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Are Modern Migration Trends a Triple-Win or a Dead End? Exploring the Triple-Win Concept under Current Migration Processes

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Abstract

The paper explores a triple-win concept peculiar to circular migration and to the modern migration trends in general. The triple-win concept explains that migration actors, namely: country of origins (COOs), country of destinations (CODs), and migrants' benefits from migration processes described as 'win', 'win', and 'win'. The study adopts a literature review (LR) where relevant journals are sifted and selected, and themes are formulated to answer the research topics. The paper adopts a case study drawn from Nigeria termed 'Japa syndrome' and explores modern triple-win in real-life situations. The paper reveals that in olden and modern migration trends a triple-win was obvious to migration actors. COOs benefit from remittances, while migrants return with skills and invest in local businesses and the economy. CODs benefit from cheap labour, leading to economic expansion and improved living standards for citizens. Some migrants 'up-skilled', earn high remunerations and improve living standards and their families through remittances. However, the study identifies that CODs are more favoured, and migrants are 'big' losers in terms of benefits. Skilled migrants and students in some instances assume citizenship status, contribute their quotas to COD and 'detach' themselves

from COOs. Some skilled migrants are 'de-skilled', and 'inactive' and become 'brain waste' in CODs. Migrants especially low-skilled are 'ill-treated' and work under deplorable conditions with low wages and salaries. The paper argues that a triple-win is not on equal terms with the migration actors; it rather swings in favour of CODs in the olden and modern migration trends. Therefore, the paper recommends that a triple-win concept should be re-examined to ensure equal terms through the signing of MOUs and bilateral agreements to curb world problems such as 'illegal migration' to developed nations, poverty, inequality within and between nations, and social ills such as crimes and prostitution.

Keywords: *Country of origin, Country of destination, Migrants, Triple-win, Modern migration trends.*

Introduction

The paper explores the triple-win concept, which is specific to circular or temporary migration but also applies to migration in general, and states that migration actors like COOs, CODs, and migrants all benefit from the migration process. The triple-win concept is described in migration literature as 'win', 'win', and 'win', for the migration actors (Bauböck and Ruhs, 2022). The triple-win concept is considered not to be a 'fair representation' of all migration actors. Some migration actors benefit more than others, while some are losers (Bauböck and Ruhs, 2022). How does the triple-win concept peculiar to circular migration affect modern migration trends in general?

Migration is defined as the movement of people from one place to another because of push factors (climatic conditions, like drought, bushfires and famine), and pull factors (good education and infrastructural development) and has been purported to entail a triple-win for the destination countries, origin nations and migrants (Korsi, 2022; Massey, 2020). This is explained in the discourse of the migration development nexus (de Haas, 2021). Migration could take forms such as South-South, South-North, North-South and North-North. In the context of this study, migration is considered from the South-North migration. This implies movement of Africans and Asians to Europe and North America.

The developed nations offer job opportunities to migrants from developing countries, and the host nations also benefit from the labour that is provided by the migrants (Wahba, 2021). Migrant workers' earnings are sent as remittances to the COOs for investment into

businesses, local economy, and the development purposes (Wickramasekara, 2022). Upon their return to COOs, migrants use the skills they gained through education, training, and skills acquisition to contribute to economic growth and development (Wahba, 2021).

Fast forward, some scholars have pointed out that the argument put forward in favour of a triple-win for COOs, CODs, and migrants is irrelevant to the current migration trends (Bauböck and Ruhs, 2022). They indicated that some of the migrants might not return home, remit to their families or might not have the means to cater for themselves in the CODs, let alone send money to COOs for development (Wickramasekara, 2022). To scholars, the low-skilled labourers are likely to fall into this category of migrants. Also, skilled migrants and students might assume permanency status or citizenship for the CODs and be ‘detached’ from their COOs. This means they (skilled migrants and students) contribute to the CODs (Wahba, 2021). Research pointed out that employers in destination countries might ‘ill-treat’ migrants and force them to work under deplorable conditions or underpay them (Boc, 2020).

Therefore, the modern trends of migration might not reflect a triple-win concept that held during the Bracero programmes between the Mexican migrants and the US. The Bracero programme started because of a shortage of labour in the US after the Second World Wars, and lasted for over 20 years, from 1942 to 1964 (Meissner, 2021). Likewise, the Germany-Turkey guest worker programme, started in the year 1960 and early 1970s (Heckmann-Umhau, 2023) filled the vacuums created in the labour market. The paper draws a case study from Nigeria termed ‘Japa’ syndrome to substantiate and relate the study to real-life situations.

The term Japa syndrome has become slang, especially among the Nigerian youths both at home and abroad. The word *Japa*, which means ‘fleeing’ or ‘to run away’ or ‘escape’ from difficult situations is a slang from the Yoruba language (spoken in South-West Nigeria) (Okunade and Awosusi, 2023). Interestingly, this slang is adopted when referring to someone migrating from Nigeria to abroad. Peter Dingba, a Nigerian youth at the Youths in Business Forum (YiBF) described *Japa* as “*a word that describes the entrepreneurial spirit of Nigerians; in that same word, it means that Nigerians want to export their contents, gifts, skills, and products, including themselves*”. This implies that Japa is the ‘self-exodus’ or ‘self-exportation’ of Nigerians to the rest of the world (Okunade and Awosusi, 2023; Vorvornator, 2025a).

The available statistical data on the Japa syndrome from a better perspective since the triple-win concept is concerned reveals that Nigerian professionals migrate to developed nations for job opportunities and remit to their families for improvement in living standards. In recent times the Nursing and Midwifery Council of the United Kingdom (UK) reported in January 2022 that a total of 3,782 Nigeria-trained nurses and midwives were granted licences to operate in Scotland and England in the year 2021. In addition, close to 5,500 Nigerian doctors currently work in the British National Health sector (Okunade and Awosusi, 2023). These statistics indicate that probably the Nigeria-trained nurses who migrated could have been unemployed in Nigeria, likewise about 800 South African unemployed trained doctors (SA Medical Association Trade Union, 2024). However, they (Nigerian-trained nurses) are employed in Scotland and England (CODs), which enables them to earn income, remit to their families, and contribute to businesses developments, which improves living standards. Nigerian authorities, as COOs, benefit from taxes and investment in developmental projects and businesses through remittances, as well as England and Scotland ‘enjoying’ the labour of Nigeria-trained nurses as CODs. This portrays the triple-win concept to all stakeholders. Nigerian-trained-nursed could have been ‘redundant’ in Nigeria and become ‘liabilities’ rather than ‘assets’ in England.

In support of triple-win benefits, International Organisation for Migration (IOM) (2023) reported that international migration is shaped by geographical, demographic, economic, and other factors. Economically, the stakeholders benefit from migration. This implies that the COO earns remittances from the migrants and the level of unemployment is reduced (Vorvornator, 2025b). The COD benefits from the migrant labour force to fill the primary sector such as the servile works, which are usually neglected by the citizens as unprofitable (Ikuteyijo, 2020). Migrant families also benefit from the remittances and investments in projects that improve their standard of living. However, does migration in real-life experience reveal an equal triple-win concept to the stakeholders?

The paper aims to explore the current migration trends, especially among the low-skilled wage migrant workers, to establish whether the triple-win concept is still in equal terms or relevant to migration actors. The paper would contribute to the ongoing debate on whether modern migration trends are relevant to the win-win-win concept for the COOs, CODs, and migrants.

Literature review

Migration—the movement of people from one place to another—is not new; it's an old idea in a new form (Czaika et al., 2021). Early human migration is believed to start over approximately 2 million years ago. However, the pattern and migration trends have changed over the years (Massey, 2015; Korsi, 2022). Regard, some of the concepts associated with migration also change (Lipson et al., 2020). Fargues (2008: 5) asserts that migration is: “*a new interest in an old form of migration*”. This means the focus shifted from mobility and urbanisation in the developing nations to the labour markets, population movement, and social cohesion in the developed nations (Lipson et al., 2020).

In the 1950s the Bracero program between the US and Mexico was implemented through the bilateral agreement or Memorandum of Understanding (MOU) (Meissner, 2021). In that case, the triple-win exists since the parties knew their benefits before the signing of the MOUs (Czaika et al., 2021). However, migration has taken a different dimension; citizens travel on their own as a result of push factors or pull factors or both push and pull (mixed-bag migration) (Mohorčič Špolar et al., 2021)

Benefits of migration (triple-win concept)

The Government of Mauritius and the European Commission (2008: 4) state that: “*Modern migration can be a useful tool for low-income or middle-income migrant source countries through generating remittances, investments, and trade and enterprise networks and by improving the human capital base. Modern migration may also contribute to the attainment of the Millennium Development Goals, but cannot realistically be regarded as a panacea for development or as a major means to satisfy more general development objectives*”(Emphases are mine).

The Hague Process on Refugees and Migration Foundation (2007: 5) also echoes this positive view: “*Modern migration can contribute to filling labour market gaps; make a positive contribution to development in origin countries; facilitate a quick response to changing economic conditions; and enhance the return of migrants*”. Agunias et al. (2008) cited in Djelti et al. (2024) continue that: “*at their best, modern migration policies align the objectives of origin countries, destination countries, and the migrants who comprise these flows*”. (Emphases are mine). The argument of the paper is not to establish that the COOs, CODs, and migrants do not benefit from migration, but to establish that

the triple-win concept as stipulated as a benefit for migration actors are unequal.

The country of origin benefits

Migration of migrant workers to the developed world lessens the burden of unemployment in the developing nations. This reduces the ‘social ills’, such as crime, prostitution, and burglary, among others; however, there are exceptions (Korsi, 2022). Practically, research on the Government of the Netherlands indicates that undertaking projects to employ migrant workers from both Indonesia and South Africa only required 80 migrant workers. The unemployment figure in Indonesia was 9million in 2008, representing 8.4% of the total labour force and unemployment rate in 2022 was 3.55% (World Bank, 2022). The total labour force is the number of people that are employable among the citizens of a nation. Therefore, the beneficiary figure of employment under the Netherlands pilot project was a drop in the ocean.

The Canadian Seasonal Agricultural Workers Programme, with its long history of employment, only caters for about 20,000 migrant workers annually from Mexico and Caribbean nations (Wickramasekara, 2011). Sweden’s labour migration scheme admits 10,000 to 12,000 per annum, and the Republic of Korea offers a limited quota of employment opportunities to countries under the Employment Permit System, and the numbers are too small to effect the changes in the level of employment in the developing nations (Wickramasekara, 2022). Venturini (2009: 10) in analysing the employment strategy in the context of the Mediterranean nations, summarised that: “modern *migration must be pursued by sending countries together with destination countries, but only as one among the many employment strategies implemented to increase demand, namely domestic job creation. And traditional ‘permanent’ migration policies would also have to be supported*”. (Emphasis is mine).

Remittances to the country of origin

Remittance is defined as the money that migrants in another country ‘send back’ to their families for upkeep. Remittance flows from CODs to COOs through migrants for family upkeep, business investment, building, and developmental projects (Wahba, 2021). Despite, it may flow from COOs to CODs it is minimal or usually in the form of gifts. For instance, sending local medicines and traditional dresses. This helps

to expand the economy and make COOs competitive on the global stage. However, there is no basis to assume that migrant workers would send remittances. Some migrants denounced and detached their citizenship from COOs and assumed permanency status in the CODs (Boc, 2020). Others, such as low-skilled workers, are underpaid in the CODs. Regarding them, they might find it difficult, if not impossible, to use the little they have for their sustainability in the CODs and remit to their family for developmental projects (Czaika *et al.*, 2021).

Skills return

The triple-win concept pointed out that migrant workers migrate and acquire skills from CODs (Czaika *et al.*, 2021); such skills benefit the COOs on return of migrants (Boc, 2020). The triple-win concept maintains that these return skills, knowledge, and networking from the migrant workers help to develop the COOs (Wickramasekara, 2022). Baada *et al.* (2019) concur and reveals that migration's importance to bridge the inequality gap informed the United Nations enshrined it (migration) in the sustainable development goals (SDGs) 10 as another means to reduce inequality within and between nations. However, this might be an illusion since research by the OCED (2007) reveals that in some instances the skills acquired by migrant workers may not be relevant to the local labour market conditions in the COOs.

Notwithstanding, skilled migrant workers may lose their skills due to discrimination of foreign credentials and lack of recognition for foreign certificates (Vorvornator, 2021) and "brain waste" (Wicramasekara, 2022). Brain waste is defined as a situation where skilled labour works below the qualification s/he obtains (Boc, 2020). A study by the OCED (2007:25) reveals that almost 50% on average and a minimum of 25% of the skilled immigrant workers were 'inactive' or unemployed or undertaking jobs for which they were unqualified. The OCED 2007 described this scenario as the "de-skilling" of migrant workers. This implies that when migrant workers return, they have no skills to contribute to the growth and development of COO's economy.

EuropeAid (2010) concludes that: "*as to modern migration of workers, its potential benefits for countries of origin may be significantly reduced if skilled migrants are engaged in jobs below their skills level in the country of destination, provoking the so-called 'brain waste' effect. In this case, migrants may return to their country of origin without valuable experience which could be otherwise beneficial. Yet, another problem that can limit the potential benefits of modern migration is the fact*

that certain migrants with technical skills or other expertise may find themselves unable to make use of their acquired knowledge upon return to the country of origin, due to an inappropriate infrastructure or institutional framework”. (Emphases are mine)

Low-skilled migrant workers

Regarding low-skilled migrant workers, it would be unrealistic to expect from them much skills gain. For instance, what skills can the fruit pickers gain from working under the duress? Some low skills migrants may return with few skills especially those in the construction, manufacturing and small establishments. A review on Migration and De-Skills acquisition development by the UK’s House of Commons International Development Committee indicates skills acquisition among migrants that: *“these examples do not bode well for the ability of low-skilled worker migrants’ migration to improve the skills of migrants. But they begin to explain why it is that low-skilled migrants migration tends not to lead to human capital development; it is in part because of the sorts of jobs which migrants find themselves doing”* (cited in Agunias, 2006). (Emphases are mine).

A study on the Development on the Move (DOM) project in Ghana, conducted by the Institute for Public Policy Research (IPPR), London/Global Development Network (GDN) revealed that there was no significant relationship between labour force participation and returned migration for Ghanaian migrants. The study indicates that return migrants did not up-skill themselves while abroad. They become unemployed on their return to Ghana (Yeboah et al., 2013). On Vietnam migrant workers, the study indicates that they gain limited skills during their stay in the advanced nations. Dang et al. (2017) reported that: *“the brain gain and brain drain effects of migration in Vietnam are similarly unclear, with only around one in five returned migrants reporting having gained additional educational qualifications while abroad. This figure seems surprisingly low, given that more than a third of all surveyed households (both migrant and non-migrant) believe that migration allows individuals to bring back new skills that are useful for development in Vietnam”*.

In a nutshell, the project of DoM summarised by Ramona et al. (2009: 9) indicates that the migrant’s skill acquisition: *“turning to the effect that migration has on national skills stocks, it seems likely that in some of the DoTM countries (particularly Jamaica, but possibly also Ghana, and Macedonia), migration’s overall effect on a country’s stock of skills may be negative. In other words, the positive effects that migration can have on skills’ stocks (through*

immigration, return, remittances and incentive effects), are not able to compensate for the direct impact of skilled people emigrating”.

Unequal bargaining power on the part of COOs

As the triple-win concept stipulates that COOs, CODs, and migrant workers benefit, through bilateral agreements, the signing of the MOUs, to some extent, may be a fallacy. The developing nations are coerced and leveraged by the CODs in cases of signing the MOUs. EuropeAid (2010: 5) research identifies that: *“when the modern migration process implies a series of contracts, migrants’ rights may become an important issue, given the absence of family unification, social security entitlements, and being tied to one employer. Since employers may not be willing to invest in the career development and training of modern low-skilled foreign workers, ‘employers’ can jeopardize migrants’ upward social mobility”* (Emphases are mine). EuropeAid research explains that even when bilateral agreements and MOUs are signed, the migrant workers become victims to the employers in the CODs. However, the discussion started to shift to ‘share responsibility’ from the Abu Dhabi Dialogue in 2008. The dialogue called for promoting shared responsibility of migrant workers among COOs and CODs to ensure they are protected (Abu Dhabi Dialogue, 2008).

Corrupt practices of recruiters during bilateral agreements

Research reveals that in some instances, bilateral agreements are signed between the COOs and CODs, the recruiting companies or agencies take bribes from the migrants before they are sent to the CODs (Boc, 2020). Upon arrival in the CODs, the migrant workers are already in debt. Tagliabue’s (2015) studies on the Swedish labour migration programme and recruiters for seasonal work indicated that, when the Swedish government fixed the minimum wage at close to US \$ 2,320 per season for berry pickers, companies by-passed the Swedish authorities and recruited about 190 Bangladeshi migrant workers, and each migrant had to pay a ‘bribe’ of \$2,100 before they were brought to Sweden. This made the migrant pickers indebted before their arrival to work, defeating the triple-win concept. Tagliabue (2010) summarised the actions of recruiters that: *“the pickers are the losers all the time”*. This signifies that migrant workers are the main losers under the triple-win concept. The case of malpractices among the recruiters is not different from Canada. In 2009, the recruiters lured eleven (11) Filipinos through

the Temporary Foreign Worker Programme to Canada. Each paid a bribe of over \$10,000. Although, they were promised a good job in Canada upon their arrival, the job was non-existence (ILO-ACTRAV, 2008).

Country of destinations benefit

The CODs benefit by boasting, the shortage, aged, and declining labour force in the economy with energetic, vibrant, and skillful migrant workers (Korsi, 2022). This takes pressure away from the CODs for the economy to expand (European Union, 2022). Migrant workers' arrival saves the employers' cost of recruiting locals; however, the employers may find it difficult to adjust to the style of the foreign workers in the short run (Wickramasekara, 2022). In other words, the COD's solve their labour shortage problems, whereas the demographic and higher unemployment in the developing nations are reduced. It leads to bonds and development-supportive means between the COOs and CODs (Boc, 2020). Because of the legal means of entry into the CODs and the signing of the MOUs, migrant workers are paid commensurate with the work that is done (Global Forum on Migration and Development (GFMD), 2008).

In other instances, the employers may exploit the workers and deny them basic rights. Bakewell (2009: 23) summarised the triple-win concept as: *“There is a sharp divide in the literature between the South as ‘sending’ countries and the North as ‘receiving’ countries. In the North, there is great interest in policies for the control (‘migration management’) of entry and issues of settlement—social, economic, political and cultural integration, multiculturalism, racism, community cohesion and xenophobia—and ways to facilitate modern migration. In contrast, debates about policies in the South are more concerned with issues of emigration (especially to the North), the emigration of skilled workers, impacts on development, remittances, and the role of migrants and their descendants in the development of the country of origin”.* (Emphasis is mine).

Lower hiring costs

The CODs enjoy lower hiring costs for labour productivity, which in turn reduces the cost of production and ensures high economic growth and development. This keeps COD's inflation at low rate (Wahba, 2021). In some instances, migrant workers do not receive skills and training, or what they do receive is less than what native workers get

(Wickramasekara, 2022). Since some of the migrant workers might not have the requisite documents before their employment. OCED (2008: 196) observes that: *“from the viewpoint of employers, it is not clear that they will always favour greater turnover in the workforce, especially if their needs are not exclusively for migrant workers. The costs involved in selection, training and apprenticeship will rise with the turnover rate. The prospect of ready access to foreign manpower may help offset this cost, but perhaps not fully”*(Emphasis is mine)

Benefits of the migrant workers

Migrant workers are expected to earn higher income from abroad, remit to families left behind to improve their living standards. Furthermore, to acquire useful skills and transfer them to non-migrants upon their return (Wickramasekara, 2022). Also invest in businesses and developmental projects to ensure COO's effective economic growth and development (Wahba, 2021). These are some of the benefits considered to be a win for the migrants in the migration processes; however, migrants face challenges in the CODs.

No savings and skills acquired by migrant workers

United Nations (UN) reports on the Human Rights of Migrants of the Philippines (2015) indicated that the Overseas Filipino Workers (OFWs) often have no savings to contribute on return to the Philippines. The UN Special Rapporteur continues that those who might have savings and start businesses find it difficult to manage them successfully, since they (returned migrants) do not have the requisite skills from the CODs (Boc, 2020). Skills identified to be lacking among the OFWs include planning, coordination, organisation, and managerial to mention but a few. Lack of skills acquisition forced the returnees to re-emigrate to the overseas countries. In the words of Agunias (2006): *“the few OFWs who manage to save money and attempt to set up a business upon return often fail because of lack of planning, training, and information on business conditions in the Philippines. All these circumstances frequently leave returning OFWs with no choice other than to migrate again”*.

Migrant workers as losers

Rodriguez (2009: 3), the author of the book entitled: *‘Migrants for Export: How the Philippine State Brokers Labour to the World’* elaborated: *“In my*

research, I have found that Temporary Labour Migration Programme (TLMPs) like the Philippines' generally offer not a 'win-win-win' situation, but indeed a 'lose-lose' situation for migrants and their families while elites in labour-sending states, employers, and host countries benefit". This explains how the triple-win concept swings more in favour of the CODs to a large extent and makes the migrant workers the 'big' losers.

Skilled migrants and students

The migration of skilled migrant workers and students from developing nations takes a different dimension in the industrialised nations (Korsi, 2022). Skilled migrants such as doctors, teachers, pharmacists, and lecturers among others, migrate to CODs, and acquire necessary skills, but assume permanency status of CODs; without returning to the COOs to contribute to economic growth and development (Boc, 2020). This situation benefits CODs at the expense of the COOs. In the case of students, they also migrate to CODs, and upon completion of their studies, they secure residency status and contribute to the host nations.

In some instances, both skilled workers and students detach from the COOs. They regard themselves as permanent residents or naturalised citizens of the host nations (Wickramasekara, 2022). This implies skills and remittances that are the bone of contention under the triple-win migration debate are denied COOs, and CODs only benefit. However, some nations implement dual citizenship to attract migrants for the benefit of their citizens from CODs (Wickramasekara, 2022). Dual citizenship is defined as the situation where a migrant assumes the status of both COO and COD. This means the migrant can decide where to contribute his or her quota with time.

Migration is a choice and selective

Just as in the olden days migration was by choice and selective, in the modern days it embodies necessity and opportunities (Vadean and Piracha, 2009). With the advent of globalisation and free trade, which entail the movement of factors of production such as labour, capital, land (natural resources), and entrepreneur, migration processes are now becoming complex and can only be managed rather than controlled (Vadean and Piracha, 2009). In that vein, it's difficult if not impossible for the authorities to control the migration processes of their citizens.

Despite, bilateral agreements and MOUs being signed, some citizens may use 'foul' means to arrive in the developed nations, as news headlines in the media each day are about boats used through the Mediterranean Sea and the English Channel to reach the European region (Vorvornator and Mdiniso, 2022). The aforementioned factors discussed above inform me to argue that CODs exploit the migrant workers, and in some instances, the COO is denied their benefits, challenging the equality of the triple-win concept in modern migration trends (Boc, 2020).

Methodology

The paper adopts exploratory and literature review (LR) methods to explore the triple-win concept among the migration actors.

Exploratory method

The exploratory method investigates unclear problems. This approach helps to better understand existing research problems but does not provide conclusive findings. The paper adopts a case study of Japa syndrome from Nigeria as a practical example to explain the current triple-win concept. The Japa syndrome is considered appropriate for the study since it reflects Nigerian professionals migrating from the country and benefitting from employment opportunities in Britain and Scotland (CODs). In return, they send remittances to Nigeria (COO), and to their families, return with skills, and contribute to the Nigerian economy through tax payment, investment in businesses, and developmental projects; and Britain and Scotland benefit from the skilled labour of Nigerian professional migrant workers. It explains the real-life experiences of the triple-win concept in the current migration trends (Creswell, 2011). The Japa syndrome case study provides facts and helps enhance an in-depth, multi-faceted understanding of the triple-win concept in its real-life context. It displays how the stakeholders in the triple-win concept benefit in real-life situations.

Methodological literature review

The LR collection of the kinds of literature employed to enrich the triple-win concept research. The LR is adopted to assemble scholars' views on the topic under discussion to increase a better understanding

of the research topic (Creswell, 2014). According to Jackson (2000, p. 21), LR is “*the process of accessing published secondary data*”. The definition shows two distinct characteristics. This indicates that the LR adopts only secondary or published data, not primary information. The published or secondary source is broadly used, which comprises books, articles, indexes in many databases, journals, and non-organisational and organisational reports (Yin, 2020). The second characteristic reveals that the LR is undertaken ‘in-house’, not in the field but rather through desktop review (Jackson, 2000, p. 11).

Google Scholar and Web of Science search engines were identified, selected, and sifted for existing kinds of literature related to the topic for the write-up. The study considers a fourteen-year duration for literature review selection to get access to old and new migration trends on the triple-win concept. This enables the researcher to explore the significance of the triple-win concept and juxtapose old and modern migration processes and present the topic under discussion. Further, it would enable the researcher to make sound academic arguments to contribute to the debate about the triple-win concept in the current migration trends.

Exclusions and Inclusions

Regarding inclusions and exclusions, they were done for the journal articles relating to the topic under discussion (Creswell, 2011). Further, magazines, internet information and newspapers significant to the study were accessed for the write-up. Furthermore, official government documents, public statements published in newspapers and reports were reviewed. Peer-reviewed journals, which are relevant to the study, were sifted and selected. Articles selected for review give in-depth knowledge about the topic considered significant to answer the research questions. Articles were carefully read, themes were formulated and data were analysed based on the themes that emerged. Procedures were taken to develop guidelines for integrative and systematic narrative review for the write-up. The theories and LR present broader pictures, baseline information, and an understanding of the previous literature on the topic (Yin, 2020). Further, LR helps to avoid duplication of existing works by the scholars, despite it being needed at times to improve the existing work because knowledge is progressive and dynamic. However, the limitations could be that since not all academic search engines were

explored, there could be some existing pieces of literature that the author might not use.

Findings

Are modern migration trends a triple-win or a dead end?

The study's findings reveal that there is a triple-win so far as migration in the olden and modern trends are concerned (Bauböck and Ruhs, 2022). The study indicates that migration actors such as COOs, CODs, and migrants benefit from the migration 'proceeds', which concurs with the triple-win concept. However, the paper argues that the triple win concept is unequal or not at par among the COOs, CODs, and migrants in the olden, as well as current migration trends (Boc, 2020). The paper reveals that the benefits swing mostly in favour of the CODs and migrant workers are the main losers (Wahba, 2021). This occurs because COOs and migrants do not have bargaining power like the CODs (Wickramasekara, 2022). The migrants and COOs in some cases are coerced during processes of bargaining. Below are the findings identified according to the migration actors in the modern migration processes.

Country of origin

The study found out that COOs benefit from remittances, and migrants moving to CODs help to reduce the unemployment rate and social problems such as crime, prostitution, and burglary (Wahba, 2021). This reveals that when migrants invest their remittances in the nation's economy, it leads to growth and development (Wahba, 2021). The returned migrants also contribute to economic development through the process of investment in businesses, providing training and skills to non-migrants (Wickramasekara, 2022). This process leads to entire economic growth, which results to a decline in the prices of goods and services, and improve higher living standards among citizens (Boc, 2020). On a contrary note, the paper identifies that in some circumstances, migrants could not add value to themselves in terms of skills acquisition. On the return of migrants', they become 'liabilities' rather than 'assets' in the COOs. Further, in the case where migrant workers detach themselves from the COOs, and assume the permanency status of the CODs, the COO is denied her benefits (Korsi, 2022). This makes the win pendulum swing in favour of CODs at the expense of COOs.

Country of destination

In both olden and modern days, where programmes are run to attract the labour from the developing to the industrialised nations, the benefits pendulum swings in favour of the COD at the expense of COO and migrants (Wickramasekara, 2022). The CODs admit an energetic labour force that replaces the ailing, and aged population, making the cost of labour and training cheaper compared to the employment of native workers (Wahba, 2021). This leads to economic growth and development in CODs because of massive production of goods and services. This leads to a reduction in the prices of goods and services, which improves the living standards and general well-being of citizens (Boc, 2020). In some instances, migrants are exploited through means of underpayment of wages and salaries. They (migrants) are forced to work under unbearable conditions, and locals would not like to work in those 'deplorable' working environments (Wickramasekara, 2022).

Migrants benefit

The study identifies that migrants benefit through being employable in the CODs. They could have remained unemployed without earning any income in origin nations (Wahba, 2021). They remit to their families left behind or non-migrants in the COOs, and this improves their living standards (Boc, 2020). Investments and business ventures are undertaken to better their lives in the COOs. In some instances, migrants improved their skills and became valuable when they returned to the COOs (Wahba, 2021). These skills are transferred to the non-migrants and family members for the development of the family and communities at large (Korsi, 2022). However, some skilled migrants may be deskilled, become brain waste, and become inactive in the CODs. Others do not even make savings, let alone add value to themselves, while in the CODs, especially the low-skilled migrant workers (Boc, 2020). When they return to the COOs, their living standards are affected, causing them to re-emigrate to a COD or another country. On a negative note, migrants suffer from some 'unscrupulous' employers through inhuman treatment and work under unbearable conditions (Wickramasekara, 2022). This brings the frequent xenophobic attacks on the migrants in South Africa, where properties and lives are lost (Crush, 2017).

Discussion of findings

Migration actors such as COOs, CODs, and migrants are interdependent for their economic well-being. Migration benefits Africa's entire economy, especially in Nigeria, where Japa syndrome has gained momentum. These benefits span from migrants gaining employment in CODs, which leads to unemployment pressure from COOs, and in return migrant workers earn salaries and remit to the families. Migration stakeholder benefits propel unity for some of their bilateral agreements and MOUs in some instances. According to the European Migration Network (2010: 3), *"migration is reflecting globalization, demographic change, new patterns of mobility and the growing demand for flexible markets. It also reflects a preference of many of the migrants themselves. Given this context, modern migration trend is a migratory phenomenon that is increasingly being discussed worldwide in terms of effective migration management, as well as a potential contribution to development. Covering migrants at all skill levels is viewed as a means to serve the labour market needs of countries of destination, promote development in countries of origin and benefit migrants themselves (the so-called 'triple win' situation)"*. (Emphasis is mine). This implies migration benefits trickle among the stakeholders. How does the migration benefits stakeholders?

Country of origin

Migration reduced the unemployed labour pool by providing jobs for migrant workers in CODs. It also curbed social ills like crime and prostitution, and provided remittances to non-migrant households to improve their living standards. These remittances boost tax revenues of sending nations. Tax revenues are invested in the ailing economies to stimulate production, create jobs, reduce unemployment, curb inflation, and improve trade balances (Boc, 2020). To some extent this explains the nexus between development and migration (de Haas, 2022). In addition, the remittances make it possible to make foreign exchange revenues available, aid foreign direct investment (FDI), and other private investments. Migrants also invest in community projects such as electrification, construction of school buildings, boreholes, and clean water, which complements the government's effort for services delivery (Wickramasekara, 2022). Improved infrastructure and service delivery improve the living standard of citizens and reduce sporadic 'service

delivery protests' on the African continent, especially in South Africa (Crush, 2017).

Country of destination

The CODs benefit from the labour to occupy primary sector which are usually neglected by natives indicating brain gain. Brain gain means a situation where a country enjoys the arrival of skilled migrants from other countries. The brain gain is realised when migrants add value to the economy of the CODs, which leads to nations' economic growth and development (Korsi, 2022). Economic growth is an increase in the GDP of a nation, whereas economic development is the improvement in the citizens' living standard. The Organisation for Economic Co-operation and Development (OECD) reported that the migrant labour force increased 47% in the US economy and 70% in Europe over the past ten years, which assisted them in growing their economy.

The availability of migrant labourers in the CODs leads to an increase in the public purse or improvement in the production of goods and services, which increases GDP, reduces inflation, and improves the balance of payment (BOP). The BOP represents the relationship between imports and exports in a given year. Here, CODs import less because the presence of migrant workers increases the production of goods and services. The tax revenues of CODs increase and other economic contributions indirectly expand the economy at the expense of the source economy (Wahba, 2021). The CODs also benefit from employment along the value chain, such as renting rooms and using the transport system, which generate revenues for landlords and transport owners. Migrant workers also establish businesses and contribute to economic development in the long run, because migration and entrepreneurship are considered to have an element of risk-taking (Wahba, 2021). Goodley and Casson (2010) observed that Jewish immigrant entrepreneurs dominated in immigrant entrepreneurship in England between 1930 and 1950. The food giants, Tesco and Mark and Spencer, which were established by Lithuanian and Polish immigrants, respectively, are current evidence (Goodley and Casson, 2010).

Migrants

Migrant workers boost the CODs workforce. This indicates that migration helps migrants secure jobs in the CODs, which allows them to

earn income and improve their living standards. In return remittances are sent to families for investments in building projects, the businesses, and local economy. The remittances and skills returned by migrants serve as gain for COOs (Wahba, 2021). The triple-win concept argues that migrants also gain skills and add value to themselves and later bring development to the households, families, communities and COOs (Korsi, 2022). However, some of the migrants may naturalised in the CODs and contribute their skills at the expense of COOs. Some nations extend dual citizenship to their citizens to attract them. Based on the previous discussions, migration actors benefit in different ways, but the benefits are not necessarily equal. The outcomes of the benefits to migration actors diffuse the triple-win argument since the CODs 'reaps' the 'bulk' of benefits, and migrants are the main losers (Bauböck and Ruhs, 2022).

Overall, the study identifies that all actors in migration processes such as the COOs, CODs, and migrants' benefit, but CODs 'enjoy' more favourable benefits than COOs and migrants, whereas migrants are the main losers. The study concurs with the assertion of the triple-win on circular migration in specific and general migration in the literature. However, the study argues that the triple-win is not on equal terms for the migration actors: COOs, CODs, and migrants. The migration benefits swing more in favour of the CODs in the olden and modern migration processes, disagreeing with the equal triple-win concept.

Conclusion

The study explored a triple-win concept that is associated with circular or temporary migration and generally with the modern migration processes. The study concurs that a triple-win occurs among the migration actors, such as COOs, CODs, and migrants in both olden and nowadays. However, the study argues that a triple-win concept is not equally beneficial to the migration actors. Most benefits go to the CODs at the expense of the COOs and migrants, who are the big losers. In some cases, the necessary skills and remittances are even denied to the COOs and migrants. Migrants in some circumstances are paid less salary compared to the native workers. Migrant workers in some instances work under deplorable conditions and environments. The paper identifies that the triple-win enhances and improves the economy and lifestyles of the migration actors in the olden and the modern trends of

migration. Therefore, the study recommends that the triple-win concept should be critically re-examined to ensure equal benefits to the migration actors. Through restructuring a triple-win concept to benefit all parties equally in the form of signing MOUs, and bilateral agreements, some of the world's problems, such as 'illegal migration' to developed nations, poverty, inequality within and between nations, and social ills such as crime, may be curbed if not reduced completely.

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