

**The Socio-Economic Impact of Skilled People
Out-migration in Pemba: A Case of Wete District**

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Abstract

The main objective of the study was to investigate the socio-economic impacts of out-migration of skilled people in Pemba. It further examined the root courses of out-migration of skilled people, the socio-economic impacts and the intervening measures of this type of out-migration. The study was conducted in Pemba Island because for a long time it experienced the exodus of large numbers of skilled people, particularly to Zanzibar town, Tanzania Mainland and abroad where they have settled as Diaspora. The sample for the study was randomly selected, whereby 250 respondents from various shehias and 35 respondents from Chake-Chake town were selected from the place of origin. Further, the study sampled 80 respondents from Zanzibar town and Dar es Salaam city as areas of destination. The out-migration of skilled people in Pemba Island is caused by a big shortage of employment opportunities for skilled labour and other underlying courses such as chronic poverty, poor wages and low living standards, poor social services, lack of investment opportunities and infrastructure. This problem of skilled people out-migration in the Island has resulted into positive and negative socio-economic consequences, which include lack of skilled people and low investment opportunities compared to the area of destination. The positive impacts include the increase in educational awareness and submission of remittances to relatives remaining in the Island. The study recommends that immediate steps be taken to improve the infrastructure and social welfare of skilled people in the Island and create good investment conditions so as to minimize the exodus of skilled people.

Introduction

Many skilled people move out of Pemba Island in order to change their livelihoods by engaging in business and formal employments. They also hunt for better educational opportunities within Tanzania and abroad, which will later enable them to get better occupations. Other factors that influence out-migration include political instabilities, extreme poverty, and the lack of better employment opportunities (Caldwell, 1966; 1969; Zahor, 2009; Adefunskas, 2010). As a whole this problem of outmigration of skilled labour

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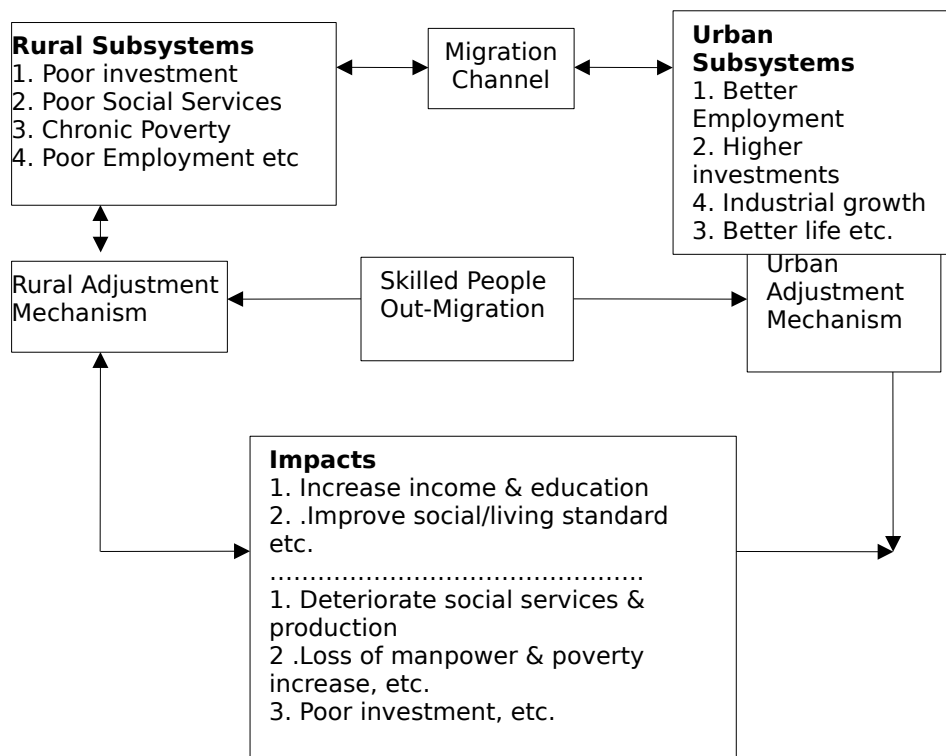
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is not confined to Pemba Island alone, since in terms of labour market migration is a symptom of imbalances between poor and developed areas such as high rates of unemployment and underemployment among skilled workers, low wages for skilled workers, and unmet demand for education and acquisition of skills. Generally, the major root causes are socio-economic, political and environmental (Holm, 1998; Adepoju, 2004; Salehe, 2012). As a whole at the continental level, Africa is the most affected continent by the out-migration of skilled people in a process called *brain drain*, whereby highly skilled people move to the developed nations and those who remain in their countries tend to live in the cities and more developed areas by leaving rural and poorly developed areas where they are needed most with no professionals (UNESCO, 2004; Adepoju, 2004; Johnson, 2009).

In Tanzania, skilled labour migrates from one region to another, especially from rural areas to urban areas such Dar es Salaam, which as a primate city pulls migrants from all other regions because of its strong industrial and commercial base in the country. The same power is exerted by Zanzibar town, which pulls migrants from other regions in the Island. Meanwhile at international level, Zanzibar experience out-migration of skilled labour to Tanzania Mainland and the Middle East, which leaves the Island with little highly skilled manpower, especially graduates of various fields (Lee, 1966; Lugalla, 1995; Nunn, 2005; Zahor, 2009).

Theoretical Framework

The study examined the socio-economic impacts of out-migration of skilled people in Pemba Island. This study is essential for it exposes the challenges resulting from the ‘local brain drain’, and addresses some of the millennium goals on poverty reductions and other development strategies such as those introduced by TASAF on capacity building of local residents. As a whole, the conceptual framework in Fig. 1 indicates that migration is a process that involves different systems, which have control mechanisms that encourage or discourage migration between the areas of origin and destination. Usually the areas of origin experience negative factors such as poor employment opportunities for skilled labour, lack of higher education facilities, political instabilities and poverty that push skilled people out of a place such as Pemba Island. At the area of destination, some skilled people adopt strategies such as the establishment of petty trade that generates the flow of people, goods, services, and information, which further promotes outmigration of skilled people (Mbonile, 1993; Ratha, 2008). Moreover, skilled migrants establish close links with their relatives through remittances, marriages, visitations and communications, coupled with associations and trust funds that boost their home areas economically. They also open up shops and other economic assets at their place of origin, and leave those remaining at home to run them (Zahor, 2009; Salehe, 2012).



The Socio-Economic Impact of Skilled People Out-migration in Pemba
Figure 1: Conceptual Framework of Out-Migration of Skilled People from Pemba
Source: Modified from Mabogunje (1970).

Literature Review

Generally the out-migration of skilled labour from Pemba Island to Zanzibar Island and Tanzania Mainland can be termed as mini *brain drain* (Mbonile, 1995). As a whole, *brain drain* can be defined as human capital flight or loss of highly skilled professionals from one country to another as a result of strong attractions associated with differentials in living conditions, professional advancement opportunities, and lack of security (Tetty, 2009). Also, some scholars like Chappel and Glennie (2010) defined *brain drain* as the flow of skilled professionals from an impoverished country that does not have enough people with skills. These professionals migrate to a developed country in search of better pay and working conditions. Furthermore, in terms of impact it has been observed that African countries are among the most affected by this problem. Globally, the World Bank (2007) observed that some 70,000 highly qualified African scholars and experts leave their home countries every year to work abroad, often in the Triad (North America, Europe, and the UN system).

Moreover, remittance is one of the important aspects related to migration of the Diaspora. According to Ratha (2008), a remittance is generally referred to as a financial or property transfer between family members across borders or regions to their relatives at home. He further pointed out that a remittance is an economic transfer that follows an in-directional paths from a migrant worker to his sending country and household. It also includes social remittances by obtaining and internalizing new social values, attitudes and norms of behaviour through their socialization with the host society and the acculturation they have undergone.

The out-migration of the highly skilled people may have long-term beneficial effects in the form of counter flows of remittances, investments, trade relations, new knowledge, innovations, attitudes and information in the medium and long-run (Ratha, 2008). At micro-level Pemba Island has been receiving a huge amount of remittances from skilled migrants within and outside the country. Skilled migrants who live abroad such as Middle East and Europe have bigger remittance flow compared to internal migrants. However, the large number of internal migrants has great influence on the financial circulation, properties and investment growth in the Island. Precisely, the problem of skilled people out-migration at any level is very crucial, whether at a village, national or international level (Mbonile, 1996).

Research Methodology

This study was done in Pemba Island, the sister Island of Unguja (Zanzibar). The Island is located at about 39°17' and 39°50' degrees East of Greenwich; and latitudes 4°80' (Ministry of Health and Social Welfare Zanzibar, 2009). The sampling procedures followed the administrative structure of the district of using *shehias*. As a whole the study selected four *shehias* from among those most affected by out-migration of skilled people.

The respondents were selected from villages and the households formed the sampling units. The intended sample was considered for the heads of the household units, which involve a father or mother and the related members in a family. About 120 female and 165 male respondents were given a questionnaire in order to have the correct representation of the population under study.

The respondents from the areas of the destinations were randomly selected using Snow Ball technique to identify their living areas in the streets (see Fig. 1 and Table 1)

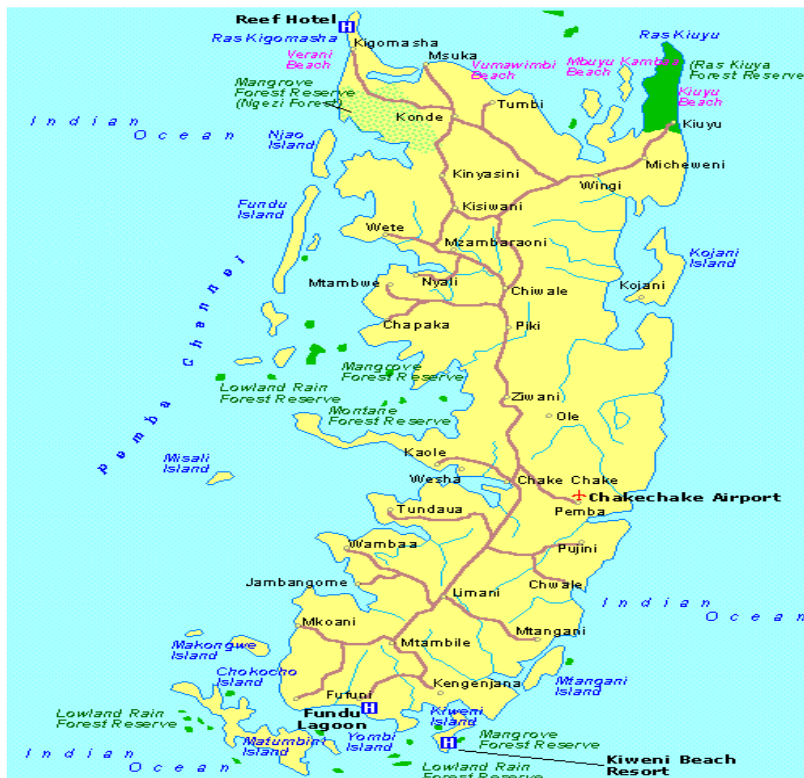


Figure 1: A Map Showing the Study Area.

Source: Department of Land and Surveying (Pemba)

Table 1: Selected Respondents at the Area of Origin

Total
55
80
50
65
35
285

Source: Study Survey (2011).

Discussion of the Results
Demographic Characteristics of the study Population

Age-Sex Structure

Age-sex structure of population is important because it

determines the nature of population structure and labour force (Barclay, 1958). The study revealed that most respondents were aged between 30 and 44 years, (66%). Those aged 20 and 29 years were only 16.4%; while those aged between 45 and 49 years were 12.3%. Only 5.3% were above 50 years. In terms of sex, 57.5% were males, and 42.5% were females (Table 2). On the other hand, the age structure of respondents at the areas of destination ranged from 25 to above 55 years; and in terms of sex 70% were males and 30% were females.

Table 2: Age- Sex Patterns of Respondents at the Area of Origin and Destination (%)

Age Group	Place of Origin		Total (n=285)	Place of destination		TOTAL (n=365)
	M(n=165)	F(n=120)		M (n=56)	F(n=24)	
20-24	1.8	5.8	3.5	25.0	25.0	8.2
25-29	10.9	15.8	12.9	19.6	29.1	15.1
30-34	11.5	11.7	11.6	14.3	16.7	12.3
35-39	23.0	31.7	26.7	16.1	8.3	23.8
40-44	36.4	15.8	27.7	12.5	12.5	24.4
45-49	12.1	12.5	12.3	8.9	4.2	11.3
50+	4.3	6.7	5.3	3.6	4.2	4.9

Marital Status

The study results in Fig. 1 shows that 66.8% of the respondents were currently married, and 16.1% were widowed. Also 13.6% were divorced, while 3.1% were single at the area of origin. Furthermore, about 7.7% males and 5.9% were divorced, indicating there is a high proportion of marriage dissolution and remarriages. Moreover, in the area of destination about 87.5% were in marriage, 7.5% were widowed and 5% were divorced.

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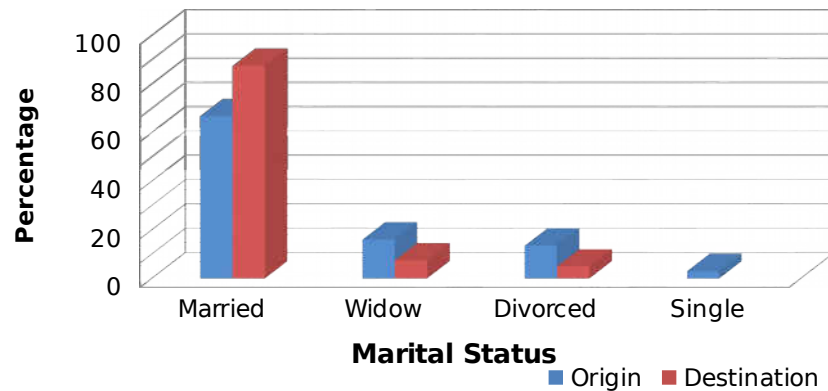


Figure 1: Marital Status of the Respondents at the Place of Origin

(Source: Study Survey (2011).)

Household and Family Composition

A head of household is defined as an adult member of a household recognized by other members as their head. The study results in the area of origin showed that about 43.4% of the households had 5 to 7 family members, and 35.5% had 3 to 5 members. Another 21.0% had 1 to 3 members (Fig. 2). Meanwhile, in the destination area about 23.0% of the households had 1 to 3 members; and about 35.8% had 5 to 7 members. Another 41.2% had 3 to 5 members. The incidence of having large family sizes indicates high dependency ratios in both the areas of origin and destination. This situation has serious negative effects on households' welfare and prosperity.

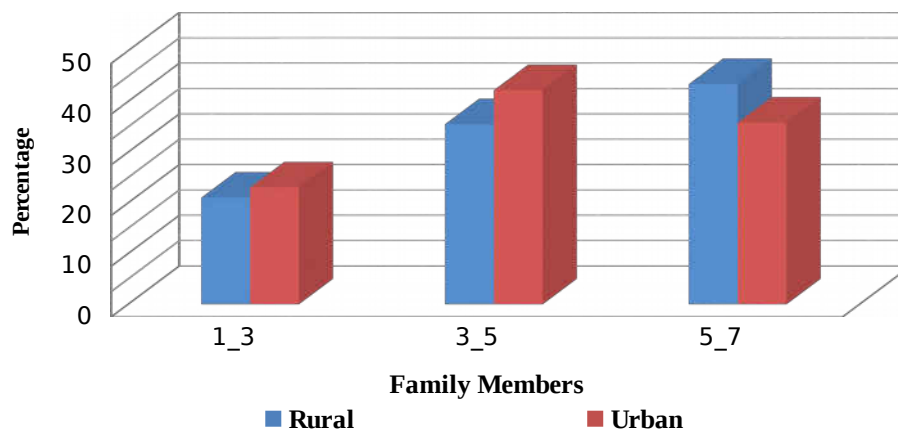


Figure 2: The Household and Family Composition at Origin and Destination Areas.

Source: Study Survey (2011)

Education of the Respondents

Education is the key to development, and it is as a strong defence against poverty leading to many developing countries investing on the development of education in order to eradicate poverty (Barclay, 1958; Todaro, 1992; Mbonile, 2004). Also, education is one of the strong determinants of out-migration in less developed areas of a country or region (Mbonile, 2004). The study indicated that about 28.9% of the respondents had completed secondary education, and 18.4% had college or university education. Moreover, about 18.7% had primary education, and 16% had adult education. Only 18% had no formal education. Due to universal secondary education introduced in Zanzibar since 1964, there was no substantial differential in education nearly at all levels (Table 3).

Table 3: Educational Level of the Respondents at Origin and Destination

Educational Level	Males (n=165)	Females	TOTAL (n=285)
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(n=120)				
Area of Origin				
No	Formal	15.2	21.6	18.0
Education				
Primary level		20.6	15.8	18.7
Adult Education		14.0	18.3	16.0
Secondary level		29.0	29.2	29.0
College/University		21.2	15.1	18.3
Areas of Destination				
	Males (n=56)	Females (n=24)	TOTAL (n=80)	
Diploma	14.3	16.7	15.0	
Adv. Diploma	10.7	8.3	10.0	
Degree	37.5	41.7	38.7	
PGD	10.7	8.3	10.0	
Masters/Others	26.8	25.0	26.3	

Source: Study Survey (2011)

Despite the fact that literacy level is low in the district, people’s awareness and investment on education is increasing. Migrants in destination areas showed that migrants send remittances to areas of origin to educate relatives. They also took their brothers and sisters from Pemba to be educated in higher learning institutions in the areas of destination. The study further found that, in the area of destination, about 39% were supported by their relatives in the destination areas, 25.8% got higher education from government support, 20.2% got scholarships, and about 15% used their own incomes and family support from the origin (see Fig. 3). As observed by Adepoju (2004) and Ankran (1995), after achieving in the area of destination, some successful migrants show varying degrees of commitment to the homeland and kin.

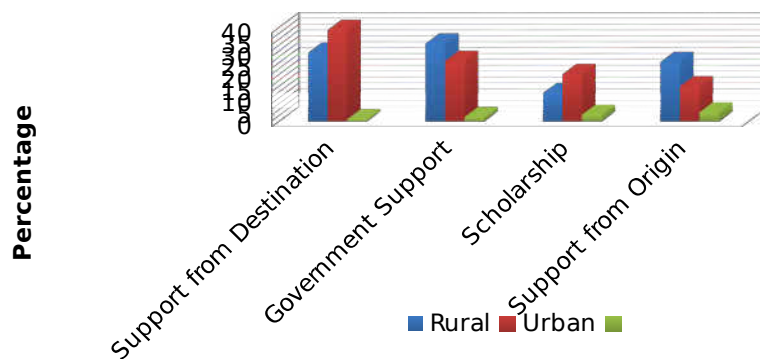


Figure 3: Sources of Educational Support in Rural and Urban areas.

Source: Study Survey (2011)

Nonetheless, as observed by Zahor (2009) many young people run away from Pemba to Unguja to find better and quality education since the education given in Pemba is very poor and does not meet the expectations of its possessors. Despite the support and some efforts done by migrants, the situation is still not good causing many people to leave the Island and most of them remain in the destination areas.

Occupation of Respondents

An analysis of occupation indicated that Pemba is primarily a rural economy whereby agriculture is the main economic activity (24.1%), followed by other activities such as fishing (12.3%), petty trade (22.1%), handcrafts (17.6%), and the rest were government employees 23.2%). Meanwhile, the dominant activity in the area of destination was business, followed by formal sector

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employment like being teachers (25%), lecturers (18.8%) and government employees (15%) (see Table 4 & Plates 1- 3).

Table 4: Occupation at the area of Origin and Destination

Occupation at the area of Origin	Occupation at the area of Destination
<i>Respondents (n=285)</i>	<i>Respondents (n=80)</i>
Cultivation	Businessmen
Fishing	Teachers
Trade	Lectures
Government Employee	Government employed
Hand Crafts and Others	Engineers & Others

Source: Field Survey (2011)



Plate.1: Left; Bananas being packed for exportation. Right: Cassava plantation



Plate 2: Left: Dhows from Tanga and Mombasa unloading goods at Wete little harbour. Right: Daladala (passengers van used in Pemba) stand at Chake-Chake



Plate 3: Seaweed Drying in the Sand Due to the Lack of Drying Facilities

The Determinants of Skilled People Out-Migration

According to Lundius (2004), migration is socially and financially costly: people will not migrate if there are better opportunities like housing, social and environmental amenities in the area of origin. The study found out that about 54.7% of the skilled migrants left home because of hard life in Pemba, which is associated with extreme poverty, poor salaries and lack of employment opportunities. About 21.7% of the respondents indicated that educated people migrate to the area of destination in search of better life; 17.5% migrated because of very poor salaries and working environment in the area of origin; and about 14.4% out-migrated due to few employment opportunities available in Pemba (Table 5).

Table 5: The Factors for Skilled People Out-Migration in Pemba Island

Rural (Origin) Push Factors	Urban (Destination)	
	Respondents (n=285)%	Pull Factors Respondents (n=80)%
Poverty	21.7	Better life 30
Poor Salary/Payments	17.5	Better payments 21.3
Lack of Employment opportunities	14.4	Better employments 17.5
Poor education	14.3	Better social services 17.5
Poor Social Services	11.9	Higher educational 7.5
Social Problems	18.9	Free social ties 6.3

Moreover, about 11.9% indicated that skilled people migrated due to poor social services and infrastructure. On the other hand, almost all respondents in the area of destination (69%) indicated that they left their homeland because of economic reasons such as seeking for a better life in urban areas, and getting rid of poverty. Some said that after few days in the area of destination one owns his own business and changes are faster compared to Pemba Island. As observed by Farooq (1992), utilization of skilled labour depends on the presence of adequate employment, time, sufficient income and occupations that match with skills. The study, revealed that about 85.6% of all respondents said that skilled people were not effectively utilized. Besides this, about 30.2% of the respondents indicated that skilled people were not working to the maximum of their capacity. As a whole, the working environment on both human and material resources is not good to allow the skilled people to engage their skills and knowledge to the maximum capacity of their abilities. Many offices in the Island lack physical infrastructure, such as working equipment like computers and machines, and

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well-established offices. They also lack human resources, such as administrative and managerial systems (Table 5).

About 21.1% respondents revealed that the amount of pay earned by the skilled people in the Island did not match with the level of education of a person, which undermines the morale and spirit of work. Skilled respondents at the area destination revealed that when they work in other areas such as Dar es Salaam they get good wages that enable them invest in business and housing. As observed by Yaro (2007), well-established salaries are very important ingredients in ensuring employees' commitment to an organization.

Table 5: Response for Reason on Skilled People Utilization

Rural	Urban		
Reason	Respondents (n=285)	Reason	Respondents (n=80)
Inadequate employment	30.2	Adequate employment	18.8
Inadequate use of time & No motivation	17.9	Adequate use of time and job motivation	11.3
Inadequate income	21.1	Adequate income	22.5
Inadequate Utilization of skills	16.5	Adequate Utilization of skills	17.5
Few opportunities to engage in	13.0	Many opportunities to engage in	20
No educational improvement	1.4	Education improvement.	10

As observed by Harris and Todaro (1970), another major cause of outmigration is the income differential between rural and urban residents. Income differential is among the pushing factor that makes skilled people from Pemba migrate to urban areas. Economically, the Island is largely rural because the majority of the people depend on agriculture. As observed in Table 6, about 22.5% of the respondents had income ranging between TZS35,000–101,000 per month. Moreover, about 34% had an income of between TZS101,000–200,000, which included people marketing crops to major markets and petty traders and low paid government employees, such as clerks, nursery and lower primary teachers.. However, fishermen and small traders who had fully developed their businesses—such as those who supply and sale fish in fish-shops, service providers and drivers, craftsmen, masons and carpenters—mostly earned below TZS200,000 (See Plate 4). There were those who earned between TZS201,000–300,000, which included high class government employees and middle traders, including teachers and other public workers, and traders who own shops and handcrafts. Furthermore, about 9.8% earned between TZS301,000–400,000; and these include fishermen who own their own boats, farmers with multiple activities such as rearing cattle for milk, and government workers with diplomas and degrees.

Table 6: Income Differentials Between Rural and Urban Areas

Income (Tshs.)	Area of Origin	Area of Destination
	Respondents (n=285)	Respondents (n=80)
	Percent	
35,000– 101,000	22.5	0
101,000–200,000	34.0	1.3
201,000–300,000.	18.6	8.8
301,000–400,000	9.8	12.5
401,000–500,000	9.5	16.3
501,000 +	5.6	61.3
X² = 93.118 df. = 2 a = 0.05 p-value = 0.000		

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Plate 4: Left: Craftsmen at work making a boat. Right: Fish selling at a small market

Also, about 9.8% are those who get between TZS401,000–500,000 per month. These include government workers with degrees and higher posts in offices, and higher income traders. Lastly, there are those who get more than TZS 501,000 per month: these are mainly government officers and big traders. The data provided by the respondents give a clear picture of the level of income and the living standard of the people in the area of origin.

On the other hand, at areas of destination where most of the respondents were skilled migrants, about 61.3% got more than TZS501,000 per month, about 16.3% earned around TZS401000–500,000 per month. Also, about 12.5% got around TZS301,000–400,000 per month, about 8.8% got around TZS201,000–300,000, and about 1.3% got around TZS101,000–201,000 per month. However there was no one who got below TZS100,000. Therefore, skilled migrants in the destination had some improvements at the level of earned income.

Thus, a comparison of those who live in the areas of destination and those in places of origin show a wide gap of living standards. Some of the people in Pemba live at a low income of about TZS35,000 per month, while those in areas of destination live an affluent life with an income of above TZS2,000,000 per month .Further, in investigating the income differentials between the rural and urban areas, a chi-square test at 5% significant level and 2 degree of freedom showed that Chi-square X^2 is 93.12, df. is 2, and p-value is 0.000; where α is 0.05. This implies that there is a significant association of income differentials between rural and urban areas.

Migration as a Survival Strategy

Migration has been used as one of the strategies for economic development of many rural people (Kothari, 2002; Mwamfupe & Mung'ong'o, 2003). Also Lucas (2009) and De Haas (2005, 2007) observed that migration is a strategy for a family. First, migration may offer a route out of poverty for migrants themselves. Secondly, migrants' departures may serve, directly or indirectly, to enhance the consumption, income and well-being of those who remain in the rural areas. Moreover, for the rural residents the propensity to migrate to an urban area is highest among the educated people with a better chance of being employed in the modern sector. As a whole the study revealed that about 23.9% of those who had completed higher learning, such as Masters and PhDs, do not return or leave the Island after a few months or years (Fig. 4).

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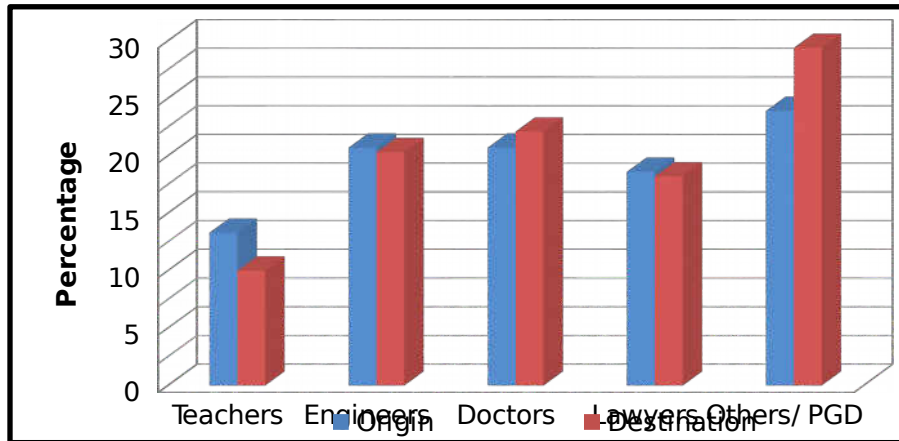


Figure 4: The Most Migrants People (Responses from the Area of Origin and Destination)

Further, about 20.7% indicated that engineers were dominant in out-migration because they have rare skills, while 18.6% reported that lawyers were also prominent in out-migration, followed by teachers (13.3%).

Role of Migrants to Community Development in Areas of Origin

As observed by Mbonile (1993), Ratha and Xu (2008) and Zahor (2009), migrants have direct impact on the development of the area of origin through their financial linkages in terms of remittances and provision of social



Plate 5: Left Migrants in a queue at Mkoani port travelling to Zanzibar town. Right: At Zanzibar port Destination some enter another boat to Dar es Salaam

As observed by Mbonile (1993), Ratha and Xu (2008) and Zahor (2009), migrants have direct impact on the development of the area of origin through their financial linkages in terms of remittances and provision of social services. Migrants contribute to the development of modern schools, equipment of health centres, mosques and madrasats, which serve the whole community. Also, in sports many football clubs are financed by migrants living in Zanzibar town and Dar es Salaam. Moreover, migrations have improved access to higher learning education for they provide financial support to students from Pemba who join different universities in Tanzania. There

are companies such as Oil Com in Dar es Salaam that supports many students from Pemba. Besides this, such companies have increased employment opportunities for businessmen in Zanzibar town and Dar es Salaam city (Table 7 and Plate 6).

Table 7: Contribution of Migrants to the Development of Rural Areas

Contribution of Migrants to the Area of Origin	No. of Respondents	%
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Development of social services	100	35.2
Development of Infrastructures	70	24.5
Access to higher education	43	15.0
Investment in the Island	42	14.6
Employment of youth to the Destination	30	10.7
Total	285	100.0

Source: Study Survey (2011)

Besides the positive impacts of outmigration of skilled people in the area of origin, there are also negative impacts such as poor delivery of social service and the lack of competent teachers and doctors, which undermine the provision of high quality services. The lack of competent teachers leads to poor education, and the lack of doctors increase morbidity and mortality in the Island (see Table 8 & Plate 7).



Plate 6: Left: Among the Assets of the Migrants at Chake-Chake. Three expensive buildings are owned by a Businessman Living in Dar es Salaam. Right: Hotel at Wete owned by another Trader living at Kariakoo Dar es Salaam.

Table 8: Negative Impacts of Skilled Out-Migration at the area of Origin

Negative impacts to the Area of Origin	No. of Respondents	%
Poor delivery of Social services	98	34.4
Extreme poverty in more remote areas	66	23.2
Transfer of capital out of the Island	63	22.1
Increase of social problems	58	20.4
Total	285	100.0

Source: Study Survey (2011).

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Plate 7: A Poor Village at Kipangani

Source: Study Survey (2011)

Similar observation was noted by Johnson (2006) and Kahyarara (2010), that the outflow of skilled workers deprives human capital and results into serious consequences on the delivery of key services like education or health care and economic productivity.

Intervention Measures on the Skilled People Rural-Urban Migration

As observed by Kitili (2007), intervention measures are necessary actions to be taken by all the stakeholders to overcome or address the problem so that the negative impacts are greatly minimized in the area of origin. The uneven development should strongly be intervened so as to provide better opportunities for rural development. The study observed that the government should improve the investment environment in the Island. It should encourage both migrants and non-migrants to invest in the Island as a strategy to curb out-migration of skilled people. Also, educated and skilled people should be utilized effectively. Besides this, the government must ensure that the infrastructure and social services are well improved to allow smooth running of social and economic activities. The problem of poor salaries and pension discourage many people to work in the Islands. Thus, skilled people should be trusted and given more priority than politicians, most of whom have very little knowledge on development (Table 9)

Table 9: Responses on the Measures to be taken by the Government

Measures To be taken by the Government	No. of Respondents	Percent
Improve investment environment	50	17.6
Skilled People Should be Trusted first	46	16.0
Improve social services and infrastructures	49	17.4
Allocation of Human resources must be good	44	15.6
The labour Welfare must be improved	48	16.8
Must ensure priced political environment	47	16.6
Total	285	100.0

Source: Study Survey (2011)

On the issue of reducing out-migration of the skilled people, the study results showed that people would like to see businessmen play their role in the development of the Island as means of reducing outmigration of skilled labour. As shown in Table 9, about 20.7% of the respondents indicated that the establishment of large business enterprises could absorb skilled people, including other labour force. About 18.2% of the respondents showed that skilled people should be involved in businesses that could employ as many people as possible. Moreover, about 22.5% indicated that businessmen must invest in their places of origin so that the more they help the people, the more they will succeed in their economic development. Also, about 13.3% proposed that they should establish development funds

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which could directly ensure the flow of financial support into the Island; while about 8.4% indicated that they should provide basic social services, especially health and education. In addition, skilled people in the area of destination suggested the establishment of projects in Pemba Island. These results are similar to what was observed by Nunn (2005): that development strategies should be framed to eradicate poverty and hunger, achieve universal primary education, promote gender equality, reduce child poverty, improve maternal health, combat diseases and promote environmental sustainability. Also, it is widely acknowledged that human, social and institutional capacity are central to successful development, with education being a key component in building this capacity.

Conclusion and Recommendations

The first objective of this study was to examine the determinants of skilled people out-migration in Pemba Island. The study findings showed that skilled people leave the Island after failing to raise their standard of living due to the lack of non-agricultural employment opportunities, poor salaries and pension funds. Furthermore, the study found that migration is one of the survival strategies taken to face the general poor situation of life in Pemba, both economically and socially. Social problems such as family conflicts and dependency ratios, coupled with population pressures and other cultural practices, push skilled labour out of Pemba Island.

In terms of the impacts of out-migration of skilled people, the study revealed that there are both positive and negative impacts of out-migration in the Island. The positive impacts include both financial and material remittances that improved the livelihood of people in Pemba Island. The money that is remitted into the Island has enabled many families with migrants' remittances to live better lives compared to those without migrants. Also, such families have constructed new luxurious houses, increased access to higher education abroad, and have established own businesses. On the other hand, however, the negative impacts have been the lack of science teachers and competent doctors, and the decline of economic production activities. The lack of skilled personnel has led to a stagnation of the business and investment environment in the Island.

Intervention measures to be taken to minimize the out-migration of skilled people include the improvement of remuneration of skilled labour, and avoiding the misallocation of skilled personnel. Also, the society, businessmen and government should increase professional opportunities to absorb the skilled labour force. Lastly, there is a need of improving the infrastructure and social services that will to develop social and economically prosperous population.

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