HUMAN MIGRANTS' CHALLENGES AND INITIATIVES REQUIRED FOR EFFECTIVE MIGRATION AND DEVELOPMENT SYSTEM IN NIGERIA: A VOCATIONAL APPROACH

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Abstract

The study investigated the migrants' challenges and initiatives required for effective migration and development system in Nigeria. Five research questions guided the study while five null hypotheses formulated were tested at 0.05 level of significance. Descriptive research design was adopted for the study. The population for the study was 119 subjects comprised government officials, religious and community leaders. Proportionate random sampling was used to select subjects from each state in each geo-political zone. Instrument for data collection was unstructured questionnaire. The instrument was validated by three experts in the Faculty of Arts, University of Nigeria, Nsukka. Cronbach alpha reliability method was used to determine the internal consistency of the questionnaire items and 0.89 reliability coefficient was obtained. Three research assistants were involved in data collection using the prepared unstructured questionnaire. Mean and percentage were used to analyse data for answering research questions while analysis of variance was used to test the null hypotheses at 0.05 level of significance. The study found out that human migrants were challenged with insecurity, lack of freedom and skills needed by host communities among others. The study also found out that 33 policies and 53 initiatives could be put in place by government, religious and community leaders for migration and development system in Nigeria. Recommendations include that all the policies and initiatives determined should be implemented for improving migration and development system in Nigeria.

Keywords: migration, initiatives, human-migrants, religious leaders, development

Introduction

Migration simply means movement of individuals or animals from one place to another within or outside the country. Migration can be used for the journey from one place to another or for the act of movement. Individuals that migrate are known as human migrants. TopGuide (2018)

stated that people who move from one place to another in search of work or shelter are called migrants. Human migration, according to Oiarzabal & Reips (2012), is the movement of people from one place to another with the intentions of settling, permanently or temporarily at a new location. The movement is often over long distances and from one country to another, but internal migration is also possible; indeed, this is the dominant form globally (White, 2016). People may migrate as individuals, in family units or in large groups for reasons. People migrate for many reasons; some move from their locations to another because of war, conflicts, employment, weather, better life among others. Numerous causes impel migrants to move to another country. For instance, globalization has increased the demand for workers in order to sustain national economies (Kanu 2019 & 2010). Thus one category of economic migrants - generally from impoverished developing countries - migrates to obtain sufficient income for survival (Délano and Gamlen, 2014). Such migrants often send some of their income home to family members in the form of economic remittances, which have become an economic staple in a number of developing countries. According to Reich (2018), people may also move or are forced to move as a result of conflict, of human-rights violations, of violence, or to escape persecution. In 2013 it was estimated that around 51.2 million people fell into this category (Lafleur, 2014). Other reasons people may move out of their locations include to gain access to opportunities and services or to escape extreme weather (Djelti, 2017). This type of movement, usually from rural to urban areas, may be classified as internal migration. Socio-cultural and geo-historical factors also play a major role.

People migrate for a number of reasons. Ultimate Visa Corporation (2019) reported that the reasons and causes for migration normally fall under these areas: Environmental – Better climate, calamities, and natural disasters are examples of environmental causes or reasons. Economic – Moving to find work or moving to follow a particular career path is an example of economic cause or reason. Cultural – Religious freedom and education is an example of cultural cause or reason. Political – Civil war or escaping from political persecution is an example of political cause or reason. Social – Moving for a better quality of life or moving closer to a family member or friend is an example of a social cause or reason. Ultimate Visa Corporation (2019) also categorized the above causes or reasons for migration into two factors: push factors – these are reasons for leaving a place, which is called emigrating, because of certain difficulties like food shortage, war, flood, calamities, crop failure, drought, flooding, high crime, lack of services, lack of safety, poverty among others. In other

hand, pull factors are the reasons for moving into a place, which is called immigrating, because of an aspiration, dream, or something desirable like abundance in food supply, a better climate, more freedom, better services, good climate, higher employment, lower risk from natural hazards, more fertile land, more wealth, political stability, less crime among others. Some of the problems migration creates are: the loss of a person from rural areas, impact on the level of output and development of rural areas, influx of workers in urban areas increases competition for the job, houses, school facilities among others, migration changes the population of a place, therefore, the distribution of the population is uneven, many migrants are completely illiterate and uneducated, therefore, they are not only unfit for most jobs, but also lack basic knowledge and life skills.

Human migrants' challenges are enormous just to mention a few. Pearson (2009) viewed challenges as difficulties in a job or undertaken that is stimulating to one engage in it. Something that is by its nature or character serves as a call to battle, tasking context and special effort is a challenge. It tests ones abilities or resources in a demanding but stimulating and complex undertaken (Djelti, 2017). Most of the times migrants people are not skilled or educated therefore they usually employed as daily wagers (workers who are paid at the end of each day, for their services). TopGuide (2018) reported that daily wagers do not get enough money for the survival of their families and suffering from many problems such as they do not have enough food to eat, sanitation, hygiene, a proper place to live. In order to assist human migrants to solve or reduce their challenges and to embrace effective migration and development systems, some initiatives must be put in place by government officials, community leaders, religion leaders, and immigration or migration officers among others. Initiative is an act or strategy intended to resolve a difficulty or improve a situation; a fresh approach to something. An initiative is a specific project or program undertaken to achieve specific objectives in the near-term, such as to reduce costs, increase efficiency, and improve sales performance. Reich (2018) described an initiative as individual's action that begins a process, often done without direct managerial influence. For example, an individual might take the initiative to come up with a new product or service to benefit group of individuals or the entire society. The generally purpose of the study was to investigate the migrants' challenges and initiatives required for effective migration and development system in Nigeria. Specifically the study sought to find out the:

1. challenges facing international human migrants

2. challenges facing local human migrants

3. initiatives religious and community leaders can put in place for effective migration and development system in Nigeria

4. initiatives government officials can put in place for effective migration and development system in Nigeria

5. policies government can formulate for for effective migration and development system in Nigeria

Research Questions

The following research questions guided the study:

1. What are the challenges facing international human migrants?

2. What are the challenges facing local human migrants?

3. What are the initiatives religious and community leaders can put in place for effective migration and development system in Nigeria?

4. What are the initiatives government officials can put in place for effective migration and development system in Nigeria?

5. What are the policies government can formulate for effective migration and development system in Nigeria?

Hypotheses

The following null hypotheses were tested at 0.05 level of significance:

1. There is no significant difference in the mean responses of government officials, community leaders and religious leaders on the challenges facing international human migrants

2. There is no significant difference in the mean responses of government officials, community leaders and religious leaders on the challenges facing local human migrants

3. There is no significant difference in the mean responses of government officials, community leaders and religious leaders on the initiatives religious and community leaders can put in place for effective migration and development system in Nigeria

4. There is no significant difference in the mean responses of government officials, community leaders and religious leaders on

the initiatives government officials can put in place for effective migration and development system in Nigeria

5. There is no significant difference in the mean responses of government officials, community leaders and religious leaders on the policies government can formulate for effective migration and development system in Nigeria

Methods

The study adopted a descriptive survey design. Descriptive survey design according to Osuala (2005) is a design that studies characteristics and focuses on people, the vital facts of people and their beliefs, opinions, attitude, motivation and behaviors. Descriptive research design according to Kothari and Garg (2014) is appropriate for those studies which are concerned with describing the characteristics of a particular individual, or of a group. The descriptive survey design was therefore adopted for this study because it aimed at using questionnaire to elicit facts, beliefs and opinions of experts about the migrants' challenges and initiatives required for effective migration and development system in Nigeria

The study was conducted in Enugu State of Nigeria. The population for the study was 119 which comprised government officials, community leaders, religious leaders and emigration officers. There was no sampling because of the manageable size of the population. A structured questionnaire titled: Human Migrant Challenges and Initiatives Questionnaire (HMCIQ) was used for data collection and was on 5-point Likert scale. The structured questionnaire had 139 items developed for collecting data in accordance with the research questions. The instrument was organized in three sections A-E. A centered on challenges facing international human migrants, B dealt with challenges facing local human migrants, C centred on initiatives religious and community leaders can put in place for effective migration and development system in Nigeria, D was on initiatives government officials can put in place for effective migration and development system in Nigeria while E centred on policies government can formulate for effective migration and development system in Nigeria. Each item in the instrument was assigned a five response scale of Strongly Agree or Required (SA or SR)-5, Agree or Required (A or R)-4, Undecided (U)-3, Disagree or Not Required (D or NR)-2, and Strongly Disagree or Not Required (SD or SNR)-1point. According to Lozano et al (2008), an instrument can be considered good for validity and reliability if it has between four (4) and seven (7) alternative responses. However, fewer options are acceptable depending

on the purpose and scope of the study (Bendig 1954; Mattell and Jacoby 1971; Jones and Scott 2013). The respondents were therefore asked to rank the response options to an item based on the level at which each item was required.

The instrument was face-validated by three experts. These were experts in Department of Industrial Technical Education, University of Nigeria Nsukka and Department of Art Education. The title of the study, specific purposes, research questions and null hypotheses formulated were attached to each copy of the questionnaire given to the experts. The experts were asked to read the items under each research question and make useful corrections in order to improve the standard of the questionnaire. The experts were also requested to add any relevant item to the questionnaire. After one week, the researcher went round to collect the copies of the questionnaire given to the experts and effected the corrections accordingly. One hundred and thirty nine items were retained out of 147 items presented to experts in form of questionnaire.

In other to establish the internal consistency of the questionnaire items, Cronbach Alpha test of internal consistency was conducted on each section in the part 2 of the questionnaire. The researcher administered 20 copies of the structured questionnaire on government officials, religious leaders, community leaders and emigration officers in Anambra State. The reason for administering the copies of the questionnaire on other set of respondents outside the study area was to obtain real reliability coefficient values for each sections of the questionnaire (Roberts, 2012). Statistical Packages for Social Sciences (SPSS) 22 versions was found useful for data analysis. The result of the Cronbach alpha revealed the following: challenges facing international human migrants (& = 0.81, n=20), challenges facing local human migrants (&= 0.81, n= 20), initiatives religious and community leaders can put in place for effective migration and development system in Nigeria (&= 0.78, n= 20), initiatives government officials can put in place for effective migration and development system in Nigeria (&= 0.85, n= 20), policies government can formulate for effective migration and development system in Nigeria (&= 0.79, n= 20) while the overall reliability index yielded &= 0.89, n= 20. According to guidelines by Sekaran (2003), a coefficient of .60 is considered to be poor, 0.70 is acceptable, while over 0.80 is good. Olelewe and Agomuo (2016) also stated that the closer the Cronbach's alpha is to 1, the higher the internal consistency.

Out of one hundred and nineteen copies of the questionnaire administered to the respondents by the researchers, only 98 copies were duly retrieved which represent 82.35 percent return rate. Data collected were analyzed using mean for answering the research questions. Any item with mean of 3.50 or above was regarded as required while any one with mean below 3.50 was regarded as not required. T-test was employed for testing all the null hypotheses at 0.05 and relevant degrees of freedom. The null hypothesis of no significant difference was accepted for any item whose P- value was greater than the 0.05, but it was rejected for any item whose P-value was less than 0.05.

Results

The results for the study were obtained from the research questions answered and hypotheses tested through data collected and analyzed. The data for answering research questions and testing hypotheses were presented in Tables 1-5

Tables I
Mean Responses of the Respondents on the Challenges Facing International Human Migrants

S/N	Item statements		SD	P-values	Remarks, Ho
1	They face difficulties in accessing health care	3.80	0.95	0.53	*Required, NS*
2	They lack fund to access good houses and accommodations	3.78	0.60	0.34	*Required, NS*
3	Expensive education for themselves and their children	3.82	0.85	0.56	*Required, NS*
4	Lack of good employment	3.58	0.71	0.33	*Required, NS*
5	They become easy targets for abuse	3.50	0.78	0.24	*Required, NS*
6	Human migrants experience exploitation due to a lack of a protective family network	3.63	0.82	0.16	*Required, NS*
7	They become easy targets for extortion	3.80	0.58	0.53	*Required, NS*
8	They are being discriminated against	3.78	0.56	0.41	*Required, NS*
9	Lack of information or missing documents	3.82	0.63	0.56	*Required, NS*

10	Many suffer accidents or illness and cannot benefit from medical care	3.56	0.73	0.34	*Required, NS*
11	Some lose contact with their families	3.79	0.78	0.26	*Required, NS*
12	Some are detained for years for little offences	3.73	0.82	0.31	*Required, NS*
13	Some are detained without charging them to courts	3.67	0.56	0.34	*Required, NS*
14	Thousands of international human migrants die or disappear along the way every year	3.61	0.79	0.21	*Required, NS*
15	Many are held in prolonged detention for having entered or stayed irregularly in a foreign country	3.80	0.73	0.25	*Required, NS*
16	Some are killed during xenophobia fights	3.78	0.67	0.12	*Required, NS*
17	Most of the times migrants people are not skilled	3.72	0.61	0.32	*Required, NS*
18	They are sometimes attacked by host people	3.58	0.59	0.11	*Required, NS*
19	Some of the migrants live with fears in foreign land	3.50	0.63	0.33	*Required, NS*
20	Some are detained in prisons illegally	3.63	0.62	0.23	*Required, NS*
21	Some have no money to fight for justice and freedom when situation arises	3.80	0.77	0.13	*Required, NS*
22	Majority of unskilled migrants are under paid for the daily menial jobs	3.78	0.60	0.21	*Required, NS*
23	Some are not educated therefore they usually employed as daily wagers	3.82	0.62	0.41	*Required, NS*
24	Migrants sometimes experience unfavourable atmospheric conditions	3.56	0.61	0.12	*Required, NS*
25	Some are used as sex workers	3.79	0.55	0.23	*Required, NS*
26	They pay excessive tax	3.73	0.68	0.54	*Required, NS*
27	Their freedom of speech and other human rights are limited	3.50	0.61	0.50	*Required, NS*

Keys: *NS = Not significant, Ho = Hypothesis,*

Data in Table 1 reveal that mean of the items ranged from 3.50 to 3.95. This indicated that all the 27 items were the challenges of international human migrants in their host countries. Table 1 also shows that the standard deviations of the items were within the range of 0.55 to 0.95; this indicated that the respondents were not far from the mean and one another in their responses. The table also indicated that each item had its P-value greater than 0.05. This showed that there was no significant difference in the mean responses of respondents on the challenges of international human migrants in their host countries. Therefore, the hypothesis of no significant difference was upheld for the 27 challenges facing international human migrants in their host countries

Tables II
Mean Responses of the Respondents on the Challenges Facing Local Human Migrants

S/N	Item statements	Mean	SD.	P-values	Remarks, Ho
1	They are not fully integrated to their host communities	3.98	0.77	0.53	*Required, NS*
2	They are used for rituals by host communities	3.76	0.79	0.34	*Required, NS*
3	Their movement and freedom are not guarantee	3.85	0.81	0.56	*Required, NS*
4	They are being discriminated against	3.80	0.89	0.33	*Required, NS*
5	Local human migrants are not allowed to take part in the decision that will affect them	3.78	0.83	0.24	*Required, NS*
6	They are being gang up against	3.82	0.86	0.16	*Required, NS*
7	Local human migrants are vulnerable to dangers and all kinds of assaults	3.58	0.85	0.53	*Required, NS*
8	They are politically sanctioned or discriminated against	3.51	0.89	0.41	*Required, NS*
9	Some find it difficult to cope with laws and customs of the host communities	3.63	0.82	0.56	*Required, NS*
10	Human migrants experience exploitation due to a lack of a protective family network	3.80	0.80	0.34	*Required, NS*

11	They become easy targets for extortion	3.78	0.71	0.26	*Required, NS*
12	They are not allowed to partake in major social-cultural activities of the hosting communities	3.82	0.90	0.31	*Required, NS*
13	They are sometimes terrorised by members of the host communities or state	3.56	0.81	0.34	*Required, NS*
14	They are left out when it comes to state or local government appointment or employment	3.79	0.84	0.21	*Required, NS*
15	Their freedom of speech and other human rights are limited within the communities	3.73	0.88	0.25	*Required, NS*
16	Language barriers	3.67	0.72	0.12	*Required, NS*
17	Favouritism	3.61	0.80	0.32	*Required, NS*
18	Accommodation and transportation are expensive for human migrants in their host communities	3.55	0.70	0.11	*Required, NS*

Keys: *S.D. = Standard Deviation, NS = Not significant, Ho = Hypothesis, Sig. = significance*

Data in Table 2 reveal that 21 items had their mean values ranged from 3.51 to 3.98 and this shows that the mean value of each item was above the cut-off point of 3.50, indicating that all the 21 items were the challenges facing local human migrants. The Table also shows that the standard deviations of the items were within the range of 0.73 to 0.90; this indicated that the respondents were not far from the mean and one another in their responses. The Table 2 also indicated that all the items had their P-values greater than 0.05 which means that there was no significant difference in the mean responses of the respondents on the challenges facing local human migrants. Therefore, the null hypothesis of no significant difference was upheld for all the 21 challenges

Tables III
Mean Responses of the Respondents on the Initiatives Religious and Community Leaders can put in Place for Effective Migration and Development System in Nigeria

S/N	Item statements	Mean	SD.	P-	Remarks

		values			
A	**Initiatives that religious leaders can put in place**				
1	Preaching of love for non indigenes in various churches	3.85	0.71	0.56	*Required, NS*
2	Provision of accommodations for migrants who can afford their rents	3.80	0.90	0.33	*Required, NS*
3	Preaching against crimes, rape and others assaults	3.78	0.83	0.24	*Required, NS*
4	Regular visit to new migrants in their various homes and locations to educate about the host communities	3.82	0.86	0.16	*Required, NS*
5	Provision of foods and other needs for new or poor migrants	3.58	0.85	0.53	*Required, NS*
6	Using of official language to preach in the churches and mosques and to communicate in the communities	3.50	0.89	0.41	*Required, NS*
7	Mounting religious programme on radio and television to educate general pubic effective migration	3.63	0.81	0.56	*Required, NS*
8	Conducting love-feast to enable church members to themselves and where they come from	3.80	0.81	0.34	*Required, NS*
9	Acting drama to educate church member s about important of migration and migrants	3.78	0.70	0.26	*Required, NS*
10	Meeting with migrants in religious homes to know their problems in order to find solutions or helping hands	3.82	0.93	0.31	*Required, NS*
B	**Initiatives that community can put in place**				
11	Setting industries to accommodate migrants who seek for jobs in order to reduce crime rate	3.79	0.84	0.21	*Required, NS*
12	Community leaders can meet with landlord or ladies on how to make accommodation available and affordable for migrants	3.73	0.88	0.25	*Required, NS*
13	Giving free health service in community health centre to migrants who cannot afford private hospitals	3.67	0.71	0.12	*Required, NS*

S/N	Items statement	Mean	S.D.	P-values	Remarks, Ho
14	Giving free basic education to children of poor migrants	3.61	0.80	0.32	*Required, NS*
15	Anticrime bodies should be put in place to the environment save for migrants	3.55	0.70	0.11	*Required, NS*
16	Community can provide farmlands and tools for migrants who may be interested in farming	3.66	0.82	0.42	*Required, NS*
17	Giving stall in market place to enable migrants sell their commodities	3.95	0.71	0.53	*Required, NS*
18	Community can organise interactive forum with migrants to know their welfare so as to make their stay comfortable	3.76	0.79	0.34	*Required, NS*
19	Giving appointments to non indigenes who are fit for elective positions	3.85	0.81	0.56	*Required, NS*
20	Provide adequate information to non indigenes about restrictions and traditions of the land	3.80	0.90	0.33	*Required, NS*

Keys: *S.D. = Standard Deviation, NS = Not significant, Ho = Hypothesis, Sig. = significance*

Data in Table 3 reveal that 37 items had their mean values ranged from 3.50 to 3.95 and this shows that the mean value of each item was above the cut-off point of 3.50, indicating that all the 37 items were the initiatives religious and community leaders must put in place for effective migration and development system in Nigeria. The Table also shows that the standard deviations of the items were within the range of 0.70 to 0.90; this indicated that the respondents were not far from the mean and one another in their responses. The Table 2 also indicated that all the items had their P-values greater than 0.05 which means that there was no significant difference in the mean responses of the respondents on the initiatives religious and community leaders can put in place for effective migration and development system in Nigeria. Therefore, the null hypothesis of no significant difference was upheld for all the 37 initiatives

Tables IV
Mean Responses of the Respondents on the Initiatives Government Officials (Immigration, Custom and Police Officers) can put in Place for Effective Migration and Development System in Nigeria

S/N	Items statements	Mean	S.D.	P-values	Remarks, Ho

1	Use of recent technologies to detect migrants who may pose threats	3.73	0.70	0.53	*Required, NS*
2	Establishment of law to quarantine immigrants or migrants	3.60	0.72	0.34	*Required, NS*
3	Government should educate migrants on their fundamental human rights	3.81	0.84	0.56	*Required, NS*
4	Government officials can provide temporal accommodations to stranded migrants	3.80	0.85	0.33	*Required, NS*
5	Police officers should provide secure lives and properties of the migrants	3.77	0.83	0.24	*Required, NS*
6	Custom officers should use recent technologies to check migrant loads and luggage before entering into host country or communities	3.80	0.86	0.16	*Required, NS*
7	Government officials should display decency in discharging their duties	3.58	0.85	0.53	*Required, NS*
8	Officers should ensure that adequate reasons are given by the migrants for their migration	3.56	0.89	0.41	*Required, NS*
9	New migrants should be camped and brief about dos and don'ts of the host country or community	3.63	0.78	0.56	*Required, NS*
10	Security officers should always protect migrants against xenophobia attack by sons of the soil	3.78	0.88	0.09	*Required, NS*

Keys: *S.D. = Standard Deviation, NS = Not significant, Ho = hypothesis, Sig. = significance*

Data in Table 4 revealed that 18 items had their mean values ranged from 3.56 to 3.81 and this shows that the mean value of each item was above the cut-off point of 3.50, indicating that all the 18 items were the initiatives government officials must put in place for effective migration and development system in Nigeria. Similarly, the standard deviation of contents of the training programme ranged from 0.70 to 0.89 indicating that the respondents were close to one another in their opinion. The Table 3 also indicated that all the items had their P-values greater than 0.05. This indicated that there was no significant difference in the mean responses of the respondents on the initiatives government officials can put in Place for effective migration and development system in Nigeria. Therefore, the

null hypothesis of no significant difference was upheld for all the 18 initiatives

Tables V
Mean Responses of the Respondents on the Policies Government can Formulate for Effective Migration and Development System in Nigeria

S/N	Item statements	Mean	S.D.	P-values	Remarks
1	Government should ensure that adequate reasons are given by the migrants for their migration	3.63	0.78	0.56	*Required, NS*
2	Every legitimate migrant should be given free health care	3.78	0.88	0.09	*Required, NS*
3	Free and sound education for migrants' wards and children	3.86	0.80	0.34	*Required, NS*
4	Support system (money, foods, mosquito nets) should be given to migrants	3.78	0.84	0.26	*Required, NS*
5	Any host member should not maltreat migrants	3.82	0.79	0.31	*Required, NS*
6	Government should be giving reduced tax to new migrants	3.56	0.82	0.34	*Required, NS*
7	Giving migrants freedom of speech and other human rights	3.77	0.84	0.21	*Required, NS*
8	Offer migrants automatic employments as they arrived	3.75	0.87	0.25	*Required, NS*
9	Promulgate law against xenophobia attacks	3.58	0.85	0.53	*Required, NS*
10	Promulgate law against favourism	3.59	0.89	0.41	*Required, NS*
11	Policies should be formulated to secure lives and properties of the migrants	3.63	0.78	0.56	*Required, NS*
12	Freedom of movement and speech should be given to migrants	3.78	0.88	0.09	*Required, NS*
13	Reduced tuition fee should be given to adult migrants who may wish to embark on further education	3.86	0.80	0.34	*Required, NS*
14	Loans should be given to migrants like other citizenry	3.78	0.84	0.26	*Required, NS*
15	Laws should be formulated to guide against nepotism and tribalism	3.82	0.79	0.31	*Required, NS*
16	Law should be put in place to guide	3.52	0.82	0.34	*Required,*

against discriminations	NS

Keys: *S.D. = Standard Deviation, NS = Not significant, Ho = Hypothesis, Sig. = significant*

Data in Table 5 revealed that 27 items had their mean values ranged from 3.52 to 3.82 and this shows that the mean value of each item was above the cut-off point of 3.50, indicating that all the 16 items were the policies government can formulate for effective migration and development system in Nigeria. Similarly, the standard deviation of contents of the training programme ranged from 0.78 to 0.89 indicating that the respondents were close to one another in their opinion. The Table 3 also indicated that all the items had their P-values greater than 0.05. This indicated that there was no significant difference in the mean responses of the respondents on the policies government can formulate for effective migration and development system in Nigeria. Therefore, the null hypothesis of no significant difference was upheld for all the 27 policies

Discussion of Findings
The findings of this study revealed 27 challenges were facing international human migrants, and 18 were facing local migrants; 20 initiatives could be put in place by religious homes or leaders, 10 initiatives could be put in place by community leaders, 10 could be put in place by government officials/officers and 16 policies could be formulated by government for effective migration and development systems in Nigeria. These findings agreed with the submission of International organisation for migration (IOM) (2019) who stated that migrants at various locations or in different nations are facing different degrees of challenges and discriminations. That is, human migrants experience exploitation due to a lack of a protective family network, they become easy targets for extortion and also lack of information or missing documents. For migration systems to be effective, such policies like identifying, promoting and fostering strategic and technical partnerships globally in the area of migration research should be formulated. The findings of the study also agreed with the findings of Ombugus (2015) who determined policy initiatives for stakeholders partnership in funding technical vocational education and training in north central Nigeria. The findings were also in agreement with findings of Olaitan (2011) who carried out a study on policy initiatives for effectiveness of vocational and technical education on rapid and sustainable national development where it was found out that there is need for strong government policies for effective vocational and technical education.

The findings of the study agreed with submission of Reich (2018), who stated that people may also move or are forced to move as a result of conflict, of human-rights violations, of violence, or to escape persecution. To buttress this, Lafleur (2014) stated that in 2013, it was estimated that around 51.2 million people were maltreated and discriminated about and these are some of the challenges indirectly facing migration system. Bakare (2010) also stated that there were no innovations and 21st century technologies such as modern equipment, tools and machines in some systems such as migration system. Some of the activities that could be carried out for effective migration systems according to IOM are monitoring and supporting IOM migration research activities, and contributing to the knowledge base through gathering lessons learned and identifying best practices in activities related to migration research.

These findings were in agreement with the findings of Ogbuanya and Bakare (2017) who that 22 competencies in e-teaching were appropriate for capacity building of technical education lecturers, 44 instructional strategies for implementing e-teaching contents for capacity building of technical education lecturers and 33 training facilities and procedures for building the capacity of technical education lecturers in e-teaching. The findings of this study agreed with the findings of Asogwa (2010) who conducted a study on development of entrepreneurial competency support programme in goat production for enhancing the income of teachers of agriculture in secondary in Enugu State and found that 11 competency items were required in planning for goat production, 17 in providing housing, 29 in breeding goat, 29 in rearing weaned goats, six in health management of goats, 10 in marketing of goats and 27 in packaging competency items in goat production enterprise into a competency based programme. This finding was also in agreement with the study of Akinduro (2006) who carried out a study on electrical installation and maintenance work skills needed by technical college's graduates to enhance their employability in Ondo State. The author found out that the graduates of technical colleges needed domestic installation skills, industrial installation skills, cable jointing skills, battery charging skills and winding skills in electrical machine for employment in Ondo State. The findings of this study agreed with the findings of Ogbuanya, and Bakare (2014) who conducted a study on mechatronics skills required for integration into electrical/electronic engineering technology programme in polytechnics for sustainable employment of graduates in contemporary Nigeria. These findings agreed with the finding of Olelewe and Okwor (2017) that using ICT supported strategies for teaching improves learning

outcome of students and make the teaching easier for teachers. The findings were in agreement with the finding of Onah (2013) who carried out a study on development of a digital empowerment programme for students on e-learning in the universities in southeast of Nigeria and found out that demonstration, cooperative learning, discussion and guided discovery are suitable as instructional strategies for teaching competence to students. Teaching strategies/ methods serve as medium in which teachers transfer their planned instruction to students. Also the finding were in consonance with the findings of Ogbuanya, Bakare and Igweh (2009) that teaching strategies such as reciprocal peer tutoring improve someone's competence in electrical/electronic and other related subjects when effectively applied during instruction. These findings were are also in line with the finding of Adirika and Alike (2008) that technologies such as computer, relevant electronic equipment, internet facilities, email, cell phones, e-teaching facilities, Ipads among others are yet to be fully used for teaching of school subjects due to inadequate skill possessed by the lecturers.

Conclusion
Migration is the movement of people from one place to another for greener pasture. Migrants are currently facing many challenges and there is need to provide solutions in form of initiatives to achieve effective migration and development System. The researcher now investigated the migrants' challenges and initiatives required for effective migration and development system in Nigeria in order to proffer solutions to the challenges and problems facing migrants in their various locations

Recommendations
Based on the findings of this study, the researchers presented the following recommendations for consideration:
1. The determined initiatives in this study should be put in place to improve migration systems
2. All the policies determined should be implemented by various governments for effective migration and development systems in the country

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