Bertagni, 2015). Global localization and transnationalism are connected to immigrant cohorts (Roudometof, 2005) but the concept has been expanded to include other groups of people, as well as a whole array of activities across borders.

Glocalization is the new world's disorder, therefore, developing 'meta' skills also means acquiring the ability to ratively select and manage specific skills that are useful to one's social adaptation just as technical and specialized skills" (Salveti et al. 2015). The pinnacle of technology capability glocalization" is the adaptation, ability and capacity to deliver global business demands using the technology and around the particularities of local technologies in which they are used and consumed by the end-users.

#### VI. GLOCALIZATION AND HUMAN CAPITAL FLIGHT: THE NEXUS

The effects of skilled labour out-migration from developing countries can be viewed as either positive or negative, depending on what school of thought one adheres to.

Advocates of the neo-classical school argue that skilled labour out-migration from developing countries is a result, and not a cause, of lack of job opportunities in developing countries and recognise 'brain overflows' rather than 'human capital flight'. From their standpoint, international migration actually reduces excess supply of skilled workers in developing countries and ensures optimal allocation of previously unused or under-utilized human resources, to the gain of the world economy. Investment in the education and training of skilled workers by developing countries is more in the nature of a sunk than an actual cost. Human capital management in the underdeveloped sectors, retaining of it is probably the biggest challenge. Inappropriate education system blinds the person about even apparently existing potentials at the local level. Higher wage levels in the developed countries, language advantage was provided in the interest of those countries by wrong orientation of education system and seemingly lack of opportunity at local level work as push factors to human capital flight (Oduba, 2000).

Closely related to this, many highlighted the significance of remittances in terms of boosting the earnings and household welfare of the families of migrants, of promoting human capital and providing valuable support to the balance of payments (Fry, 2004). And there would appear to be evidence to support the view that remittances have indeed had a beneficial impact. According to a World Bank survey carried out in 2008, for example, remittances from Pakistani expatriates were higher than the country's total foreign aid receipts (Barna, 2009). Without considering clandestine or in kind remittances, the World Bank also estimated that total international migrant remittances amounted to \$75 Billion per year, this being higher than total official development assistance to third world countries as a whole (Taylor & Wyatt, 2010).

While the importance of remittances for developing countries cannot be disputed, the problem with most of the above arguments is that they down play the social costs and adverse effects of outflows of skilled manpower on developing country economies. The negative consequences of skilled labour outflow on production, and eventually on employment, can, for instance, be confirmed by empirical evidence from countries like Jordan, Oman, Yemen and Egypt, where emigration in the 1980s led to serious labour shortages (Ghosh, 2006).

Mountford (1997), while studying on the title "Can 'brain drain' be good for the growth in the source country?" argued that when emigration is temporary, human capital flight may in fact increase average productivity and equality in the source economy even though average productivity is a positive function of past average levels of human capital in an economy. He has asserted furthermore that temporary emigration can be shown to increase permanently the average level of productivity of an economy. Another economic model of brain drain suggests that "optimal brain drain" can be shown to increase a developing country's average

productivity, especially if workers return after gaining expertise and skills in a more advanced economy. According to Johnson & Regets (1998), it has been indicated that when skilled emigrants send part of their earnings back to their country of origin, the remittances have “GDP multiplier effects” that increase national income.

Just as the issues relating to the economic impact of brain drain are hotly debated, so are the questions of how policy makers should address the problem. One option has been to recognise that nothing much can be done about the problem, and that, in the end, the principles of the global labour market will prevail. However, most developing countries have not accepted this view, and have attempted in various ways to reverse brain drain with a range of measures including restrictive policies aimed at delaying emigration through various taxation regimes. Various systems of incentives that encourage international students to return home, sometimes to guaranteed positions in their own areas of expertise, have been constructed. Another strategy involves bilateral and multilateral arrangements under which developed countries pledge not to recruit skilled people from the developing states. Other agreements require international students to work for a certain period of time in their home country before they can apply to emigrate. Another increasingly popular option involves the construction of diaspora networks that enable emigrants to make a contribution to economic and social development at home, no matter where they live. In this, the potential of the new information and communication technologies has been highlighted. Unfortunately, none of these strategies have yielded the outcomes desired by policy makers.

According to the World Bank (2014), in the last few years, remittances of Ugandan migrants have reduced poverty in the country by about 11%. In the Philippines, for several years now, the government trains health workers “for export”: it encourages them to migrate, and through facilitation and favourable conditions, to send back remittances through official channels and to come back after several years. In 2004 the remittances of migrants were US\$ 8.5 billion, or, about 10% of the GDP of the Philippines (WHO, 2006). In the same year, the Philippines received US\$ 462.8 million in ODA (UNDP, 2006). The study does not argue that poaching health workers in poor countries by rich countries is a good thing or should be encouraged (especially when unscrupulous private recruiting firms are involved). However, it simply suggests that migration reality is complex and should be examined in all its aspects.

## VII. CONCLUSION AND RECOMMENDATIONS

This paper has been able to locate glocalization as a valid and viable alternative to the negative impacts of globalization on national economies, socio-cultural activities, belief and moral systems of nations and the sovereignty of nation-state governments. But to be meaningful and to achieve its purpose, glocalization in Nigeria must strike a balance between local

market and a highly rational approach to governance which is evidenced by a near-absence of political corruption. Herein lies the problem for utilising the full potentials of the process of glocalization. Nigeria as it is presently constituted, is saddled with a political leadership that is administratively backward, ideologically stranded and functionally illiterate. Unless there is a change in the class of leadership in Nigeria, the benefits of glocalization may remain a mirage to the continent in the near future. Ultimately, Nigeria's development experience will be rooted in Nigerian environment and context with the aim of exporting the idea abroad.

The study recommends that, Nigeria should ensure that capital repatriated is properly channeled to infrastructural development; encouragement of citizens migration to developed countries as a means of empowering the people for greater knowledge acquisition; Nigeria should endeavor to properly train her human resources to make them available for the market.

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