

MANAGEMENT OF MIGRATION DYNAMICS IN SCHOOL ORGANISATION

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ABSTRACT

This chapter analytically x-rayed management of migration dynamics in school organization in Nigeria. It threw light on some often overlooked aspects in handling migration issues in the education system. It highlighted some background issues such as the concept of migration, the migrants, types, stages, including factors of migration. Effects, challenges and management of migrations in school organization were explored as well. Hence the paper acknowledged that some solutions to effective management of migration should involve the roles of both Government and school Administrators.

Key words: Management, Migration, Dynamics, School Organization

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INTRODUCTION

School is typically considered a pattern maintenance. The organisation refers to the systematic arrangement and management of the resources and conducive learning environment. School organization is held together with the leadership playing good role in management of both human and material resources. According to Kools(2024),the key elements in this are: consistent in leadership, resource management and data driven decisions, for continuous improvement. He says that these elements focus on equity and inclusion as the attributes that make school management successful and ideal. Better school management is characterized by stable administrations achieved through ongoing evaluation of goals, directions, being secured, organized and above all, student centered. Effective school organization is characterized by values and norms, with the leadership playing good decision-making process. The scope include securing benefits of school through measures of education purposes, sound education planning, good direction, efficient and systematic execution, among others. Inasmuch as one of the key functions of school is socialization of individuals into values as a process contributing to societal cohesion, integration of individuals, irrespective of where they are coming from, is a crucial factor, for inclusive education. Hence migration dynamics in school organization is a study of how and why people move, with the

complex interplay of factors influencing migration decisions and the consequences of such movements.

Dynamics means the forces that produce movement or change. Dynamics in school organization refers to the energy, effort, force or weight applied to the movement of people within school over-time. The forces are the vectors; meaning they have magnitude and direction, causing changes in school organization, therefore need to be properly managed. For efficient and effective management of migration in school organization, it is pertinent to highlight the concept of migration, migrants and their relevance in school. Types of migration, stages and factors affecting migration are to be briefly explored in order to facilitate migration integration in the school organization. The impact of migration on school organization and the individuals notwithstanding, the challenges call for significant roles of government and school administrators. Thus School organization is good for integration of migrant children. Well trained school administrators are vital for ensuring the inclusion of immigrants, refugees whether teachers or pupils, as the case may be.

Objectives

After reading this chapter, the reader should be able to:

1. explain the concept of migration and who is a migrant.
2. describe types and stages of migration.
3. discuss the factors that cause migration.
4. enumerate effects/impacts of migration in school organisation and how the challenges could be managed.

METHODOLOGY

The work in this chapter was based on an interpretative research design because it relied on utilization of existing literature in the field of educational management. It is also descriptive in nature because it is concerned with the conditions that exist, the practices that prevail, believes and attitudes that are developing in migration management in the school system.

LITERATURE REVIEW

What is Migration?

Since the earliest times, humanity has been on the move. Humans have always migrated in groups or as individuals, to seek comfort or freedom. Others move to escape conflict,

persecution or sanctions and human rights violations. Not only do people move from one place to another, they also may move back to their original locality. Whatever the circumstance, they have continuing ties with people in both the places they left and the places they moved to. Thus migration is a contemporary issue and it is a multi-dimensional social phenomenon in historical development of societies. Hence the term migration could be defined as the movement of people away from their usual place to a new place of residence, either across, within or international borders, seeking better living conditions. Generally, the main reason for migration in Nigeria include work, business, leisure, education and a search for greener pasture, among other reason. According to studies, most Nigerian preferred migration destinations to the western countries; United States (US), United Kingdom (UK) and Canada. Some have preference for the Middle East and other countries in Africa, perhaps for socio-cultural reasons. But in Nigeria, Internal migration is characterized by rural-rural, rural-urban, urban-urban or interstate migration.

Who is a Migrant?

Jaack (2024) describes a person who moved from one place to another, in order to find better conditions as a migrant. Migrants can be of three categories, viz:

1. **Immigrant** – When a person enters a country from another, to make a new home, he becomes an immigrant.
2. **Emigrant** – When a person leaves a country to live in another, he is called an emigrant.
3. **Refugee** – When a person moves to a new abode because of a problem in the home, he becomes a refugee.

When people move from one place to another, the place they moved from is called the place of **origin**, while the place they moved to is called the place of **destination**.

Migration in Education

Migration in school organization can be in two dimensions: Teacher Migration and Student Migration.

1. **Teacher Migration** –This refers to geographical movement from teacher's original teaching location to another, because of a desire for better quality of life. Teachers are motivated by economic prospects to seek places that provide improved living conditions; access to healthcare, housing infrastructure and other social amenities. Teachers also migrate from one country to another in pursuit of better careers. Migration of teachers has a considerable impact on the education system.

2. **Student Migration** –This is the movement of students from one school to another, whether within or outside the country. The period of globalization has made education more quality conscious. Internationalization, especially in the area of higher education, has increased and it becomes a market-driven activity; every school competing hard to attract students. With the rapid rise of quality education consciousness, more students are seeking higher education outside their country of birth, citizenship or within their nation. many now consider overseas studies a stepping stone to permanent residency within a country.

There are issues that can arise with student migration:

- a. Difference in learning culture is an issue in student migration. This means that the student can have difficulty if the teaching-learning and assessment methods are very different from those in their previous education.
- b. Secondly, the migrated students can have a detrimental impact on the new school by depleting already scarce resources.

Types of Migration in Nigeria

Internal migration patterns in Nigeria are characterized by:

1. **Rural–Rural Migration:** This is the movement of people from one rural area to another. It is often driven by such reasons like limited opportunities or seeking better life conditions.
2. **Rural–Urban Migration:** This is movement of people from rural areas to urban areas in search of increased economic opportunities. Search for job opportunities, basic amenities, and other socio-cultural benefits constitute reasons for this type of migration.
3. **Urban–Urban Migration:** It is movement of people from one urban area to another. It is driven by a combination of pull and push factors. Pull factors attract people to new urban areas while push factors force people to leave their current locations.
4. **Inter-State Migration:** This is also known as interregional migration. It is the movement of people from one state or region to another within a country. This type of migration can be driven by many factors such as economic opportunities, educational prospects, family reunification, etc.
5. **Forced Migration:** This is a form of internal displacement caused by insecurity, climate change, conflicts, war, natural disasters, political instability or development projects compelling people to leave their homes. It is an involuntary movement of people away from their homes.

Nature of forced migration are: refugees, slavery, internally displaced people, asylum seekers, etc. Forced migration is highly affected by food insecurity and other threats. Another name for forced migration is Forced Displacement or Forced Relocation.

Stages of Migration (6Rs of Migration)

1. **Refactor** - Making internal changes to enhance readiness and ease.
2. **Replatform** - This means lifting and shifting applications for the new environment, as a cost-effective way to migrate with minimal changes.
3. **Rehost** - Migrating the workloads to the new place, leveraging the resources while preserving them. It is a strong match to avoid disturbance.
4. **Relocate** - This involves the move to the new place, to establish the business there.
5. **Retain** - It means continue to have or keep possession of the business to which you relocated for. It means absorb and continue to hold qualitatively.
6. **Retire** - This means to cease to work on reaching the normal stage of the business. It refers to a withdrawal from a particular place after achieving the set goal (Groutsis 2023).

Factors Affecting Migration

People can migrate because of possibly; many reasons. A reason for migration can be a mix of many factors. The leading causes of migration are:

1. **Economic Factor:** If economic conditions are not favourable and appear to be at risk or declining further, a greater number of people will probably migrate to places with a better look. Educational opportunities, higher standards of living, better employment opportunities, high wages and so on, can pull migrants into favourable places. Poverty, loss of wealth, inflation, etc. push people away from their original location.
2. **Social Factor:** Education priorities, social norms, social communications, family ties and other social networks can act as both push and pull forces. They can encourage people to leave their places or attract them to new destinations.
3. **Environmental Migration:** This is movement of people who are forced to leave their places due to changes in their environment. These changes can relate to environmental degradation, pollution, exposure to hazards, insecurity, etc. These can negatively impact livelihoods, compelling people to relocate.
4. **Political Factor:** Political instability, conflict and persecution are also drivers of migration. Their influences prompt individuals to seek refuge in more politically stable places, while feelings of freedom, equality, and confidence, democracy, human rights

protection and other more stable and just political systems can attract migrants to destinations.

5. **Physical Factors:** Natural disasters such as earthquakes, famine, flooding, drought, wars, rising sea levels, and similar physical challenges lead to a lot of push factors. They are significant contributors as to why people flee from their homes.
6. **Religious Factor:** Religious persecutions, discriminations and other religious limited freedom or desire to practice one's faith freely, can be a significant factor driving migration. People are often fleeing from religious violence and seek refuge in better places for their religious practices. However, civilization encouraged religious migration. Religious beliefs and practices served as significant motivations for migration.
7. **Push Factors:** Unattractive environment resulting from: poor living conditions, socio-economic backwardness, natural disasters, epidemics, unpleasant climate, etc., make the place of origin seem less attractive and therefore push people into migrating to a better place.
8. **Pull Factor:** Things like better job opportunities, good living conditions, peace, stability, security of life and property, pleasant climate, and so on, make the place of destination seem more attractive than the place of origin. These are the factors that pull migrants to destinations.

Migration Integration in School Organization

Migration Integration refers to a planned approach to the development of policies, legislative and administrative responsibilities to key migration issues. It encompasses numerous governmental functions for orderly human management and protection of migrants. It entails establishing legal frameworks and policies to govern migration, including immigration, emigration and asylum, in general. A better migration management aims to enable school authorities facilitate safe, orderly and regular migration and effectively address migration issues on a human rights basis. Migration management include improving all phases of immigration and emigration in the target destinations. Better migration management causes the migrant to continue on another platform with the same functionality as if he was never relocated. Every human living within a state territory, irrespective of his migration status, is entitled to humane treatment.

Objectives of Migration Management is to ensure safe, orderly and dignified migration, to open opportunities for growth and improvement of the migrants.

Management of Migration

Effective migration management focuses on the following key aspects:

1. Protecting human rights; ensuring that all migrants, regardless of their status, are treated with dignity and respect.
2. Prioritizing safety and security of migrants throughout their stay
3. Protecting them in the most challenging crises.
4. Finding solutions to displacement problems.
5. Reducing the impact and risks of the changes emanating from migration, conflict and instability.
6. Connecting people, goods, services, knowledge and innovations to the migrants.
7. Delivering crucial assistance whenever and wherever it is needed.
8. Managing arrival of migrants.
9. Improvement of knowledge about migrant remittances.
10. Addressing exploitation of migrants.
11. Promoting successful development through migration.
12. Enhancing cooperation dialogue and coordination of national, governmental, international organizations, Civil Society Organisation (CSO) and the migrants themselves, in addressing migration challenges and leveraging multiple opportunities.

All of the above constitute values of effective migration management.

Organisations Involved In Migration Management

International Labour Migration in Globalizing Economy(1998) highlighted such organization that are involved in migration management to include the following:

1. **National Government-** Responsible for developing and implementing migration policies, managing flows within borders.
2. **Civil Society Organisations (CSO)** - Play important roles in providing assistance to migrants, advocating for their rights and promoting migration management.
3. **International Organisation for Migration (IOM)** - This is the leading inter-governmental organisation in the field of migration. The organisation collaborates with governmental, inter-governmental or non-governmental partners to improve the resilience of people on the move, particularly those in situations of vulnerability. They are dedicated to promoting humane and orderly migration for the benefit of all, by providing support to migrants across the world, developing effective responses to the dynamics of migration and providing advice on migration policies and practices.

4. **United Nations High Commission for Refugees (UNHCR)** - They are responsible for protection of refugees and displaced persons. They work to find durable solutions to refugee problems.
5. **Other United Nations (UN) Agencies** - They play roles in addressing situations of migration-related issues. Such agencies include:
 - International Labour Organisation (ILO)
 - World Food Programme (WFP)

Effects of migration on school organization

Migration has significant effects on both the sending and the receiving areas. It brings both positive and negative effects on the origin and destination locations.

Positive effects of migration on the destination location:

1. There is an evolution of composite culture: intermixing of people from diverse culture.
2. Migrants act as agents of socialization.
3. School organisation can benefit from an influx of qualified staff.
4. It contributes to greater occupational specialization.
5. It brings better educated workforce.
6. It generates new ideas.
7. It creates room for more innovations.
8. It helps for better matching of skills; skill gaps are filled.
9. It gives opportunity for a better education.
10. It grows population size of schools.
11. Sources of revenue increase in areas of fees and levies.
12. There is an improved quality of education services.
13. Migration boosts outputs.
14. It provides the skills needed for educational growth.
15. It contributes positively to long term educational balance.

Negative effects of migration on the destination location

1. Unregulated migration causes overcrowding in school.
2. It strains the existing social and physical infrastructure, especially water, electricity and other school amenities.
3. Over-exploitation of school resources.
4. Pressure on teaching and other education services.

5. Increased level of pollution destroys the sanitation system.
6. Uncontrolled migration degrades and destroys comfortable accommodation.
7. Productivity is likely to be ignored and the level of output drops due to overpopulation.
8. Migration that is not safe, orderly or irregular results in problems in the school.
1. Examples: smuggling or human trafficking.
9. Increase in population usually go with adverse effect on the affected institutions.
10. There is increase in demand of already scarce resources.
11. Scarcity of education facilities.
12. It leads to displacement of original occupants from original positions.

Positive Effects of Migration to the Origin Location:

1. Less pressure on school resources from where the migrant pushed away.
2. Less pressure on education services are felt in the locales they were coming from.
3. Less unhealthy competition as population drops

Negative Effects of Migration to the Origin Location:

1. There is adverse effect on the rural demographic structure
2. Few skilled persons are left behind in the origin location
3. Money is often a setback in the origin schools because there are fewer sources of income from scanty population
4. It brings serious imbalance in age and sex compositions of rural schools

Impact of migration on the migrants

Migration has also the positive and negative impacts on the migrants themselves.

The positive impacts include:

1. Improved quality of life
2. Exposure to variety of experiences
3. It promotes social interaction
4. It is a transition in one's life

The negative impacts include:

1. Language barrier is an issue of communication
2. Cultural differences
3. Discrimination in terms of limitations on their social rights

4. Tension, resulting from racial segregation
5. Vulnerable migrants can miss out due to increased population
6. It eventually induces social and economic problems on the migrants
7. Securing an accommodation on arrival is an issue
8. Illness may occur due to not being able to access healthcare
9. Migrants can be exploited
10. It can lead to emotional distress and disruption

Challenges to migration integration in schools

Integration is the process of inclusion or adaptation between the host organization or society and the migrants themselves, both as individual and as a group.

There are difficulties in migration integration. Some situations can pose problems in school organization when it seeks to include migrants who are adapting to a new environment.

Such challenges to migration integration in school organization include the following:

1. Language barrier
2. Cultural clashes
3. Discrimination
4. Lack of knowledge of interactions
5. Competition for social services
6. Emotional stress of family separation
7. Disruption of social network especially when family members are left behind
8. Economic activities
9. Agricultural activities / pastoralism — e.g. preference of animal husbandry culturally dominated by values in livestock wealth, as opposed to education
10. Political instability: lack of smoothly functioning government or political system that can avoid significant disruption or changes over time.
11. Inadequate management resources.
12. Lack of manpower: Insufficient knowledgeable personnel to carry out proper migration integration within the school system.
13. Religious beliefs and principles which individuals hold, based on their faith, influence the proper integration of migrants.

SOLUTIONS TO PROBLEMS OF MIGRATION MANAGEMENT IN SCHOOLS

There is need for improved system of migration movements in school organization. It is necessary to have inclusive management that values and embraces newcomers from different locale. The integration is the most successful at the school local level because it creates a forum where everyone feels welcome, supported, and empowered to forge ahead, regardless of the migrants' status. Hence, finding solutions to the problem of migration management in schools is a two-way-part role, involving the government and school administrators.

The roles of government in improving migration management in schools:

There is need for government to:

1. Establish policies that govern migration in order to facilitate smooth migration management.
2. Monitor proper implementation of policies on migration.
3. Provide public education on the evolving dynamics of migration.
4. Promote activities that will create awareness about migration issues when they affect people.
5. Provide knowledge-based foundation in educational institutions to advance understanding of how migration helps in development process.
6. Provide capacity building through long-term training programmes in different dimensions of migration.
7. Promote research activities on the issues of forced migration and internal displacement.
8. Cooperate and collaborate with relevant institutions, ministries, agencies, depts and international organizations working on migration and related issues.
9. Convene consultations to dialogue with diverse groups in order to meet migration related challenges in a sustained way.
10. Strengthen the capacity of schools to manage migration effectively.
11. Support economic and culture of migrants into their host places.
12. Provide humanitarian assistance to the migrants, when in need; e.g. safety, peace, stability, security of life and property, sanitation, care and other psychological supports.
13. Improve facilities for better living conditions to make place of origin seem attractive. This will reduce drivers for forced migration.
14. Provide social support to help migrants who encounter trauma and stress.
15. Protect the rights of migrants.

The roles of school administrators in improving migration management in schools:

1. School Administrators should make concrete reports and recommendations to improve migration.
2. They should create an atmosphere of respect for the thoughts and opinions of migrants.
3. They should promote interactions to encourage mutual understanding of different perspectives, for increased participation of migrants.
4. School Administrators should create inclusive programmes of activities for proper integration of migrants.
5. They should stay abreast of events that promote migration inclusion by attending such local workshops.

Guide towards creating a welcoming place for migrants in schools

1. Educate yourself, colleagues, families and neighbours on migration integration benefits.
2. Design, implement, evaluate and assess migration integration initiatives.
3. Devote your time to engage with migrants.
4. Volunteer to mentor and help migrants' settlement and adjustment to their new place.
5. Incorporate migrants' perspective in the plans and programmes offered in the school.
6. Include books, magazines and newspapers about migration, in the school library.
7. Encourage people to make representations of migrants and help in the reform.
8. Uplift and implement initiatives that highlight migration issues.
9. Help migrants feel welcome by challenging unwelcoming remarks about migration in schools, workplaces, and community.
10. Become friends with migrants by learning few words of their language and culture.

CONCLUSION AND RECOMENDATIONS

The work, using conceptual, theoretical and other available information in the field of education, has identified various ways to manage migration in school organisation. It identified the Agencies or Institutions that are involved in migration management. Thus the study maintained that the crucial importance of managing migration in the school organization is a concerted efforts of both the Government and the Educational Administrators. It is also of the view that continued development of best practices in addressing migration dynamics will provide a rebirth of essential managerial practices in education.

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