AN ASSESSMENT OF THE ROLE OF THE NATIONAL DIRECTORATE OF EMPLOYMENT (NDE) IN REDUCING GRADUATE UNEMPLOYMENT IN KADUNA STATE (2005-2009)

BY

AMUPITAN, Oboromeni

M.Sc./ADMIN/06864/2008-2009

A THESIS SUBMITED TO THE POSTGRADUATE SCHOOL AHMADU BELLO UNIVERSITY, ZARIA IN PARTIALL FULFILMENT OF THE REQUIEMENTS FOR THE AWARD OF A MASTER OF SCIENCE DEGREE (M.Sc.) IN PUBLIC ADMININSTRATION.

DEPARTMENT OF PUBLIC ADMINISTRATION,
FACULTY OF ADMINISTRATION,
AHMADU BELLO UNIVERSITY, ZARIA.

MAY, 2011.

DECLARATION

I hereby declare that this thesis entitled "An Assessment of the Role of the National Directorate of Employment in Reducing Graduate Unemployment in Kaduna State" has been written by me, that it is a record of my own research work.

It has not been presented in any previous application for a Masters Degree in Public Administration. All quotations are indicated and the sources acknowledged by means of endnotes and bibliography.

_____ _____

AMUPITAN, Oboromeni **Date**

CERTIFICATION

This thesis titled: "An Assessment of the Role of the National Directorate of Employment (NDE) in Reducing Graduate Unemployment in Kaduna State (2005-2009)" by AMUPITAN, Oboromeni meets the regulation governing the award of M.Sc. Degree in Public Administration, Ahmadu Bello University, Zaria, and is approved for its contribution to knowledge and literary presentation.

_____ _____

DR. (PRINCE) KOLA OBAITAN **DATE**
CHAIRMAN, SUPERVISORY COMMITTEE

_____ _____

DR. S. B. SIRAJ **DATE**
MEMBER, SUPERVISORY COMMITTEE

_____ _____

DR. S. B. SIRAJ **DATE**
AG. HEAD OF DEPARTMENT

_____ _____

PROF. A.A. JOSHUA **DATE**
DEAN, POSTGRADUATE SCHOOL

DEDICATION

To my Sweet Mother Mrs. F.D. Amupitan, my Sister, Dr. (Mrs) Esemeje Amupitan-David and my late brother Mr. Erosumi Amupitan who in the cold arms of death was snatched away on the 4th of September, 1999

ACKNOWLEDGMENT

First and foremost, all glory and adorations be ascribed to God Almighty who has made it possible for me to complete my M.Sc. Public Administration. I am forever grateful to you dear Lord.

I am grateful to my supervisor Dr. (Prince) Kola Obaitan who has painstakingly taken time to guide me through this work. Thank you so much for your patience, intellectual and fatherly advice.

To the one who gave me the background for my academic excellence, Barr. T.A. Amupitan; my Father, I am forever grateful. I am indebted to the World's Greatest Mum, Mrs F.D. Amupitan; my Mother, your love, concern and care means a lot to me. To the one who was instrumental in the success of my programme; Dr (Mrs) Esemeje Amupitan-David, my sweet sister, you are the best and I am proud of you. I won't forget her husband who has been a rare gem; Mr J.P. David, I am most grateful. I sincerely appreciate my brother and his dear wife; Dr. & Dr. (Mrs) Gbodi Amupitan, thank you for everything. To my late brother; Mr Erosumi Amupitan, how I wish you were alive to see your kid sister grow! I still miss you.

My Uncle and Academic mentor; Prof. J.S. Aliyu, I am forever grateful for your love, advice (fatherly and academic), concern and care. You painstakingly read through my work to ensure my success; I will forever remember that. I sincerely appreciate my uncle and his wife; the Adigbole's, who have been very concerned about my success, I sincerely appreciate you.

I cannot forget my lecturers who have in one way or the other impacted knowledge on me in the course of my study; Dr. S.M. Ngu, Prof. A.A. Anyebe, Dr. Siraj, Dr. Hamza, Dr. Sabo, Dr. Ndan and Mall. Abdul, I am forever grateful. I sincerely appreciate Mr Jerome, Mr Parker and Mr Abass who have in one way or the other contributed to the success of my work.

Special thanks to the staff and beneficiaries of the National Directorate of Employment Kaduna, the staff of Zaria and Kaduna North Local Government secretariat, and the staff of the National Bureau for Statistics, Kaduna. All those who have in one way or the other contributed to the success of this work; Mr Mailafiya, Mall Saidu Idris and Mr. Samuel Othoinoyi, your contributions made this work richer, I am grateful.

My friends and colleagues; Uncle Leo, Princewill, Amos Isah, Habibu, Emma Sidi, Oseka Adebija, Gabriel Maude, Dickson Cinjel, just too many to mention, you all made my stay in school worthwhile. I appreciate you and will forever cherish the times we spent together. I must not forget to appreciate Emmanuel Ayo who typed this work, thank you.

ABSTRACT

The research work focuses on graduate unemployment and how the National Directorate of Employment (NDE) has helped in curbing it in Kaduna state. The work is aimed at determining the cause and effect of Graduate Unemployment in Nigeria, highlight various policies and programmes put in place by the Government to curb unemployment, assess the National Directorate of Employment and find out problems (if any) hindering the effective performance of the directorate and provide possible solutions. Data was collected from both primary and secondary data while the systematic sampling method was used in determining the sample size and the opportunistic sampling method was used in its administration. Statistical tables and charts were used in the data analysis while the Average Mean Score method was used for the test of hypotheses formulated. The three hypotheses which states "that inadequate awareness of the activities of the National Directorate of Employment has led to poor enrolment", that inadequate skills acquisition has led to a rise in graduate unemployment in Kaduna state" and "that poor funding has undermined the effectiveness of the National Directorate of Employment Kaduna state" were accepted. It was discovered that inadequate awareness and poor funding of the activities of the NDE in Kaduna State undermined its activity, and that skills acquisition is an effective tool in reducing graduate unemployment. Consequently, specific skills acquisition schemes have been recommended as elements that could empower unemployed graduates; that specific skills acquisition schemes should be included in the curriculum of post-secondary schools. Organising symposia, seminars and using the media were some of the recommendations made for improvement on the awareness of the activities of the National Directorate of Employment.

Table of Contents

Title Page ----------i

Declaration ----------ii

Certification ----------iii

Dedication ----------iv

Acknowledgement ----------v

Abstract ----------vii

Table of Content ----------viii

CHAPTER ONE

1.1 Background to the study---------- 1

1.2 Statement of the Problem---------- 4

1.2.1 Research Questions---------- 6

1.3 Objectives of the Study---------- 6

1.4 Research Hypotheses---------- 7

1.5 Significance of the Study---------- 7

1.6 Scope and Limitations of the Study----------9

1.7 Research Methodology----------9

1.7.1 Sources of Data---------- 10

1.7.2 Population and Sample Size---------- 10

1.7.3 Method of Data Analysis----------10

1.7.4 Questionnaire Administration----------10

1.8 Plan of the Study----------11

1.9 Definition of Key terms----------12

CHAPTER TWO

2.1 Introduction---------- 14

2.2 Discussion of related Concepts---------- 14

2.2.1 The Concept of Unemployment---------- 14

2.2.2 The Concept of Employment---------- 17

2.2.3 Labour Force---------- 19

2.2.4 Full Employment---------- 20

2.3 Types of Unemployment---------- 21

2.3.1 Cyclical or Keynesian Unemployment----------21

2.3.2 Frictional Unemployment----------22

2.3.3 Structural Unemployment----------24

2.3.4 Classical unemployment----------25

2.3.5 Seasonal Unemployment----------26

2.3.6 Long-term Unemployment----------27

2.3.7 Hidden Unemployment----------27

2.4 Yardstick for Measuring Unemployment---------- 27

2.5 Costs of Unemployment----------28

2.5.1 Individual/Psychological Cost----------29

2.5.2 Economic Cost---------- 30

2.5.3 Social Cost----------30

2.5.4 Socio – Political Cost----------31

2.6 Causes of Unemployment in Nigeria----------31

2.7 Government Policies and Strategies in curbing Unemployment in Nigeria--41

2.8 Theoretical framework---------- 43

2.8.1 The System Theory---------- 44

2.8.2 Its Application to the Study----------46

CHAPTER THREE

3.1 Introduction----------49

3.2 Objectives of the National Directorate of Employment----------51

3.2.1 Target Beneficiaries----------51

3.2.2 Areas of Intervention----------52

3.3 Service Departments / Branches----------52

3.4 National Directorate of Employment and Its Employment Programme---55

3.4.1 Youth Employment and Vocational Skills Development Programmes----56

3.4.2 Small Scale Enterprises and Graduate Employment Programmes--------- 59

3.4.3 Agricultural Sector Employment Programmes---------- 61

3.4.4 Special Public Works Programme----------62

3.5 Evaluation of the NDE Successes, Failures and Problems----------64

3.5.1 Successes of the National Directorate of Employment---------- 65

3.5.2 Problems faced by the NDE Kaduna State---------- 68

CHAPTER FOUR

4.1 Introduction----------70

4.2 Questionnaire Analysis----------70

4.2.1 Determination of Rates of Return and Response----------71

4.2.2 Bio-data of Respondents----------72

4.3 Test of Hypotheses One---------- 74

4.3.1 General Awareness of NDE Activities in the Urban Area---------- 74

4.3.2 Awareness of NDE's Activities in the Rural Areas of Kaduna---------- 75

4.3.3 Rating of the Awareness Programme of NDE in Kaduna State---------- 75

4.3.4 Suggestion by Respondents as to hoe Awareness could be improved------ 76

4.3.5 High Enrolment due to Improved Awareness---------- 77

4.3.6 Cumulative Percentage Analysis: Hypothesis One---------- 78

4.3.7 Average Mean Score----------79

4.4 Test of Hypotheses Two----------81

4.4.1 Skills acquired apart from Western Education---------- 82

4.4.2 Self Employment---------- -82

4.4.3 Nature of Self Employment---------- 83

4.4.4 Acquisition of Specific Skills by Graduates in Kaduna State---------- 83

4.4.5 Self Employment an Alternative to Salaried Job---------- 84

4.4.6 Skills Acquisition Schemes Established by the Government---------- 84

4.4.7 Inclusion of Skills Acquisition Programme in Post – Secondary School----85

4.4.7.1 Opinions about Skills Acquisition Schemes in Nigeria----------86

4.4.8 Cumulative Percentage Analysis: Hypothesis Two----------87

4.4.9 Average Mean Score: Hypothesis Two----------88

4.5 Test of Hypothesis Three----------90

4.5.1 Prompt Payment of Stipends and Resettlement Allowances----------91

4.5.2 Sufficiency of Stipends and Resettlement Allowances----------92

4.5.3 Funding as a Problem of NDE----------93

4.5.5 Cumulative Percentage Analysis: Hypothesis Three----------94

4.5.6 Average Mean Score: Hypothesis three----------96

4.6 Major Findings----------97

CHAPTER FIVE

SUMMARY, CONCLUSION AND RECOMMENDATIONS

5.1 Introduction----------100

5.2 Summary----------100

5.3 Conclusion----------103

5.4 Recommendations----------105

5.5 Areas for Further Research----------108

Bibliography----------109

Appendix I----------112

Appendix II----------113

Appendix III----------118

CHAPTER ONE

INTRODUCTION

1.1 Background to the Study

With the recent economic or global recessions experienced at households and national levels, unemployment is no longer an alien word, as it has become part of everyday lexicon. Even the western world has for some years now experienced a notable rise in unemployment rate; Welle (2010) in his work Euro-Zone Unemployment Climbs to 10% High said the official unemployment rate in the 16 European countries that use the euro rose to 10% in December, 2009.

Comments and characterisation abound on the various dimensions of unemployment. To the International Labour Organisation (1982), Unemployment can be said to occur when a person is available and willing to work but currently without work. One is forced to ask how many Nigerians are willing and available to work but are currently without job.

Frank and Bernard (2001), in their book titled "Principles of Economics" noted that:

> *The unemployment rate in a nation is too significant to be ignored as it is necessary in assessing the level of economic activity in a country. Besides real GDP, one statistics that receives a great deal of attention from both economists and the general public is the rate of unemployment. The unemployment rate is a sensitive indicator to the conditions of the labour market. When the unemployment rate is low, jobs are secure and relatively easier to find. Low unemployment is often associated with improving wages and working conditions as well as employers competing to attract and retain workers.*

In nations, most especially, developing countries like Nigeria unemployment serves as a major yardstick for development as was rightly portrayed in Dudley Seers definition of development. Seers (1969) asserted that:

> *The questions to ask about a country's development are therefore: what has been happening to poverty? What has been happening to inequality? What has been happening to unemployment? If all three of these have declined from high level, then beyond doubt this has been a period of development for the country concerned. If one or two of these central problems have been worse especially if all three have, it would be strange to call the result "development" even if per capita income doubled.*

What then will you think of an able-bodied young man who is a graduate and currently unemployed, with a lot of dependants waiting on him for survival, or a young family man who was doing very well in a leading financial institution and was suddenly, laid off due to the Economic Recession? The right-sizing and downsizing in Federal Parastatals has also led to a considerable loss of job. Victims of all the aforementioned situations are likely to pass through psychological trauma due to job losses, that is, if they are strong enough to withstand the embarrassment of being laid off and subjected to subsequent unemployment.

In an analysis of unemployment problems in Nigeria, Onosode (1982) stated that:

> *Economic Development is about people and people are the most important resources required to bring a about development. When large numbers of people suffer hardship and deprivation because of inadequate opportunity in the National Economy for gainful employment, whatever level of development is achieved becomes of questionable value. Besides, when able-bodied men and women are involuntarily unemployed, the nation is underutilizing its most important resources and realizing less than its full potential in development.*

> *Finally, when the rate of unemployment is intolerably high, it may be impossible to prevent the desperate unemployed from disrupting productive processes and thereby making the employed less productive apart from the threat it possess for the maintenance of law and order except perhaps under threat of grossly repressive laws.*

The effect of unemployment as noted by Onosode (1982), which ranges from underutilization of human resources, economic hardship, social and civil unrest, pose as threats to the much-desired development. How then did this situation emanate? What are the causes of unemployment? The costs of unemployment in any society cannot be overlooked or overemphasized, as every remedy that will be proffered has to look at the root cause of unemployment in the nation.

In a bid to address the menace of unemployment, various policies have been put in place by the Federal Government of Nigeria. Notably, the Small and Medium Enterprise Development Agency of Nigeria (SMEDAN) was established in 2003 to promote the development of Micro, Small and Medium Enterprises (MSME) sector of the Nigeria economy. It is to source, process and disseminate business information, develop policy, establish business support programme, build capacity and promote services, enhance MSME access to finance.

Another of such programmers is the Nigerian Agricultural Co-operative and Rural Development Bank (NACRDB) Limited which is dedicated to financing agriculture at both micro and macro levels. They are to provide affordable financial and advisory services to the farm and non-farm enterprises of the Nigeria economy using well trained and highly motivated staff, backed by appropriate technology. Others which were established but later scrapped include: the Directorate for food, Roads and Rural Infrastructures

otherwise known as (DFRRI), Mass Mobilization Self Reliance and Economic Reconstruction (MAMSER) and the National Agricultural Land Development Project (NALDA) created by the Babangida regime but scrapped by the Abacha regime.

The average unemployment rates in Nigeria for the decades of the 1960s and 70s were about 2% and 4.5% respectively (National Bureau of Statistics), which was considered both physically and economically sustainable. Unfortunately, in 1985 it rose to 8.5% which was considered high. Thus, as a result of the rising rate of unemployment and its possible consequences, the Federal Government of Nigeria established a committee in 1986 to proffer solution to the menace (unemployment). The committee's recommendations formed the basis for the establishment of the "National Directorate of Employment" in 1986 with the aim of curbing and reducing the rate of unemployment through skills acquisition, self employment and labour intensive work scheme.

1.2 Statement of the Problem

Unemployment rate in Nigeria as at December 2009 stood at 19.7% (National Bureau of Statistics). This is a nation blessed with both human and material resources. This definitely has had an adverse effect on the economy, as many able bodied people out of frustration and due to inadequate infrastructure eventually resort to different vices witnessed in various parts of the country. Due to poor infrastructural facilities, unfavourable conditions of living and poverty youths have become restive and sources of nuisance. Ake (2010) in the Guardian Newspaper of Tuesday March, 30, opined that "unemployment remains the greatest challenge of the economic wellbeing of the Nigerian Nation".

This was the situation in the 1980's with a global recession which became progressively worse for Nigeria. This was because of the inherent weakness in the economy, sudden reduction in oil prices which eventually lead to cuts in government expenditure leading to a reduction in employment opportunities, (NDE Brochure). Clearly, curbing the high unemployment rates, economic wastages such as excessive loss of output which manifested in a reduction of Gross Domestic Product (GDP) and gross underutilization of human resources were among the reasons given for the establishment of the National Directorate of Employment (NDE).

The National Directorate of Employment was established with the main function of combating mass unemployment through skills acquisition, self-employment and the labour intensive programmes, (NDE Brochure, 2006). This they do through their various programmes which include:

- National Youth Employment and Vocational Skills Development Programme
- Small Scale Enterprise and Graduate Employment Programmes
- Agricultural Sector Employment Programmes
- Special Public Works Programmes
- Provision of Transient Jobs

Unfortunately, the unemployment rates have been on the rise. In 2005 the unemployment rate as recorded by the NDE was 11.9%, in 2006 14.6%, 2007 10.9% while as at December 2009 the Bureau of Statistics gave the unemployment rate as 19.7%. Predictably, this has also been accompanied by a high rate in social vices.

From the forgoing, one is forced to ask if the National Directorate of Employment which is charged with the main aim of combating mass unemployment through skills acquisition, self employment and labour-intensive work scheme is living up to its mandate. Or are their other factors responsible for the rise in unemployment rate?

On the other hand, there could possibly be other factors hindering the effectiveness of the NDE thereby leading to the perpetual rise in unemployment rates. Inadequate awareness could lead to poor enrolment into the scheme. Since, unemployed graduates can only benefit from the NDE when they enrol into the NDE's skills acquisition scheme. Inadequate or poor funding could also affect the efficiency of NDE. As was rightly portrayed by Adebayo (1972), "every administrative act has a financial implication". This could imply that there cannot be effectiveness and efficiency without proper funding.

Thus, in the light of the above, the work is assessing the role which the National Directorate of Employment plays in reducing graduate unemployment in Kaduna State; find out the factors (if any) affecting its effectiveness and proffer possible solutions to them.

1.2.1 Research Questions

1. Is the National Directorate of Employment combating mass employment through its skills acquisition schemes?
2. Is it designing and implementing programmes to combat mass unemployment?
3. Are there problems that hinder its effectiveness?
4. Why is the unemployment rate on the rise?

1.3 Objectives of the Study

1) To highlight various policies and programmes being put in place by government in order to curb the menace of Graduate Unemployment in Nigeria particularly National Directorate.
2) To find out if the National Directorate of Employment is reducing Graduate Unemployment through its skills acquisition schemes.
3) To find out the problems (if any) hindering the effective performance of the National Directorate of Employment.
4) To proffer possible solutions to the problems being faced by the National Directorate of Employment and make recommendations that will help improve the Directorate.

1.4 Research Hypotheses

i) That inadequate awareness of the activities of the National Directorate of Employment has led to poor enrolment into its skills acquisition scheme.
ii) That inadequate skills acquisition has led to a rise in graduate unemployment in Kaduna State.
iii) That poor funding has undermined the effectiveness of the National Directorate of Employment.

1.5 Significance of the Study

Various studies have been carried out in relation to Unemployment and the National Directorate of Employment (NDE). Notably among them is the research titled “Evaluation of the Effect of Graduate

Unemployment in Kaduna State" by Ismalia (2005). He attempted to evaluate the effect of graduate unemployment in Kaduna State and how the government through the activities of the Ministry of Labour and Productivity, is trying to address graduate unemployment. Minor reference was made to the National Directorate of Employment and its various schemes. He considered the National Directorate of Employment as a department in the Ministry of Labour, Employment and Productivity. He failed to recognise the NDE as a Government Agency established with the aim of combating unemployment through skills acquisition, self-employment and labour-intensive work scheme.

Thus, this work seeks to assess the role of the NDE, considering it as an autonomous government agency which was established in 1986 guided by Decree No. 24of 1989, not a department under the Ministry of Labour, Employment and Productivity. That is, assessing the Role of the National Directorate of Employment in Reducing Graduate Unemployment in Kaduna State.

The study provides vital information on the National Directorate of Employment and Graduate Unemployment thereby helping not just students of public administration but the general Public, Policy makers and politicians, who are either affected in one way or the other or charged with the task of making developmental policies to set their priorities right. The research work is motivated by a deep passion for the advancement of the nation which is being greatly hindered or hampered by the pandemic of unemployment and the desire to make scholarly contribution to the search for a more viable and workable approach to the reduction of unemployment to the barest minimum.

The study provides information on the activities of the National Directorate of Employment, highlighting areas of constraints and proposing possible solution as to what should be done to make the unemployed populace feel the impact of the scheme especially the unemployed graduate. It re-examines already existing measures which can be improved upon or substituted with innovative ones.

Thus, given the importance of the task the National Directorate of Employment was established to perform, it is therefore expedient to assess periodically the organisation to confirm if it is really achieving its set objectives

1.6 Scope and Limitation

The time frame of this work was 2005 to 2009. This research work was on Graduate Unemployment in Kaduna State and two local governments, that is, Zaria and Kaduna South local governments are used as our focal points. They were chosen because they have the largest number of beneficiaries.

A major limitation to this work encountered by the researcher was the dearth of unemployment statistics from both the National Directorate of Employment. For good reasons, the Bureau of Statistics and internet was contacted for statistical figures. Lack of cooperation on the part of some members of staff and beneficiaries of the National Directorate of Employment was also a constraint. Importantly, persistence and persuasion formed part of the researcher's arsenal.

1.7 Research Methodology

The methodology could be defined as the various techniques followed in carrying out the reported study. Research according to Osuala is “simply the process of arriving at dependable solutions to problems through planned and systematic collection, analysis and interpretation of data.”

1.7.1 Sources of Data

Data for this research were collected from both Primary and Secondary sources. Secondary data were obtained from textbooks, journals, newspapers, article, and the brochure of National Directorate of Employment, National Directorate of Employment annual reports, file documents, internet, and publication, among others. The primary sources include interviews and questionnaires. Interviews were conducted with the principal officers of National Directorate of Employment, Kaduna State office and also some beneficiaries of the graduate scheme.

1.7.2 Population and Sample Size

As was earlier stated, two local governments (Zaria, and Kaduna South) were picked as the focus. A sample size of 150 respondents was derived from a total Population size of 1200 people which included both staff and beneficiaries of the National Directorate of Employment. The Opportunistic Sampling Method was used.

1.7.3 Method of Data Analysis

The data collected were analysed using both quantitative and descriptive statistical techniques. Statistical tables and charts were used for the data presentation while the Average Mean Score Method was used for the Data Analysis.

1.7.4 Questionnaire Administration

In the administration of questionnaires efforts were made to ensure a high rate of return, and as was earlier stated oral interview as a means of data collection was employed to get data from some beneficiaries and top members of staff so as to complement the questionnaires.

1.8 Plan of the Study

Chapter one which serves as the introductory chapter gives an overview of what the research work entails, the problem which necessitated the study was stated, the objectives to be achieved, the hypotheses to be tested and the methods of collecting and analysis of data were major components of chapter one.

Chapter two which deals with literature review and theoretical framework consists of conceptual considerations of concepts such as unemployment, employment, full employment and underemployment. Relevant literature on unemployment is reviewed; The Theoretical Framework which is the David Easton's System theory was discussed.

In chapter three, the background of National Directorate of Employment, its history, mission, mode of operation, objectives, organisational structure, and prospects and problems of National Directorate of Employment were discussed.

The fourth chapter begins with the analysis of the Primary data obtained Interviews and Questionnaires used in testing the Hypotheses. That is, each section was used to test each of the three hypothesis, the major findings concluded the chapter.

The final chapter consists of the summary, conclusions and recommendations of the work. Conclusions reached, Recommendations and possible solutions to the problems identified in the study were stated, but also on areas deserving further research on Unemployment in Kaduna State and Nigeria as a whole were stated.

1.9 Definition of Key Terms

Graduate: The Encarta Dictionary defines a Graduate as "somebody who has completed studies: somebody who has obtained a diploma or degree, e.g. from a high school or college". Thus, in the context of this study anyone who has graduated from a tertiary institution; be it Polytechnic, Monotechnic, Colleges of Education, or the University and obtained a Diploma, National Certificate of Education (NCE) or Degree is considered a graduate.

Unemployment: To the International Labour Organisation Unemployment occurs when a person is available and willing to work but currently is without work. Thus, for the purpose of this work, Unemployment is defined as a situation whereby a person is currently without a means of livelihood.

Awareness: Having knowledge of something from having observed it or been told about it; knowing that something exists because you notice it or realize that it is happening. Awareness as used in this study refers to a working knowledge of the NDE's activities.

Funding: Funding could be defined as financial support or the process or act of providing the money required for something. In this work, funding refers to the budgetary allocations allocated to the National Directorate of Employment

Employment: In this study employment refers to "the situation in which people work".

Labour Force: Thomas et al defines it as the non-institutional population who are working or looking for work

Inadequate: The Encarta Dictionary (2008) defines inadequate as "not enough or not good enough**:** failing to reach an expected or required level or standard". Hence, for the purpose of this work inadequate refers to "Not enough or insufficient"

Graduate Unemployment: For the purpose of this work, Graduate Unemployment is defined as the condition whereby graduates from higher institutions are currently without work.

Underemployment: This is a situation where certain persons with specialized skills cannot be engaged on a full time basis but only on 25%, 30%, 40% or %0% of the normal working hours. This happens principally because of shortage of funds.

Empowerment: For the purpose of this work, the definition of empowerment which states that; "the process by which a people are authorized or supported to assume responsibility of their own affairs e.g. the empowerment of the poor and women", was adopted.

CHAPTER TWO

LITERATURE REVIEW AND THEORETICAL FRAMEWORK

2.1 Introduction

This chapter begins with a review of 'literatures' that discuss concepts that are relevant to this study. Concepts like unemployment, employment and underemployment were considered. Types and costs of unemployment are also discussed, government policies and strategies for reducing unemployment were discussed and finally Keynesian Theory presented as the theoretical framework of analysis for this research.

2.2 Discussion of Related Concepts

2.2.1 Unemployment

Unemployment as defined by the International Labour Organisation (1982)"occurs when a person is available and willing to work but currently without work". Thus, ILO agrees that only a person who is willing and available to work can be referred to as unemployed. This implies that not everybody who is not working is unemployed,

To Colander (2001) unemployment occurs when people are looking for a job and cannot find one. This further concurs with the earlier definition where there is a conscious effort by the person or people seeking employment, but fails to point out if the person or people in question have something doing or not, because some people who are working seek new jobs.

From the foregoing definitions, one is forced to ask if anybody willing and available to work could be termed unemployed, evened if the person is a child. To this Frank and Bernanke (2001) defined unemployment as "adults not holding a job but looking for one." Who then is an adult? An adult is one who is 18 years and above, therefore the definition could be said to be "Anyone who is 18 years and above who is not holding a job but looking for one could be termed unemployed.

In line with the aforementioned, the Bureau of Labour Statistics USA considers a person who is 16 years or older who has not worked during the preceding week but made some effort to find work (for example, by going to a job interview) in the past four weeks as unemployed. The above requirements further limit the definition of unemployment and makes it only applicable to the western world, because in a third world country like Nigeria a person who is actively seeking for job may not be called for any interview in four weeks, does that then remove him/her from the category of the unemployed?

On the other hand, the US census Bureau considers a person who actively looked for work in the preceding four weeks, who is not employed but actively seeking a job to be unemployed. This consideration is more universally accepted because it States that a person who has actively looked for job in the preceding four weeks and has not attended interviews.

Schiller (2004) defined unemployment using an illustration of a 37 years old man who has been doing very well at work enjoying bonuses and company-paid insurance and over night the company closed, thus forcing him to be on the streets looking for job in the next few weeks. This continued for about 2 years and eventually found a job that paid only half as much as his previous job. This illustration not only shows the meaning of unemployment but attempts to explain the pain, frustration of employment and joblessness.

To Badamosi (1999), unemployment refers to the State whereby able bodied, qualified men and women are available for and are willing to work but get no job to do. This definition is more elaborate because it dealt with specific requirements. The existence of a large number of people who do not have work and are looking for it is the most obvious evidence of unemployment could be referred to as visible unemployment.

Unemployment in Nigeria has actually become a menace, a vivid picture of which was painted by former executive secretary, National Manpower Board (NMB) Umo (1998) in The Guardian Newspaper of September 22, he said;

> *the problem of unemployment amongst our tertiary gradates is of recent vintage, if situated in a historical perspective, it is not more than two decades since it started, but since then, it has become unabated and cumulative*

To him many young graduates move from long spells of unemployment to high crimes including armed robbery while others have become handy tools for unscrupulous politicians.

The word unemployment connotes a situation in which persons who are actively seeking jobs are not able to secure them. Mustpaha in his work quoted Aigbokhan (1995) who argued that explaining

unemployment in this way immediately throws up two problems of distinction. One is the distinction between joblessness and unemployment. To him, a jobless person may not necessarily be unemployed if he is not seeking job. Secondly, there is the distinction between seeking job and actively seeking a job because a "discouraged worker" or job seeker may be passively seeking job out of frustration from past search efforts. This is a good and important observation but either way, they are still without work and will be willing do one if they find.

To Korafor and Iwuj (1975) open unemployment exists when there are people who are able to work, wishing to work, dependant on work for a livelihood but unable to obtain sustainable employment. It is worthy of note that Schiller (2003) noted that, when unemployment persists, job seekers become increasingly frustrated. After repeated rejections, job seekers often get so discouraged that they give up the search and turn to their families, friends or public welfare for income support, when they are asked whether they are actively seeking employment,. Such "discouraged workers" are apt to reply "No". Yet they would like to be working, and they would probably be out looking for work if job prospects were better.

2.2.2 Employment

The Oxford Advanced Learners Dictionary (2006) defines employment as "the situation in which people have work". This definition clearly States that when a person has work doing he/she is employed but fails to specify if the person is being paid for the work or not.

Operationally, employment could be referred to the act of labour force being temporarily or fully occupied on either wages basis of interest basis for self occupied work. This definition added a new dimension, in that employment could be work based on wages or mere self interest either way, one is employed provided he/she is working.

Frank and Bernard (2001) defined employment in terms of being employed. To them a person is employed if he or she worked full-time or part-time (even for a few hours) during the past week or is on vacation or sick-leave from a regular job.

Achegbolu (2008) avers that there are basically two domains of employment namely:

1) Public Sector Employment

2) Private Sector Employment

Public sector employment could be summarized as comprising employees/workers who are paid with public funds. They include workers at federal, State and local government levels, ministries, extra-ministerial departments or parastatals, agencies, commissions, boards, armed forces and paramilitary organisations, etc.

The private sector equally consists of two variants; the organized private sectors and the non-organized private sectors. The organised private sectors are usually big/large business organisations and are incorporated as legal and corporate entities. The non-organized private sectors are usually in a nature of

one-man business or sole proprietorship and partnership businesses which are relatively small in terms of size, paid up capital and workers employed.

It is worthy of note that all the aforementioned domains of employment are all employers of labour.

In a nut-shell, an employed individual could be defined as a person who is currently working for wages or self-interest.

2.2.3 Labour Force

Hailstones, Martin and Mastrianna (1970) define labour force "as the non-institutional population who are working or looking for work". That is, it includes the unemployed, the employed, proprietors, the self-employed and members of the armed forces. To him, the labour force excludes all person engaged exclusively in housework in the homes or attending school. Accordingly, a student, is not a member of the labour force unless he is working in addition to attending school (it is worthy of note that "non-institutional population" refers to all persons 16 years of age and older including members of the armed services but excluding persons in institutions).

To Badamosi (1999) Labour force is "the totality of the employed, the self employed and the unemployed". That is, those who have a job plus those who are looking for work. The labour force according to Schiller (2004) "includes everyone age 16 and older who is actually working plus all those who aren't working but are actively seeking employment." Individuals who in a particular week fail to work due to vacation, illness or labour dispute are also counted as employed and so, they are referred to as "with a job but not at work". People who are neither employed nor actively seeking work are not

counted as part of the labour force; they are referred to as “non participant”. As earlier reported “discouraged workers” (Job seekers who become frustrated after repeated rejections) are not counted as part of our unemployment problem because they are technically out of the labour force. However, within the Nigerian context this withdrawal posture is not applicable to the Nigerian environment.

2.2.4 Full Employment

The Classical View

The classical economists believed in the existence of full employment in the economy. Full employment to them was a normal situation and any deviation from this was regarded as abnormal. To the classical economists;

Unemployment resulted from the rigidity in the wage structure and interference in the working of free market system. This comes in the form of trade union legislation, minimum wage legislation etc. On the other hand, Full employment exists “when everybody who at the running rate of wages wishes to be employed.

According to Pigou, those who are not prepared to work at the existing wage rate are not unemployed because they are voluntarily unemployed. To them, there should be no possibility of involuntary unemployment in the sense that, people are prepared to work but they do not find work.

According to the classical economists, the above view only operates in an ideal economy. This far differs from the reality in which involuntary unemployment is prevalent.

The Keynesian View

To Keynes (1936), full employment means the absence of involuntary unemployment. That is, full employment is a situation in which everybody who wants to work gets work. He assumes that "with a given organisation, equipment and technique, real wages and the volume of output are uniquely co-related so that, in general, an increase in employment can only occur to the accompaniment of a decline in the rate of wages".

In order to achieve full employment, Keynes advocates increases in effective demand to bring about reduction in real wages.

2.3 Types of Unemployment

Economists have distinguished between various types of unemployment which include Cyclical Unemployment, Frictional Unemployment, Structural Unemployment and Classical Unemployment. The aforementioned types are the most widely accepted by scholars. Other additional types that are occasionally mentioned are Seasonal unemployment, Hardcore unemployment Migrated unemployment. Babatunde (1998) in the Guardian Newspapers of August 29 identified three major types of unemployment as primary, secondary and post secondary unemployment.

These are categories of the various types of unemployment. First, we shall consider those most widely accepted by renowned scholars. It is worthy of note that though there have been several definitions of voluntary and involuntary unemployment a simple distinction between them as given in the Wikipedia is

that “voluntary unemployment is attributed to the individual’s decisions, whereas involuntary unemployment exists because of the socio-economic environment, which include the market, structure, government intervention and the level of aggregated demand in which individuals operate”.

2.3.1 Cyclical or Keynesian Unemployment

Cyclical or Keynesian unemployment is also known as Demand Deficient Unemployment. It occurs when there is not enough aggregated demand in the economy. Cyclical unemployment exists when the number of workers demanded falls short of the number of persons supplied (in the labour force) (Wikipedia). It gets its name because it varies with the business cycle which consists of alternating periods of booms and depressions. It is during the downsizing of the business cycle that income and output fall leading to widespread unemployment. This isn’t a case of mobility between jobs or even job seekers skills, it is simply an inadequate level of demand for goods and services and thus for labour. Robert Frank and Ben Bernanke (2001) said it could be likened to the most familiar form of musical chairs, in which the number of chairs is always less than the number of players.

The Great Depression of the 1930’s is a striking example of Cyclical unemployment. Another example can be found in the Nigerian economy where there are few available jobs for thousands of graduates produced by the various tertiary institutions in the country.

Keynes (1936) argued that this type of unemployment exists due to inadequate effective aggregate demand. When Demand for most goods and services fall, less production is needed and consequently

fewer workers are needed wages do not fall to meet the equilibrium level, and mass unemployment results.

2.3.2 Frictional Unemployment

Frictional unemployment occurs when a worker moves from one job to another. The time period between jobs is considered “frictional unemployment” (www.google.com). Frictional unemployment is an example of a productive part of the economy, increasing both the worker’s long term welfare and economic efficiency and is also a type of voluntary unemployment.

In other words, short-term unemployment that is associated with the process of matching workers with jobs is called frictional unemployment. The function of the labour market is to match available jobs with available worker, if all jobs and workers were the same, or if the set of jobs and worker were static and unchanging, the matching process would be quick and easy. But the real world is more complicated in that the jobs and workers are highly heterogeneous. Thus, because the labour market is heterogeneous and dynamic the process of matching jobs with workers often takes time.

Frictional unemployment is always present in an economy, so the level of involuntary unemployment is probably the unemployment rate minus the rate of frictional unemployment, which means that increases or decreases in unemployment are normally under-represented in the simple statistics. (www.econlog.ecolib.org/archives/2009).

To Schiller (2004) the three factors which distinguish frictional unemployment from other kinds of unemployment are as follows:

1) Enough jobs exist for those who are frictionally unemployed, that is, there is adequate demand for labour.
2) Those individuals who are frictionally unemployed have the skills required for available jobs.
3) The periods of job search are relatively short.

No one knows for sure just how much of our unemployment problem is frictional; however, most economists agree that friction alone is responsible for an unemployment rate of 2 to 3 percent.

2.3.3 Structural Unemployment

Structural unemployment occurs when the numbers of jobs in a labour market are unable to provide substantial jobs for everyone who wants one, Hailstones (1970).

For many job seekers, the period between are longer basically because they do not possess the skills that employers required. An example of this is the predicament that befell railway workers in Nigeria. During the 70's and 80's, the railway industry was a major means of transportation and employed various skilled and unskilled workers. Gradually, the industry came to a standstill, which led to the laying off of its workers and thousands of people lost their jobs. Most of these workers had a decade or more of experience and substantial skill, unfortunately, the skills they had perfected were no longer in demand thereby making it difficult for them to fit in other organisations. These workers could be said to be victims of structural unemployment.

In Nigeria, victims of rural-urban migration are more likely to suffer from structural unemployment in that most of these migrants are poor and have inadequate education, few job-related skills and little work experience. Form their perspective, almost all decent jobs are “out of reach” as a result most of them remain unemployed for longer than can be explained by frictional forces.

A major difference between structural and frictional unemployment according to Hailstone (1970) may also be encouraged to rise by persistent cyclical unemployment, that is, if an economy suffers from long-lasting low aggregate demand, it thereby leads to many unemployed becoming disheartened, while their skills including (job searching skills) becomes “old and obsolete”. Debts are likely to increase which eventually leads to a fall into the vicious circle of poverty. This means that they may not likely fit the job vacancies that are created when the economy recovers.

To Jhingan (2004), structural unemployment results from variety of causes, this range from lack of co-operant factors of production to changes in the economic structure of the society. To him the word “structural” implies that “the economic changes are massive, extensive, deep-seated, amounting to transformation of an economic structure and most specifically,” it refers to changes which are large in the particular area, industry or occupation.

Factors which contribute to structural unemployment include the following:

1) A lack of skills, language barriers or discrimination keeps some workers from finding stable, long-term jobs.

2) Economic changes sometimes create a long-term mismatch between the skills some workers have and the available jobs.
3) And finally, structural unemployment can result from structural features of the labour market that act as barriers to unemployment.[27]

2.3.4 Classical Unemployment

Classical or real-way unemployment occurs when real wages for a job are set above the market clearing level, causing the number of job-seekers to exceed the number of vacancies.

To Hayek in the Constitution of Liberty, unemployment increases the more the government intervenes into the economy to try to improve the conditions of those with jobs. For example, minimum wage laws raise the cost of labourers with few skills to above the market equilibrium, resulting in people who wish to work at the going rate but cannot as wage enforced is greater than their value as workers becoming unemployed. Alain (2006) opined that they believed that laws restricting layoffs made businesses less likely to hire in the first place, as hiring becomes more risky, leaving many young people unemployed and unable to find work.

Economists like Murray Ruthbard in the American Great Depression suggest that even social taboos can prevent wages from falling to the market clearing level. Some economists believe that this type of unemployment can be reduced by increasing the flexibility of wages (abolishing minimum wages or employee protection) to make the labour market more like a financial market. This suggestion unfortunately, will lead to massive exploitation on the part of employers most especially in developing countries.

2.3.5 Seasonal Unemployment

Schiller (2003) is of the view that some joblessness is virtually inevitable as long as we continue to grow crops, build houses, or go skiing at certain seasons of the year. At the end of each season thousands of workers go searching for new jobs, thereby experiencing some seasonal unemployment in the process.

Similarly in Nigeria, during the raining season, farmers are actively employed to plough, make ridges, sow, cultivate and harvest crops. This includes both the aged and young it is very common to see rural-urban migrants, return to their rural villages to cultivate during the raining season. And once harvest is over they return to towns to search for menial jobs to cater for their needs.

2.3.6 Long-Term Unemployment

The European Union Statistic defines long-term unemployment as “unemployment lasting for longer than one year”. Unfortunately, this situation is prevalent in developing countries like Nigeria.

2.3.7 Hidden Unemployment

Hidden or covered unemployment is the unemployment of potential workers that is not reflected in official unemployment statistics due to the way the statistics are collected. In many countries only those who have no work but are actively looking for work (and/or qualifying for social security benefits) are counted as unemployed. Those who have given up looking for work (and sometimes those who are on

government “retraining programmes) are not officially counted among the unemployed, even though they are not employed. Alain (2006). Also the statistics does not count those who are underdeveloped; those with part time or seasonal jobs would rather have full time jobs. Hence, as a result of this hidden unemployment, official statistics often underestimate unemployment rates.

2.4 Yardstick for Measuring Unemployment

The measuring of unemployment in most places is done in line with the Bureau of Labour Statistics in the United States. Each month of BLS surveys about 60,000 randomly selected households; each person in those households who is 16 years or older is placed in one of three categories. They are as follows:

1) **Employed:** A person who has work full-time or part time (even for a few hours) during the past week or is on vacation or sick leave from a regular job.
2) **Unemployed:** A person who did not work during the preceding week but made some effort to find work in the past 4 weeks.
3) **Out of the Labour Force:** A person who did not work in the past week and did not look for work in the past 4 weeks. That is, a person who is neither employed nor unemployed (did look for work) are out of the “labour force”. Full time students, unpaid homemakers, retire and people unable to work because of disabilities are examples of people who are out of the labour force. Frank and Bernanke (2001)

In Nigeria, the Bureau of Statistics, defines an unemployed person as “an active person who did not work but looked for work in four week period preceding the survey”, National Bureau of Statistics (2008). The unemployment rate in Nigeria is defined as “the proportion of labour force that is available

for work but did not work in the week preceding the survey period for at least 39 hours". It is worthy of note that, the International Labour Organisation (ILO) rate is based on one hour. Also the total labour force in higher is made up of all persons aged 15-70 years excluding students, home keepers and persons unable to work or not interested in work, Richard (2007).

2.5 Costs of Unemployment

The cost of unemployment in any nation cannot be overemphasized. Below are some of the costs identified by eminent scholars: individuals, economists, psychological, social socio-political.

2.5.1 Individual/Psychological Costs

Unemployment which implies that the unemployed individuals are unable to earn money to meet financial obligations failure to pay mortgage payments or to pay rent may eventually lead to homelessness. It increases susceptibility to malnutrition, illness, mental stress, and loss of self-esteem (ego), leading to depression. This is further buttressed by a study published in social indicator research; it confirmed that even those who tend to be optimistic find it difficult to look on the right side of things when unemployed. Using interviews and data from German participants aged 16 to 94, including individuals coping with the stresses of real life and not just a volunteering student population. The researchers determined that even optimists struggled with being unemployed. William (1996)

Another study conducted by Brenner (1979) on the "influence of social environment on psychology", found that for every 10% increase in the number of unemployed there is an increase of 1.2% in total mortality, a 1.7% increase in cardiovascular disease, 1.3% more cirrhosis cases, 1.7% more suicides, 4.0% more arrests, and 0.8% more assaults reported by the police.

Another cost for the unemployment is that the combination of unemployment, lack of financial resources, and social responsibilities may push unemployed workers to take jobs that do not fit their skills or allow them to use their talents. Unemployment can cause underemployment and fear of job loss can spur psychological anxiety. Studies have shown that lengthy period of unemployment can lead to a loss of self-esteem, feelings of loss of control over one's life, depression and even social disorderly behaviour.

Finally, the unemployed individual and family members are more likely to feel increase psychological stress compounded by the increasing economic difficulties created by the loss of income.

2.5.2 Economic Cost

The first major cost of cyclical unemployment is the output cost because the economy is not at full employment. According to Okun's law, the economy loses about 2% of output for each 1% that the unemployment rate exceeds the natural rate. Thence, unemployment leads to a loss in output, which decreases the GDP and this in turn serves as a major deterrent to the much-desired development.

This was rightly observed by Frank and Bernanke (2001) "that from an economic perspective, the main cost of unemployment is the output that is lost because the workforce is not fully utilized. Thus, unemployment has a major effect on the economic growth of any nation.

2.5.3 Social Costs

The social costs of unemployment are a result of economic and psychological effects. People who have been unemployed for a while are in addition to facing severe financial difficulties, bound to feel anger, frustration and despair. Thus, increase in unemployment tend to be associated with increases in crime, domestic violence, alcoholism, drug abuses, youth restiveness, armed robbery, and other social problems. The costs created by these problems are borne not only by the unemployed but by the society in general, as more public resources must be spent to counteract these problems, e.g. hiring more police or even the army to control, crime.

High unemployment can encourage xenophobia and protectionism as workers fear that foreigners are stealing their jobs. This was witnessed during the recent recession in the UK where placards were carried by indigenous workers, stressing that UK jobs should be reserve for indigenes. Also worthy of note is the recent tension in Spain, where immigrants are being blamed for their present economic woes, (Leopold, 2010). Thus, efforts to preserve existing jobs of domestic and native workers include legal barriers against "outsiders" who want jobs, obstacles to immigration and/or tariffs and similar trade barriers against foreign competitors.

2.5.4 Socio-Political

High Levels of unemployment can be caused of civil unrest, in some cases leading to revolution, and particularly, totalitarianism. The fall of Weimar Republic in 1933 and Adolf Hitler's rise to power, which culminated in World War II and the deaths of tens of millions of people. The destruction of much of the physical capital of Europe is attributed to the poor economic conditions in Germany at the time, notably was the high unemployment rate of above 20%. Leopold (2010)

This socio-political cost can also be seen in most of the "ethno-religious crises" in Northern Nigeria when poor unemployed youths play "thuggery" for greedy and self-centred politicians thereby claiming the lives of innocent and unsuspecting Nigerians.

2.6 Causes of Unemployment in Nigeria

Unemployment exists when members of the labour force are willing and able to work but cannot find jobs. Some people are of the opinion that Nigeria's unemployment problem is a post-independence phenomenon. At a time in Nigeria, it's a labour market was a seller's market, most skilled workers then had the problem of which job to choose. Unfortunately, today, Nigeria labour market is now the buyer's market where supply is far more than demand.

Thus, any effort to reduce unemployment in Nigeria must first of all put into consideration the various reasons for the high rate of unemployment prevalent in the Nigeria economy today. The various causes of unemployment will be discussed under the following: economic causes, political causes, social causes, administrative/bureaucratic causes.

Economic Causes

i) The Legacy of British Rule

The bequest of some Nigerians who had high school education after Independence and held jobs which they felt should be remunerated with high wages. This made majority of post-secondary graduates at that time expressed their distaste for agriculture and their desires to be "pen pushers" these people

were attracted to white collar jobs which were borrowed from the colonial masters. This white collar jobs were unlike agriculture which provides employment for about eighty percent of the population.

The colonial government fiscal policy with respect to employment also discouraged new entrants into agriculture which was the major alternative for white collar job. Under the policy, marketing boards were introduced where farmers were heavily taxed by the colonial government. This made agriculture less appealing and killed the incentive that would have made people wish to take it up as a career. Therefore, the mentality of white collar job was built into individual Nigerians as a future employment.

ii) The Oil Boom Era (1974-1980)

During this oil boom period agriculture which prior to the exportation of petrol had been the main asset of the economy was neglected. All classes of goods were imported into the country. The government of the day embarked upon all sorts of "white elephants" projects e.g Ajaokuta Steel, building of Refineries, etc instead of investing in property with the windfall from oil. Over reliance on petroleum has till today led to fluctuation in government's expenditures on unnecessary things and wastage of resource. The sudden slump in the international market for oil makes many projects undertaken especially construction to come to a stand-still. Many employment organisations were forced to reduce their capabilities. Nigeria found itself in an economic trap which it is still battling to salvage itself from.

iii) Consumption Pattern

On a rare occasion one development could trigger another. This entails the pattern of consumption of Nigerians' as a relationship to the problem of unemployment. It has contributed to the high level of urban unemployment because the consumption of urban centres residents entails imported goods

which attracted more able people from rural areas to search for jobs in urban centres. This is due to the fact that Nigerians have been brainwashed to believe their home-made goods are inferior. But the more the demand for goods and services from foreign sources the more employment we make available to the nationals of those countries and the reverse is the case for Nigerians seeking employment.

Social Causes

i) Rural-Urban Migration

The flow of labour force from rural to urban area has been a major cause of Nigeria's unemployment situation. Neglect of agriculture and increase in government expenditure which characterised the oil boom era led to the migration of many young people who would have otherwise stayed in the rural areas to practice agriculture as an occupation to the urban centre.

Most migrants from rural areas were found to have only primary education with few having six years of secondary education. This led to a surplus of unskilled workers and shortage of high level manpower. But now that Nigeria's economy is producing more and more graduates from her institutions of higher learning, in almost all the metropolitan cities the unemployment problem continues to increase. People have been unable to get jobs since urban areas became saturated and unable to absorb every skilled job seekers.

Table 1

Unemployment Rates, 2003-2007 (as at December)

Description	2003	2004	2005	2006	2007
National (Composite)	14.8	11.8	11.9	14.6	10.9
Urban	17.1	11.0	10.1	10.0	10.0
Rural	13.8	12.1	12.6	15.1	12.6

Source: National Bureau of Statistics, 2007.

From the table above the composite unemployment rate stood at 11.9% in 2005 compared with 14.6% in 2006, and 10.9% in 2007. It also shows that the rural unemployment rate is higher, hence, the reason for migrating to the urban areas in search of greener pastures.

iii) Educational Factors

The type of educational system inherited from the colonial masters put more emphasis on the production of gradates for white collars jobs at the expense of technical and vocational type. The result is that graduates do not only get unemployed but do not even find "black – collar" jobs to manage.

Government policy with respect to university admission for first degrees in favour of the science as opposed to the arts does not still encourage students to study the science and other technological subjects, which Nigeria lacks. However, the expansion in all educational level ranging from primary to tertiary institutions has contributed more to the unemployment problem. This is because the expansion does not correspond with the job provisioning for future graduates from the numerous institutions including Polytechnics, Colleges of Education and Universities.

Political Causes

i) Political Instability

Ever since Nigeria got her independence from the British colonial masters in 1960, there has been some degree of political instability with the exception of the Civil War witnessed from 1966-11970. A major problem of post independent Nigeria has been conflicts of personalities in politics and unbridled political party rivalries both of which affected government policies in all parts of the country. Apart from the fact that the country had to go through a civil war form 1960 up till 1970. There has also been series of coups which have often resulted in abrupt changes in government up to date like that of June 12, 1993. This political environment which is unstable has negative effects on investment thereby creating problem of unemployment in the country.

ii) Migrants from Neighbouring Countries

People from neighbouring countries such as; Ghana, Benin Republic, Ivory Coast and Togo move down to Nigeria in search for jobs. They feel that the Nigeria economy is better and more promising. As a result of this the Nigerian Labour Market cannot absorb all the job seekers, since it has too many factors to contend with. Foreign job seekers especially those from the Economic Community of West Africa States (ECOWAS), countries are often prepared to accept lower wages than Nigerians for the same type of work. And as employers are looking forward of cutting costs, they have no choice but to absorb these foreign job seekers.

Unemployment Rates by Educational Level, Age Cohort and Sex, 2006 and 2007

Description	2006			2007		
	Composite	Urban	Rural	Composite	Urban	Rural
Educational level	100.0	100.0	100.0	100.0	100.0	100.0
No schooling	52.3	33.1	59.9	52.3	33.1	29.9
Primary	16.2	17.9	17.6	16.2	17.8	17.6
Secondary	25.2	32.3	18.7	25.2	32.3	18.7
Higher than secondary school	7.0	16.6	3.6	7.1	16.6	3.6
Age group:	100.0	100.0	100.0	100.0	100.0	100.0
15-26	25.9	29.4	21.6	25.9	29.4	21.6
25-44	49.0	50.7	46.6	49.0	50.7	46.6
45-59	15.9	10.5	21.2	15.9	10.5	21.2
60-64	4.3	5.2	5.7	4.2	5.1	5.7
65-70	-	-	4.7	-	-	4.7
Sex:	100.0	100.0	100.0	100.0	100.0	100.0
Male	56.5	57.5	64.1	56.5	57.5	64.1
Female	43.5	42.5	35.9	43.5	42.5	35.9
All groups	14.6	10.0	15.1	10.9	10.0	12.6

Source: National Bureau of Statistics, National Integrated Survey of Household, 2007.

The table above shows unemployment rate at various ages in Nigeria. It tends to be highest among the youths aged 25-44 years. The correlation between age and education is reflected in these findings. Majority of youths fall in the 25-44 age and have secondary and post secondary school education.

iii) Socio-Political Problem

The political independence Nigeria got from Great Britain was more of a flag independence and not economic Independence. Nigeria even today remains subservient to the whims and caprices of countries like Britain and United States of America. Despite the effort made to gain total control of the economy through the promulgation of the indigenization decree of 1977, Nigeria's economy is still dominated by multinational corporations that employ a substantial number of Nigerians. Thus, the fact remains that the profit is fleeing Nigeria to foreign countries' head quarters. The profit flight is supposed to be ploughed back into the country for provision of more jobs and development.

Furthermore, external participation in the domestic activities of Nigeria by foreigners which is not reciprocated by similar Nigerian participation in their own domestic affairs militates against development efforts. All these slow down the economic growth and cause unemployment.

iv) Ethnicity Problem

Nigeria is made up of many ethnic groups. Each of these ethnic groups had the fear that another group may dominate it. Apart from this, some ethnic groups which tend to be closer to neighbouring countries sometimes identify more with them than with other ethnic groups within their own country. It is a fact

that some northern States in Nigeria prefer to recruit Pakistani, Egyptians, and Indian professionals other than Nigerians from other ethnic groups. Such discriminatory policies no doubt cause more unemployment in the country.

The table below suggests that there are significant differences in the rate of unemployment among the States. The State figures on unemployment should be interpreted with caution. In several northern States, unemployment rate are low because women are generally forbidden by culture, from entering the labour force with the consequence that the men and the few women who enter the labour force get more easily employed. The ethnicity problems too add to the problem of unemployment in other parts of the country.

National Unemployment Rates by State as at 31st December, 2003-2007

State	2003	2004	2005	2006	2007
All Nigeria	14.8	13.4	11.9	13.7	14.6
Abia	11.4	9.7	7.9	13.5	10.9
Adamawa	11.9	16.7	21.4	17.9	11.9
Akwa Ibom	14.4	14.4	14.4	15.3	13.5
Anambra	9.1	9.5	9.8	10.8	11.1
Bauchi	20.5	25.1	29.7	23.9	7.3
Bayelsa	7.1	14.0	20.9	160.0	6.9
Benue	4.8	11.7	18.6	10.8	67.4
Borno	0.8	3.6	6.3	5.8	7.8
Cross River	12.0	11.	11.1	16.9	11.8
Delta	17.1	10.8	4.5	13.8	18.9
Ebonyi	16.7	11.9	7.0	10.9	11.5
Edo	3.1	6.5	9.9	8.6	5.1
Enugu	16.35	22.0	27.4	20.0	11.5
Gombe	7.6	15.2	22.8	15.6	10.5
Imo	22.1	19.3	16.5	21.5	7.6
Jigawa	20.5	19.8	19.1	21.6	17.4
Kaduna	19.6	15.9	12.1	14.1	5.9
Kano	25.9	22.5	19.1	21.6	12.7
Katsina	20.3	22.1	23.8	19.3	5.8
Kebbi	19.8	19.9	19.9	15.2	11.8
Kogi	14.9	1.8	8.7	12.5	16.5
Kwara	5.4	4.2	2.9	7.5	16.4
Lagos	25.6	16.1	6.5	15.5	10.2
Nassarawa	5.1	6.9	8.7	8.1	7.6
Niger	6.7	3.5	0.2	3.6	17.0
Ogun	1.3	1.9	2.5	2.3	3.9
Ondo	7.3	6.8	6.2	6.7	5.8
Osun	0.4	1.2	1.9	2.7	6.3
Oyo	0.8	3.1	5.3	4.3	6.5
Plateau	0.4	1.6	2.8	2.9	8.7
Rivers	15.3	11.2	7.0	25.0	4.7
Sokoto	4.9	4.5	4.1	6.4	12.1
Taraba	23.8	13.6	3.4	14.0	5.9
Yobe	12.1	10.1	8.0	13.6	19.9
Zamfara	71.5	61.3	51.1	50.8	12.8
FCT, Abuja	5.3	5.9	6.5	16.4	16.4

Source: *National Bureau of Statistics, 2007*.

Table 3 shows the national rate of unemployment which marks the difference that exists among the States.

2.7 Government Policies and Strategies in Curbing Unemployment in Nigeria

The unemployment rate has been of immense interest to the general public and policy makers. The Small and Medium Enterprise Development Agency of Nigeria (SMEDAN) was established in 2003 to promote the development of Micro, Small and Medium Enterprises (MSME) sector of the Nigerian economy. It is to source, process and disseminate business information, develop policy, establish business support programmes, build capacity and promote services, enhance MSME access to finance. The question is: How may micro small and medium enterprises have emerged from this scheme? The recent crisis in the financial sector which has led to a ban on loan is an obvious limitation to this scheme. Should our graduates then become unemployed because banks are not giving out loans?

Another of such programme is the Nigerian Agricultural Co-operative and Rural Development Bank (NACRDB) Limited which is dedicated to financing agriculture at both micro and macro levels. They are to provide affordable financial and advisory services to the farm and non-farm enterprises of the Nigeria economy using well-trained and highly motivated staff, backed by appropriate technology. If the NACRDB provided such assistance on time and made their procedures less cumbersome, many people would have been attracted to the scheme. But ironically, such funds more often than not are eventually made available at the end of the farming season. Also programmes such as (the Directorate for food, Roads and Rural Infrastructures otherwise known as (DFRRI), Mass Mobilization Self Reliance and Economic Reconstruction (MAMSER) and the National Agricultural Land Development Project (NALDA) created by the Babangida regime were all scrapped by the Abacha regime.

This was the situation in 1980's when a global recession which became progressively worse for Nigeria because of the inherent weakness in the economy. The sudden reduction in oil prices led to cuts in government expenditure budgets leading to a reduction in employment opportunities especially school leavers. Hence, in order to curb the menace of the rising unemployment rate and considering its political

and socio-economic implication which includes a general increase in crime rates, such as armed robber, youth restiveness, political thuggery, alcoholism, vandalization of petroleum pipes and electricity cables, prostitution. Economic wastage such as excessive loss of output which manifests in a reduction of Gross Domestic Product (GDP) and gross underutilization of Human Resources were reason which led to the establishment of the National Directorate of Employment in 1986 to create employment for the teaming unemployment.

At a time in Nigeria, the average rates of unemployment were about 2% and 4.5% that was in the 1960's and 1970's respectively, when the rates were considered both physically and economically sustainable. But with the global recession, political instability and subsequent economic difficulties the unemployment rate as at 1985 soared to an alarming 8.5%. It reached 14.8% in 2003 and 14.6% in 2005. Since, the mid 1980s it became expedient for government to get ways of combating unemployment, hence, the formulation of various strategies and policies.

In order to reduce unemployment, poverty and hunger in Nigeria, the Federal Government adopted a multi-sectarian approach as a current initiative through the implementation of the National Economic Empowers and Development Strategy (NEEDS) as well as Millennium Development Goals (MDGs) targeted at reducing extreme hunger and poverty by 50% by the years 2015. The National Poverty Eradication Programme (NAPEP) was also targeted at providing employment for the teeming unemployed. The National Poverty Eradication programme (NAPEP) was designed to fund, coordinate and monitor activities of all agencies involved in combating poverty. The Small and Medium Scale Enterprises (SMEDAN) is equally expected to contribute towards empowering the people so as to reduce unemployment.

The National Directorate of Employment which was established in 1986 with the main function of combating mass unemployment through skills acquisition will be discussed fully in the subsequent chapter.

2.8 Theoretical Framework

Scholars have propounded various theories relating to employment, underemployment and unemployment. These include those of the Classical view who believe that full employment was a normal situation and any deviation from this was regarded as abnormal. Okun's law which was propounded by an American Economist named Arthur Okun (1926-1980) looked at the US GNP during the 1950's and 1960's. In 1962 he propounded that 1% rise in unemployment was associated with a 3% decrease in the ration of actual GNP to full capacity GNP. He studied the relationship between increased in unemployment and decreases in a country's Gross Domestic Product (GNP). The law specifically States that "for every 1% increase in unemployment above a "Natural level", that GDP will decrease by anywhere from 2-4% from its potential. Unfortunately, this law has been faulted by Daly and Hobiyin in their work "Okun's Law and the unemployment surprise of 2009" which States that:

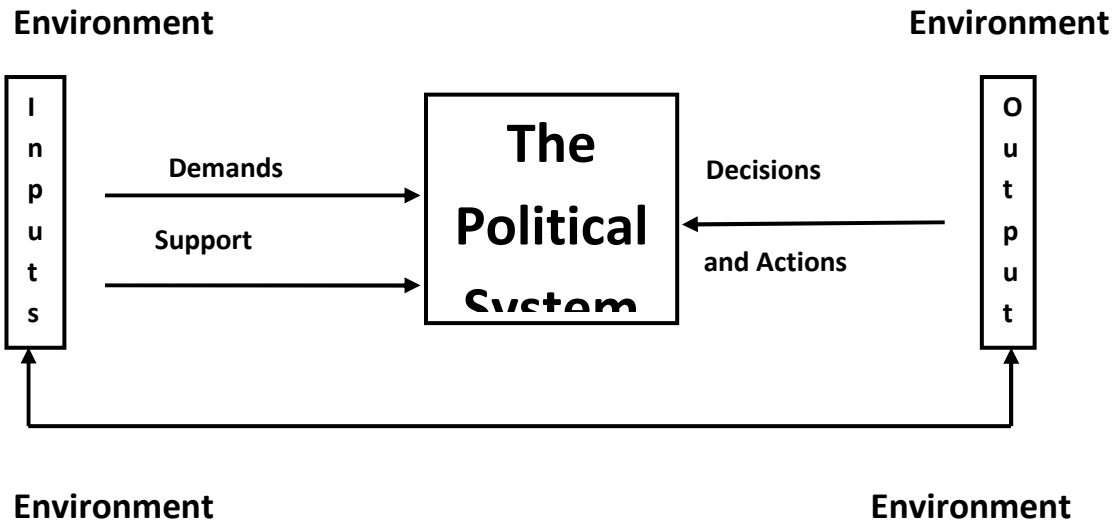
> *"Economists have long known that the overall performance of the economy as measured by GNP has direct bearing on unemployment. But the relationship between changes in output and changes in the unemployment rate deviated from expectations in 2009… unemployment rose rapidly, while GDP remained relatively flat, or near zero growth".*

Thus, for the purpose of this work the SYSTEM THEORY was adopted. It was propounded by David Easton (born June 24, 1917), a Canadian Political Scientist in 1965.

2.8.1 The System Theory

The System Theory was propounded by David Easton in 1965. He was renowned for his application of System's to the study of Political Science. Easton (1965) proposed that a political system could be seen as a delimited (i.e. all political systems have precise boundaries) and fluid (changing) system of steps in decision making.

He illustrated the theory in the diagram below



Source: *Easton, (1965); An Analysis of Political Life, New York*.

Step 1: Changes in the social or physical environment surrounding a political system produce "demands" and "supports" for action or the ***status quo*** directed as "inputs" towards the political system, through political behaviour.

Step 2: These demands and supporting groups stimulate competition in a political system leading to decisions or "outputs" directed at some aspect of the surrounding social and physical environment.

Step 3: After a decision or output is made (e.g. a specific policy), it interacts with its environment, and it produces change in the environment, there are "outcomes".

Step 4: When a new policy interacts with its environment, outcomes may generate new demands or supports and groups in support or against the policy ("feedback") or a new policy on some related matter

Step 5: Feedback leads back to Step 1, it's a never ending story.

From the above a system is made up of elements or subsystem which are interdependent and

must function effectively to make the system sustainable. Redundancy in any of the subsystems impinges on the ability of the whole (system) to operate effectively and efficiently. Easton points out that every political system has an environment and responds to it. The elements or sub-systems of the system are interrelated and the system can respond to forces in its environment, and will do so to preserve it. (Dye, 1978)

The systematic relationship among the major elements in the System Theory is quite apt. Inputs in form of demands and supports are sent into the political system from the environment. Once an input enters the political or conversion process, it undergoes transformation or refinement which translates to output. What happens in the political system as well as the input determines the output. The output is fed back into the environment and the feedback mechanism ensures that the system endures.

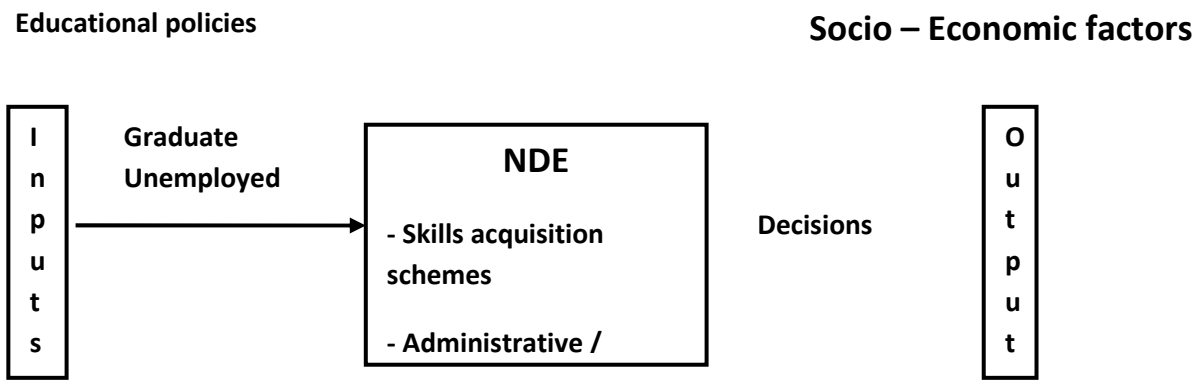
2.8.2 Applicability of the System's theory to the Study

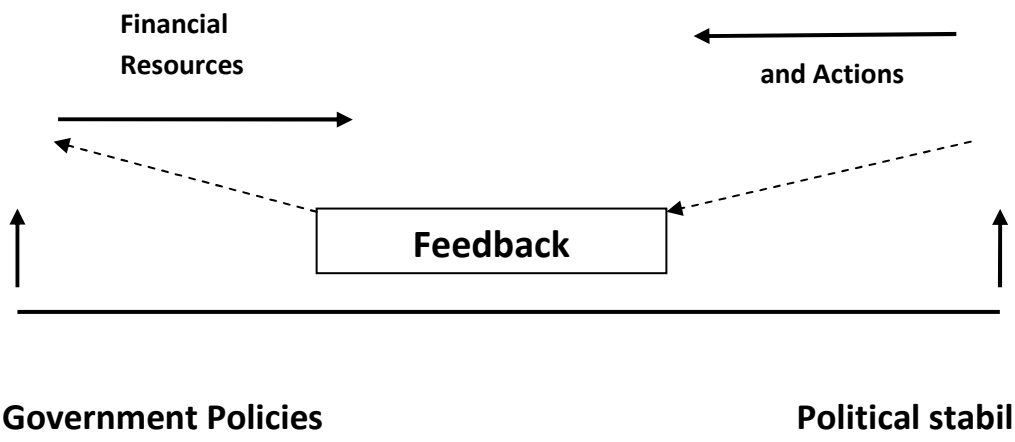
As has been stated earlier, the National Directorate of Employment was established by the Federal Government to combat mass unemployment through skills acquisition.

In simple terms, the unemployed (Graduate unemployed) form the "Input", the National Directorate of Employment; the "Political System" or "conversion Process", employment creation and self-empowerment serves as the "output". The higher institutions, government policies and business environment serve as the environments that influence the system.

This situation is illustrated in the diagram below:

System's Theory as Applied to the Study





Input: Trainees' (Unemployed graduates), budgetary allocations, and government policies constitute the input. They serve as raw materials infused into the system. The trainees' can also serve as the components of the social environment which form the inputs into the system. The trainees who in this case are the unemployed graduates serve as demand while budgetary allocations serve as support which enables the scheme to be effective. Finance which is also a crucial raw material is also injected into the system which serves as a lubricant for effective functioning of the system.

Political System/Conversion Process: The Administrative / Technical managers are responsible for the running of the NDE. The decisions they make either make or mar the entire system. The various skill acquisition schemes such as the Graduate Attachment Programme (GAP), Start Your Own Business (SYOB) and the Graduate Job Creation Loan Guarantee Scheme designed specifically for the graduate unemployed serve as the conversion process. The Administrative / Technical managers make decisions; the trainers train the trainees'; while the government make available the necessary fund needed for the effective running of the scheme.

Outputs: The NDE does not provide employment but creates employment through skills acquisition. Thus, the outputs of the system constitute "empowered" unemployed graduates have acquired skills and with the necessary assistance create employment thereby becoming economically empowered. The Inputs and Conversion process determine the quality of the beneficiaries. The skills acquired and resettlement allowances given culminate to economic empowerment of the beneficiaries.

Environment: In this case, the environment includes the social, socio-economic, and political dynamics of the society. Examples of which are, the higher institutions of learning since they produce the inputs, business environment such as economic stability, political, cultural and socio-cultural environment affect both the inputs and outputs. These to a large extend could determine the effectiveness of the output.

Feedback: This is meant to serve as a mechanism of knowing how the "outputs" are faring. That is, the NDE getting informed of the effectiveness of scheme, the performance of beneficiaries, level of employment created through its skills acquisition schemes and also areas of the scheme that needs to be improved. The feedback mechanism creates an avenue for the NDE to keep track of its activities.

According to Easton (1953) an obstruction or slack in one of the systems will lead to an

impinge on the attainment of outputs. Thus, sub-systems must operate smoothly for the system

to maintain a steady and effective state.

CHAPTER THREE

An Overview of the National Directorate of Employment

3.1 Introduction

The unique assignment of this Directorate to create employment with emphasis on self-reliance and entrepreneurship had called for unusual boldness and creativity. The worldwide economic depression of the early 1980's caused a rapid deterioration in Nigeria's economy. Industrial output shrank to an all-time low, and commercial activities which were consequently reduced, leading to the loss of employment opportunity for many Nigerians.

According to the NDE Brochure, by the end of 1985 the unemployment situations in Nigeria had reached desperate and alarming proportions (about 8.5%). In the urban areas, where the educated tend to congregate, the unemployment rate was especially high. In the rural areas, it was no less severe. Graduate unemployment, which hitherto was unnoticed, emerged and was growing rapidly. The effect of such large-scale unemployment spelt disaster for both the society and individual victims. Deviant behaviours expressed in crimes and other anti-social behaviours were frequent among the frustrated youths. The increase in crime rates and riots further created an atmosphere of general insecurity. Unemployed youths were easily susceptible to such manipulations and incitement by unscrupulous elements in the society or even politicians.

It was in line with this that President Babangida appointed a committee on 26 March 1986 to deliberate on strategies for dealing with mass unemployment under the auspices of the Federal Ministry of Employment, Labour and Productivity. The report of the Chukwuma Committee, as it became popularly

known, was approved by the Federal Government in October 1986. Based on its recommendations the National Directorate of Employment (NDE) was established on November 22, 1986 and its initial core programmes were formally launched on 30th January 1987.

The president in his 1987 budget speech directed the new body to concentrate its effort on the reactivation of public works, promotion of direct labour, promotion of self-employment, organisation of artisans into co-operatives, and encouragement of a culture of maintenance and repairs. To ensure effective implementation of the President's directive, a board of Directors representing a cross section of all interest groups from industry, commerce, agriculture, finance, employers, labour and government was set-up to define policy and supervise operations.

This board articulated four (4) practical programmes nationwide, each operating as a separate department.

These are:

a) National youth Employment and Vocational Skills Development Programme.
b) Small scale industries and graduate employment programme.
c) Agriculture sector employment programme
d) Special public works programmes.

These programmes were backed by the necessary administrative, monitoring and support personnel, thus enabling optimum use of resources and prompt response to the requirements of the public.

3.2 Objectives of the National Directorate of Employment

The objectives of the NDE were clearly Stated in Decree No. 24 of 1989 [i.e. NDE Decree (1989)] section 2 of the Decree provides for the objectives of the directorate. Thus, the NDE mandate is as follows:

i) To design and implement programmes to combat mass unemployment.

ii) To articulate policies aimed at developing programmes with labour-intensive potentials.

iii) To obtain and maintain a data bank of employment and vacancies in the country with a view to acting as a clearing house to link job seekers with vacancies.

iv) To implement any other policies as may be laid down from time to time by the Board established under section 3 of its enabling act.

NDE's main function is to combat mass unemployment through skills acquisition, self-employment and labour-intensive work scheme.

3.2.1 Target Beneficiaries

The target beneficiaries of skills acquisition and self-employment programmes of the NDE included:

i) Those with little or no school at all

ii) School drop-outs

iii) Artisans

iv) Graduates from tertiary institutions

v) School leavers

vi) Retired persons (public and private sectors)

vii) Disabled persons

viii) Women groups

NOTE: This work focuses on Graduates from tertiary institutions.

3.2.2 Areas of Intervention

Based on the mandate given the NDE and the magnitude of unemployment in the country, the Directorate intervenes directly in the following areas:

1) Employment counselling service

2) Skills Acquisition and Entrepreneurship development training.

3) Provision of transient jobs

4) Enterprise creation for trained beneficiary.

3.3 National Directorate of Employment Organisational Structure

(See Appendix I for the chart)

In carrying out the above statutory functions, the Directorate evolved four unique and well-articulated employment generation programmes in various sectors of the economy with the potentials of mass job creation. The services departments support the programme departments in executing the various programmes. The service departments are listed below

3.3.1 Service Department/Branches

i) Personnel Management Department (PM)

ii) Planning, Research and Statistics Department (PR &S)

iii) Finance and Supplies Department (F&S)

iv) Inspectorate.

v) Information and Public Relation (IPR).

vi) Loans Co-ordination (LCB).

vii) Internal Audit.

1) **Planning, Research and Statistics Department**

The planning, Research and Statistics Department is charged with the responsibility of preparing development plan, evaluation of planned implementation, identifying income generations avenues as well as collection, coalition, and processing of data and statistics relating to employment programmes of the NDE.

2) Personnel Management Department

The P.M. Department is responsible for the administration of personnel. It is, therefore, in-charge of recruitment, posting, transfer, Promotion, discipline and staff welfare and training as well as pensions.

3) Finance and Supply Department

The finance and supplies department is one of the service departments of the NDE. It handles the accounting and financial matters as well as procurement and maintenance of materials, equipment and other physical assets of the Directorate. The department has the following branches:

i) Properties and Utility

ii) Loans Co-ordination and

iii) Supplies and Stores

4) Inspectorate Department

The inspectorate department is one of the service departments in the directorate. It is charged with the statutory function of ensuring programme implementation in compliance with policy directive with a view to achieving set objectives. The role of the inspectorate complements activities of the programme departments. This role is essentially to obtain information or data on the operating system through monitoring, inspection and periodic verification exercise.

5) Information and Public Relations Branch (IPRB)

The IPR branch was set up to promote public awareness of NDE programmes and activities through intensive information dissemination system. The branch also ensures that all activities and schemes of the Directorate were given good coverage and boost its public image by all arms of the media, as well as by its in-house audio visual crew.

6) Loans Co-ordination Branch (LCB)

The LCB is saddled with the responsibility of recovering at maturity all loans disbursed to the beneficiaries by the NDE. It also collaborates with loans-granting depots to formulate modalities for the loan disbursements and recovery at maturity.

7) Internal Audit Branch (IAB)

This branch is engaged in the regular examination and assessment of accounts and other operational activities of the directorate to ensure conformity with prescribed accounting principles and procedures. It is also responsible for the enforcement and maintenance of checks and balances needed to facilitate internal budgetary control. All departments are headed by heads of departments who report directly to the State coordinator, who oversees the day-to-day running of the directorate at the State headquarters.

3.4 National Directorate of Employment and its Employment Programmes

The main responsibility of the National Directorate of Employment is to create effective strategies, to combat unemployment. Such strategies and programmes involve provision and administration of training opportunities for the youth, and creation of employment opportunities through provisions of financial assistance, management support services, and guidance to the unemployed.

The programmes of the directorate include reorienting the minds of the youths towards self-reliance, private initiatives and willingness to explore and earn a living. To obtain and maintain data bank,

employment and vacancies in the country with a view to acting as a clearing house to link job seekers with vacancies in collaboration with other government agencies to achieve these objectives, four practical programmes were designed for execution nationwide. They are:

i) National Youth Employment and Vocational Skills Development Programme.

ii) Small Scale Enterprise and Graduate Employment Programmes.

iii) Agricultural Sector Employment Programmes.

iv) Special Public Works Programmes.

v) Provision of transient jobs.

3.4.1 Youth Employment and Vocational Skills Development Programmes

National Youth Employment and Vocational Skills Development programmes emanated from the realization that the majority of the unemployed are youths without productive and marketable skills. The vocational skill development programmes was designed to impact vocational skills to school leavers and other unemployed youths who hitherto lacked productive and marketable skills as well as assist them after training to establish micro businesses in the chosen trades. It is therefore, directed at given vocational training to school leavers through placement under master craftsmen in different vocations. As youths go through the programmes, they are expected to acquire different kinds of skills that will enhance their marketability and enable them to take advantage of self-employment where feasible.

The five main skill acquisition schemes under these programmes are:

a) National Open Apprenticeship Scheme (NOAS)

b) Waste-to-Wealth Scheme (WIW)

c) School-on-Wheels Scheme (SOW)

d) Resettlement Scheme

e) Disabled Person's Scheme (DPS)

a) National Open Apprenticeship Scheme (NOAS)

This scheme is aimed at providing unemployed youths with basic skills that are needed in the economy. All the prospective participants in this scheme are registered with the directorate, formerly with the Federal Ministry of Employment, Labour and Productivity's local labour exchanges prior to being accepted as trainees. On acceptance, the trainees are attached to various trainers (master-craftsmen) who are either private individuals or institutions as apprentice, to learn their chosen trades. The duration of apprenticeship varies between six months and three years depending on the trades. Upon completion of their apprenticeships these participants will possess the necessary skills that are considered valuable by potential employers or enable those with entrepreneurial skills to go into self-employment by establishing themselves through the NDE's small scale industries loan scheme, or find gainful employment in the labour market.

b) Waste-to-Wealth Scheme (WIW)

This scheme was designed to provide unemployed youths with simple basic skills that would enable them to convert discarded materials and other scrap and waste materials into useful, marketable products. For instance, snail shells, corals, cane materials, coconut shell and other scrap materials into valuable objects like decorative items, toys, furniture items, ashtrays etc. Apart from primarily creating employment opportunities for the youth, this scheme will help in developing a culture of inventiveness

and self-reliance in resource use, thereby curtailing waste and importation of items that can be produced locally. The training course last for only two weeks after which participants are given loan packages made up of cash and tool kits to set up their own micro businesses.

C) School-on-Wheels Scheme (SOW)

The school on wheels scheme was primarily designed to provide vocational training for the unemployed youths in the rural areas of the country. The directorate has recognized that there are few companies in the rural areas capable of offering apprenticeships, and therefore the danger of encouraging urban migration via the Open Apprentice Scheme.

To avert this and give equal opportunity to the rural youths, the directorate developed the "school on wheels" scheme. This involves taking fully equipped mobile vocational training facilities to the rural areas. This scheme will create a pool of artisans who will become a cornerstone of rural employment and development.

d) Resettlement Scheme

The resettlement scheme of directorate was borne out of the realization that the NOAS graduates relapse into the labour market after undergoing NDE vocational training because of lack of financial assistance or support to establish their own businesses. Therefore, the resettlement scheme was designed to assists selected NOAS graduates who lack the means to set up own business in their respective trades and cannot find wage employment thereby ensuring that they do not relapse into the

unemployment market. The beneficiaries of the scheme are entitled to a loan package of tools/equipment and cash component of varying amounts depending on the trade.

f) Disabled Persons Scheme (DPS)

The disabled persons scheme was initiated to bring the disabled into the mainstream of the gainful employed by providing them with special facilities. This is to enable them to acquire appropriate skills and training which will lead to self-employment or gainful employment. This was informed by the realization that most of the so-called disabled people are not hopeless, physically or psychologically. Many disabled people possess adjustment capability. They can therefore be trained in high technology and information management skills such as assembling of electronic equipment and computer operations.

3.4.2 Small Scale Enterprises and Graduate Employment Programmes

The small-scale enterprise (SSE and Graduate Employment Programme) was designed to propagate self-employment culture among job seekers by inculcating in them the spirit of entrepreneurship, creativity and self reliance. The SSE and graduate employment programme was designed to encourage and aid unemployed Nigerians, especially young gradates, to set up and run their own businesses. In the process, they are expected to inculcate the spirit of creativity and self reliance as opposed to the prevailing tendency of dependence on government and others to provide white-collar jobs.

Participants in this programme undergo an intensive short course called the Entrepreneurship Development Programme (EDP) to expose them to rudiments of modern business management techniques and to motivate their latent Entrepreneurial talent. This participation in EDP is a pre-condition for benefiting from SSE programme i.e. through the provision of loan and other necessary support services. The programme encourages and assists potential entrepreneurs to establish their own businesses through the provision of requisite training and loan facilities. The three schemes under these programmes are:

a) Graduate Job Creation Loans Guarantee Scheme

b) Mature People's Scheme (MPS)

c) School Leaver Loan Scheme (SLLS)

a) Graduate Job Creation Loans Guarantee Scheme

This scheme was designed to assist the fresh graduates to establish their own businesses. After completing the EDP, an applicant or the participant will be required to present a comprehensive feasibility report of the intended business to the NDE. This report had to include the amount of loan needed, names and address of two guarantors and the applicant's curriculum vitae. The feasibility study will then be submitted to any of the banks which is participating in the NDE project.

An applicant or participant could benefit from a loan package of up to N35,000.00 with the recipient's original degree certificate serving as collateral. The loan will be payable over a five year period with moratorium, guaranteed by NDE.

b) Mature People's Scheme (MPS)

The scheme is targeted at those who are either retired or are preparing to retire form paid employment and willing to maintain an economically productive life. The loan amount available to selected participants who successfully go through the mature people's EDP and present bankable projects could be up to N150,000 depending on the quality of the project. Each beneficiary is expected to employ two tertiary institution graduates for every N25,000.00. The beneficiary is expected to deposit security for up to 50% of the total loan package. The loan, which attracts 9% interest, is repayable in five years. The recipient is given orientation and provided with land and loans to start farming ventures. Thus, the programme was to pursue the twin goals of revamping agriculture and providing jobs for the unemployed.

3.4.3 Agricultural Sector Employment Programmes

Under this programme we have two schemes, namely:

i) Graduate Agricultural Loan Scheme

ii) School Leavers' Agricultural Scheme

i) **Graduate Agricultural Loan Scheme**

Participants in this scheme are holders of B.Sc, HNDS, NCE, or OND Certificate in agriculture. This scheme is also implemented at the State level in collaboration with State governments. Each State provides about 500 hectares of farmland for the scheme each year, and each participant (especially those interested in crop planting) are given 5 hectares of cleared farmland a loan package of N11,500.00

in cash and kind. This loan is expected to be paid in two instalments. The first payment covers the cost of erecting simple building, sinking water well, bore hole and fencing. The second payment covers the cost of purchasing feed, foundation stocks, labour cost and the stipend payable to the participants. Loans are payable after 5 years with one year grace period and 9% interest rate. Educational certificates are required as collateral for security.

ii) School Leavers' Agricultural Scheme

The scheme is designed mainly for secondary school leavers. Participants undertake a 12 months course on a training farm and the NDE pay each trainee a monthly stipend. After the period of training, participants are made to undergo a two-week orientation programmes, at the end of which they are allocated 2.5 hectares of land and a working capital of about N8,000.00.

3.4.4 Special Public Works Programmes (SPW)

The SPW programme is designed to provide temporary employed for unemployment youths until such a time they could become self-employment and/or secure a wage employment. The programme is designed to provide immediate temporary employment to a large number of the unemployed, to execute labour-intensive public works like roads construction and maintenance, environmental sanitation etc in their Local Government areas.

The NDE has introduced the use of labour-based light equipment in the construction and maintenance of infrastructures, environmental sanitation scheme, tree planting and land clearing among other. The programme is meant for both graduates and non-graduates. Participants are recruited as complementary staff to the existing workforce of the various States and are paid stipends by the NDE. However, the programmes have been redesigned and modified to project method whereby participants are recruited when there is a project to be executed and disbanded at the compilation of such projects. The NDE pays the participants while the State governments provide the tools and equipment used by the participants as well as general supervision of the works.

Other objectives of the SPW programmes are:

a) To identify (in conjunction with the State governments) and execute labour intensive projects using unemployed citizens in their locality.
b) To engage in the construction and maintenance of community works of interest and value.
c) To create temporary mass employment while enabling the participants to acquire practical skill and experience.
d) To develop and advance the maintenance culture in the country.
e) To rid the cities of refuse in order to facilitate clear environment and create job for unemployed youths.

These objectives are realized through the effective implementation of such schemes as:

a) Development Science Scheme (DSS).
b) Environmental Beautification and Protection Scheme (EBS).
c) Horticultural and Fan Estate Infrastructural Development Scheme (HFEIDS).
d) Open Labour Service Scheme (OLSS) and;

e) National Sanitation Employment Scheme (NSES).

f) Provision of transient jobs under the PGPs scheme.

a) Provision of Transient Jobs

The NDE is aware that some unemployed persons, particularly graduates have acquired professional skills that could be deployed to achieve socio-economic growth and development. Rather than allowing such skills to waste, the Directorate recruits the unemployed temporarily and attach them to industrial firms to acquire work experience under the Professional Graduate Pupilage Scheme which has been renamed Graduate Attachment Programme (GAP).

b) National Sanitation Employment Scheme

This scheme was conceived out of problems associated with waste management especially in urban areas. Many Nigeria cities are characteristic by waste disposal problems which the various government sanitation agencies could not effectively address. The NSEC is the NDE's attempt at complementing their efforts. The NSEs thus, addresses the twin problem of sanitation and waste management.

c) Environmental Beautification and protection Scheme (EBPS)

The EBPS is an important area of interests to all tiers of government in the country. Most governments spend a lot of money in construction of dual carriage ways and roundabouts in their major towns and cities. Unfortunately, many of such are not beautified with flowers and hedges. Thus, NDE observed that in the face of abundant labour and acute unemployment in most cities and towns, employment could be

generated through this venture, under this scheme; beneficiaries are supported to establish plant nurseries where individuals, private organisations and government could buy flowers.

3.5 Evaluation of the NDE Successes, Failures and Problems

The activities of the NDE have been one of the Federal government initiatives to combat unemployment problems, the underlying philosophy of the programmes was anchored on the development of entrepreneurship skill, creation of employment opportunities as well as the provision of training, finance and guidance to trainees or participants. In evaluating the NDEs performance, the employment generated by it, as well as the areas which still require fine-tuning are what will be looked at.

3.5.1 Successes of the National Directorate of Employment

The National Directorate of Employment is one of these agencies formed by the Ibrahim Badamosi Babangida military administration to further buttress its human right philosophy, which has been embraced by subsequent administrations. This is so because in spite of the desperate and uncontrollable turn taken by graduate unemployment rate in Nigeria the federal government has decided that this stratum of our society must be salvaged and integrated into the system.

The NDE has so far created thousands of jobs. The Federal Government has given financial support nationwide through the implementation of its four cardinal/core programmes which have been discussed extensively in this study. There is no doubt that since the inception of the scheme, the NDE has made some significant successes/achievements in the implementation of the mandate given to it. Some of the successes recorded in the implementation of four core programmes are discussed below.

As was earlier stated, there are some schemes in the National Directorate of Employment specially reserved for graduates. These include the start your Own Business (SYOB) under the small Scale Enterprise programme (SSE), the sensitization of National Youth Service Corps (NYSC) on Entrepreneurship development, the Gradate Attachment Programme (GAP) and the Solar Energy Training Scheme (SETS) which was recently introduced. The table below shows the various programmes and number of beneficiaries from 2005-2009.

Table 1: Number of the various beneficiaries from 2005-2009.

Year	**Type**	**Number of Unemployed Registered**	**Number of those Placed/Trained**
2005	SYOB PGPS	207 20	150 -
2006	SYOB GAP	200 117	198 75

2007	SYOB GAP	183 345	100 91
2008	SYOB GAP	36 103	16 103
2009	SYOB NDE/NACRDB LOAN GAP	166 - 259	130 4 148
Total			1015

Source: National Directorate of Employment Kaduna, Planning and Statistics Annual Reports (2005-2009).

KEY

SYOB: Start Your Own Business

GAP: Graduate Attachment Programme

PGPS: Professional Greater Pupilage Scheme

EDP: Entrepreneurship Development programme for NYSC

NDE/NACRDB: National Directorate for Employment and the Nigeria Agricultural, Cooperative and Rural Development Bank Loan, 2005.

NOTE: The SYOB (Start your own Business) and GAP (Graduate Attachment Programme) are schemes exclusively reserved for unemployed Graduates.

From the above table in 2005, 207 graduates registered under the SYOB scheme of the NDE and 150 of them were successfully trained on how to start their own businesses, 20 graduates were selected for the PGPS, they underwent the orientation exercise but they could not be deployed to participating agencies due to the directive from the NDE headquarters.

In 2006, 200 graduates were registered for the SYOB scheme and 198 were successfully trained. Entrepreneurship Development Programme (EDP) was organized for National youth Service Corps Members (NYSC) at their orientation camps, 117 graduates registered for the GAP in 2006 and 75 of them got placements in the various participating organisations. Of the 183 graduates that registered for SOYB programme 2007, 100 of them were successfully trained, and 91 graduates out of the 345 that registered for the GAP programme got placements in various institutions. 2008 recorded a decline in the SYOB scheme as only 36 graduates registered and 16 of them were successfully trained, and there was a 100% placement for the 103 graduates that applied for the GAP.

Of the 10 unemployed persons that got the NDE/NACRDB Loan in 2009, 44 of them were graduates. 166 graduates registered for the SYOB scheme and 130 benefited from the scheme while 148 graduates out of the 259 that registered for the GAP scheme got placements in various participating organisations.

From the foregoing, from 2005 to 2009, 1015 unemployed graduates benefited from the various NDE schemes. When this number is compared to the tens of thousands of unemployed graduates produced from 2005 to 2009 in Kaduna State; can this figure or outcome be considered a success?

3.5.2 Problems Faced by the National Directorate of Employment, Kaduna State

As long as an organisation is fully functional and vibrant, problems are bound to be faced, but how well these problems are handled determines to a large extent the strength of such organisations. Below are some problems encountered by the National Directorate of Employment, Kaduna State as stated in the annual reports of the directorate:

1) Resource constraint (human and material) thereby leading to inadequate monitoring. There are cases of poor funding and untimely remittance of money from the headquarters.
2) There are instances of loan diversion, that is, loans given to beneficiaries are not used for the specific purpose they were given.
3) Poor repayment status of disbursed loans beneficiaries delay or are reluctant in loan repayment.
4) In some cases the (EBS and GAP) run for only three months, which has become a source of worry to the participants because they are practically thrown back into the world of the unemployed after three months. The period of 3-6 months is too short to the acquire necessary practical skills.
5) This has also led to the late payment of trainers/trainees stipends which eventually affects commitment.
6) Non-availability of State-of-the-art facilities like computer sets, functional radio message equipment, cameras, training workshops, public address system has caused a strain on their activities.
7) Inadequate infrastructure: Some of the training sites mainly the agricultural skills training centres (ASK) lack regular supply of water.
8) Reluctance of some organisations in retaining GAP participants after the attachment.
9) Refusal of some participating organisations to supplement the monthly stipends.

10) Some participating organisations are in the habit of posting participants outside their Head offices without accommodation and financial support.

CHAPTER FOUR

DATA PRESENTATION AND ANALYSIS

4.1 Introduction

This chapter of the study tests the hypotheses formulated for the study with data obtained from primary sources. It transforms data collected from the field through classification/tabulation according to how they discriminate among each other or the basis of the initial hypothetical position. This chapter is central in the research process given its focus on revealing the extent to which data collected for the field support or disapprove the tentative Statement (Hypothesis).

The chapter is subdivided into six major sections namely: Section one (4.1) which is the introduction, section two (4.2) consists of the questionnaire administration analysis while section three (4.3), section four (4.4) and five (4.5) show the analysis of data as they relate to the hypotheses formulated for the study. Major findings which constitute section six (4.6) conclude the chapter.

4.2 Questionnaire Analysis

In this section, effort is made to analyze the questionnaires administered as they relate to rates of return/response as well as sex, educational qualification, age distribution and status (staff or beneficiary) of the respondents.

The representative sample size of this study, which is 150 was arrived at using the Systematic Random Sampling method in which one respondent was picked from every six of the entire population.

The rate of return was 96% of the sample size. 144 questionnaires out of the 150 administered were retrieved. This cut across the staff and beneficiaries of the National Directorate of Employment, Kaduna State. This level was achieved given the fact that the researcher administered the questionnaires directly, personally and subsequently closely followed up the respondents as they were highly cooperative.

The rate of response does not differ from the rate of returnees above. Basically, all the respondents were graduates except for a few members who were OND/NCE holders. In other words, all the respondents were literate. In addition, all the 144 questionnaires retrieved were duly completed. The rate of response therefore is 96% (144 of 150 respondents) which tallied with the rate of return. The rate of returns and response as calculated are shown in table 4.1 below which shows the questionnaires administered.

Table 4.2.1: Determination of rates of Return and Response

Nature of Respondents	Drawn Sample/Number of Questionnaires	Number of Questionnaires retrieved	Number of questionnaires duly completed
Staff	30	30	30
Beneficiaries in Kaduna North	50	48	48

Beneficiaries from Zaria L.G	70	66	66
Total	150	144	144

***Source**: Researcher's Survey, 2010. (Amupitan, 2010)*

Rate of Return = Total number of questionnaires retrieved x 100

Total sample drawn or No. of questionnaire 1

= 144 x 100 = 96%

150 1

Rate of response = Total No. of Questionnaires duly Completed x 100

Total; sample draw or No. of questionnaire 1

= 144 x 100 = 96%

150 1

Table 4.2.2: Bio-data of Respondents

Indices	**Variables**	**Responses**	**Percentages**
Sex	Male	75	52%
	Female	69	48%
Total		44	100%
Age	20-29	42	29.2%
	30-39	50	34.7%
	40-49	35	24.3%
	50-59	16	11.1%

	60 and above	1	0.7%
Total		144	100%
Status	Staff Beneficiary	30 114	20.8% 79.2%
Total		144	100%

Source: *Researcher's Survey, 2010. (Amupitan, 2010)*

4.2.3: Sex Distribution

The questionnaires revealed that 75 respondents which constitute 52% were male while 69 respondents which constitute 48% were female. This indicates that unemployment affects both male and female populace.

4.2.4: Age Distribution

As shown in the table above, the questionnaire revealed that 42 respondents which represents 29.2% are between age 20-29; 50 respondents representing 34.7% are between 30-39, 35 respondents representing 34.7% fall between ages 40-49, 16 respondents representing 11.1% are between ages 50-59 while 1 respondent which represents 0.7% is 60 years and above. The age distribution shows that the respondents are adults and unemployment cuts across various age brackets.

4.2.5: Educational Qualifications

The educational qualifications as revealed by the questionnaire indicated the 32 respondents which constitute 22.4% are OND/NCE holders, 60 respondents representing 41.7% are HND holders, 49 respondents which represents 34% posses a Bachelor's Degree. This shows that the entire respondents are educated and had therefore acquired basic education – related competencies.

4.2.6: Status

As revealed by the questionnaires 30 respondents which represent 20.8% of the sample size were members of staff of the National Directorate of Employment while 114 respondents constituting 79.2% were unemployed graduates who had in one way or the other benefited from the scheme.

4.3 Test of Hypothesis 1

The absence of an effective awareness system constitutes a major setback in achieving a well productive training programme. In order to enhance the efficiency of the NDE and to curb the menace of unemployment, there is need for an effective awareness campaign to enlighten people of their activities. It is against this backdrop that hypothesis one which states: ***"That inadequate awareness of the activities of the National Directorate of Employment has led to poor enrolment."***

In order to explore the impact of inadequate awareness of the activities of NDE on its performance, most of these questions were answered by checking one position on a three-point scale, that is either "Yes", "No" or "No Idea".

4.3.1 General Awareness of NDE Activities in the Urban Area

This question tries to ascertain if there is adequate awareness of NDE's activities in the urban area of Kaduna, thus the question: Do you think most graduates in the urban area of Kaduna State are aware of NDE's activities?

Table 4.3: Awareness of NDE's activities in the urban area of Kaduna State

Response	No. of Respondents	Percentage
Yes	68	47.2
No	53	36.8
No idea	23	16
Total	144	100

Sources: *Researcher's Survey, 2010. (Amupitan, 2010)*

Table 4.3 depicts that 47.2% of the respondents agreed that graduates in the urban area in Kaduna State are aware of the activities of NDE, while 36.8% are of the view that graduates in the urban area are not aware of NDE's activities and 10% had "no idea" or rather were "undecided" of the awareness level of NDE's activities in the urban areas of the State.

4.3.2 Awareness of NDE's Activities in the Rural Areas of Kaduna

In line with the question above, a probe to ascertain if there is adequate awareness of NDE's activities in the rural area of Kaduna was made thus: Do you think most graduates in the rural areas of Kaduna State are aware of NDE's activities?

Table 4.4: Awareness of NDE's Activities in the Rural Areas of Kaduna

Response	No. of Respondents	Percentage
Yes	40	27.8
No	76	52.8
No idea	28	19.4
Total	144	100

Sources: *Researcher's Survey, 2010. (Amupitan, 2010)*

The above table shows that 40 respondents which represent 27.8% agreed that those in the rural areas are aware of the activities of NDE while 76 respondents representing 52.8% disagreed and 28 respondents representing 19.4% were undecided or simply had no idea.

4.3.3 Rating of the Awareness Programme of NDE in Kaduna State

Awareness campaigns are the bedrock of any successful organisation or product. If government programmes are not adequately publicized, the overwhelming majority of the public may not have adequate knowledge of such a programme thereby leading to low participation. It is against this backdrop that the respondents were asked to rate the awareness programme of the NDE.

Table 4.5: Rating of the Awareness programme of NDE in Kaduna State

Response	No. of Respondents	Percentage
Yes	61	42.4%
No	83	57.6%
No idea	-	-
Total	144	100

Sources: *Researcher's Survey, 2010. (Amupitan, 2010)*

The above table shows that 42.4% which represents 61 respondents agreed that the awareness campaign of NDE's activities in Kaduna State was fairly high, while 54.6% representing 583 respondents disagreed. This shows that the awareness campaign of NDE's activities should be greatly improved so that the general public will have adequate knowledge of the programmes and activities of the NDE.

4.3.4 Suggestions by Respondents as to how Awareness could be improved

The respondents were further asked to suggest ways through which awareness of NDE's activities could be improved and the following responses were obtained.

1) Over 90% of the respondents were of the view that the mass media which includes the television, radio, newspaper, flyers, billboards etc, could serve as a viable tool for publicity. More awareness should be created through the mass media, advertisements should be placed and even weekly educative programmes on NDEs activities will go a long way in creating public awareness.
2) That, grassroots government should be involved in the awareness campaign. The Local government, Village heads, Ward heads, District heads and even the Village town criers could be involved in creating awareness of NDE's activities.

3) The respondents also suggested that awareness of NDE's activities should start right from the higher institutions. Other activities such as seminars, workshops, and symposia should be organised from time to time by NDE.

4.3.5 High Enrolment due to Improved Awareness

The respondents were asked if more unemployed graduates were likely to enrol in the scheme (NDE) if the awareness is improved. The table below shows the respondents' positions.

Table 4.6: Improved Enrolment due to effective Awareness Campaign

Response	No. of Respondents	Percentage
Yes	130	90.3
No	14	9.7
No idea	-	-
Total	144	100

Sources: *Researcher's Survey, 2010. (Amupitan, 2010)*

Table 4.6 above shows that, the overwhelming majority of 90.3% representing 130 respondents agreed that more awareness will lead to a higher enrolment while 9.7% representing 14 respondents were of the contrary view.

4.3.6 Cumulative Percentage Analysis: Hypothesis One

The cumulative percent analysis as it integrates the results on the various variables and their responses relating to the test of hypothesis one is calculated in table 4.9 below.

Table 4.7: Calculation of Cumulative Percentage, Variables and Responses

Table	Variable	Responses			Grand total
		Yes	No	No Idea	
4.3	Level of Awareness of NDE's activities in the urban area	47.2	36.8	16	100
4.4	Level of Awareness of NDE's activities in the rural areas	32.6	40.3	27.1	100
4.5	Rating of NDE's Awareness scheme	42.4	57.6	-	100
4.6	High enrolment of NDE's due to improved awareness campaign	90.3	9.7	-	100
	Sub-total	212.5	144.4	43.1	400
	Cumulative percentage	212.5/400 x 100= 53.1%	144.4/400 x 100 = 36.1%	43.1 /400 x 100 = 10.8%	100%

Source: *Researcher's Survey, 2010. (Amupitan, 2010)*

Table 4.8 above shows the various opinions of respondents as regard the variables that tested hypothesis one merged as cumulative percentage. From the table, "Yes" had 56.9%, "No" 32.3% and "No idea" or "Undecided" had 10.8%.

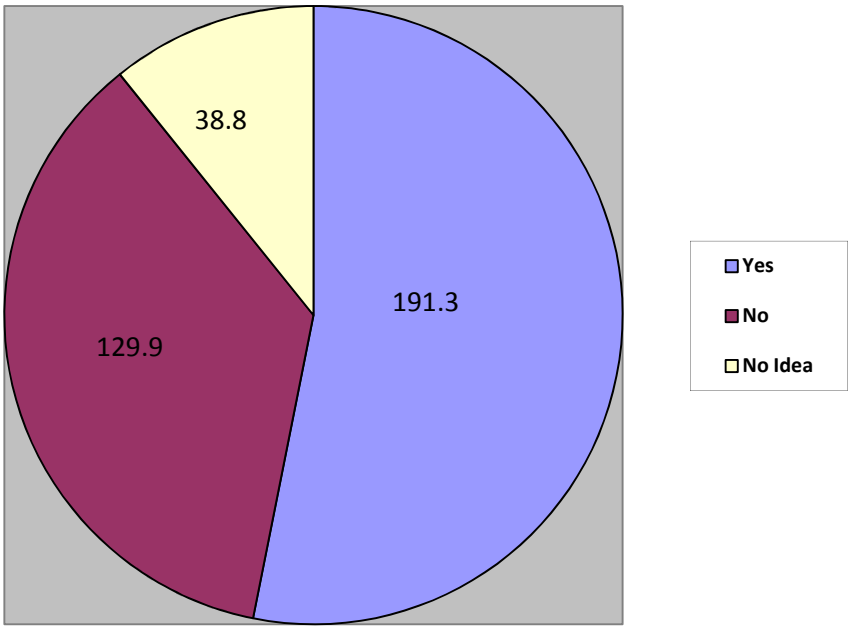
For quick visualization, the results shown in table 4.10 above as integrated into a cumulative percentage is represented in the pie chart below

Yes = 212.5 ÷ 400 x 360 = 191.3^0

No = 144.4 ÷ 400 x 360 = 129.9^0

No idea = 43.1 ÷ 400 x 360 = 38.8^0

Chart 4.1: Pie chart on the results of the test of hypothesis one as shown in cumulative percentage calculated in table 4.10 above.



Source: *Researcher's Survey 2010 (Amupitan, 2010**)***

4.3.7 Average Mean Score

Hypothesis one which States ***"that inadequate funding and awareness of the activities of National Directorate of Employment has limited its effectiveness"*** will be tested using the Average Mean Score method and the highest responses for the variables above was used.

Variables

1) Level of awareness of NDE's activities in the urban area of Kaduna State
2) Level of awareness of NDE's activities in the rural areas of Kaduna State

3) Rating of the NDE's awareness programme

4) Improved enrolment due to effective awareness campaign

Table 4.8 Highest Responses

Variables	Responses
1	4.72% of the respondents agreed that unemployment graduates in the urban areas of Kaduna State were aware of the activities of the NDE.
2	52.8% of the respondents agreed that unemployment graduate in the rural areas of Kaduna State were unaware of the activities of the NDE.
3	57.9% of the respondents agreed that the awareness programme of the NDE is poor
4	90.3% of the respondent argued that if there was an improvement in the awareness of NDE's activities more unemployed graduates will participate.

Source: *Research Survey, 2010. (Amupitan, 2010)*

Decision Rule: Accept H_o if average mean score is 60% and above. Reject H_o is average mean score is less than 60%.

Formula:

$$\bar{X} = \frac{\sum p}{\bar{x}}$$

Where $\bar{X}$ = Average Mean Score

$\sum p$ = Summation of percentages

x = Total number of variables

No. of variables	**Percentages**
1	42.7
2	52.8
3	57.9
4	90.3
Total: 4	243.7

$$\frac{\sum p}{x} = \frac{243.7}{4} = 60.9\%$$

$\overline{X} = 60.9\%$

The average mean score is 60.9%.

Therefore, going by the decision rule we accept H_o when the Average Mean Score of all the variables under consideration is equal to 60 and above and based on the responses gotten from the respondents, we accept the null hypothesis (H_o) which States that "inadequate awareness of the activities of the National Directorate of Employment in Kaduna State has led to poor enrolment" since the average mean score is 60.9%.

This therefore implies that awareness persists as a problem in the National Directorate of Employment Kaduna State.

4.4 Test of Hypothesis 2

It has been publicly acknowledged that salaried jobs can no longer sustain the teeming graduates turned into the labour market from various higher institutions in Nigeria. This has led to the search of alternative means of livelihood. One of such is the acquisition of specific skills to make graduates self-employed. This, the NDE seeks to achieve. It is against this backdrop that this second hypothesis which States, "***that inadequate skills acquisition has led to an increase in graduate unemployment in Kaduna State"*** was formed.

In order to ascertain the fate of the hypothesis above, respondents were asked questions bordering on their level of acquisition vis-à-vis unemployment. The questions were answered by checking one position on two point scale of "Yes and No".

4.4.1 Skills Acquired apart from Western Education

Here respondents were asked if they have acquired any skill apart from the conventional western education. The responses obtained are shown in table 4.12 below:

Table 4.9 Acquisition of Special Skills apart from Western Education

Response	No. of Respondents	Percentage
Yes	86	59.7
No	58	40.3
Total	144	100

Source: *Researcher's Survey, 2010. (Amupitan, 2010)*

The table above indicates that 86 respondents representing 59.7% have acquired specific skills other than the western education while 58 respondents which means 40.3% have not. This shows that specific skills acquisition is not alien to graduates in Kaduna State.

4.4.2 Self Employment

The respondents were further asked if they were presently self-employed. The following were the responses:

Table 4.10: Self Employment

Response	No. of Respondents	Percentage
Yes	55	38.2
No	89	61.8
Total	144	100

Source: *Researcher's Survey, 2010 (Amupitan, 2010).*

Table 4.10 depicts that 38.2% of the respondents are self employed while 61.8% are not. This shows that some respondents are utilizing the skills they have acquired.

4.4.3 Nature of Self Employment

The respondents who claimed to be self-employed were asked to specify the nature of their self-employment and the following were the responses.

i) Fashion designing

ii) Farming

iii) Electrical works

iv) Wood work/carpentry

v) Mechanized farming

vi) Forex trading

4.4.4 Acquisition of Specific Skills by Graduates in Kaduna State

Many adult individuals agree that depending solely on salaried jobs is not the best. On that account, people are challenged to learn to acquire alternative sources of income. Hence, the respondents were asked: Do you think that most graduates in Kaduna State have acquired necessary skills to make them self employed? Their responses are given below.

Table 4.11: Acquisition of Special Skills by Graduates in Kaduna State

Response	No. of Respondents	Percentage
Yes	36	25
No	108	75
Total	144	100

Source: *Researcher's Survey, 2010 (Amupitan, 2010).*

The table above shows that 36 respondents signifying 25% agreed that graduates in Kaduna State possess the necessary skills of being self-employed while 108 respondents representing 75% were of the contrary view. This shows that most gradates in Kaduna State have not acquired necessary specified skills to be self-employed.

4.4.5 Self Employment an Alternative to Salaried Job

The respondents were further asked if they agreed that being self-employed is an alternative to salaried jobs. The following responses in table 4.15 below were gotten.

Table 4.12: Employment an Alternative to salaried Jobs

Response	No. of Respondents	Percentage
Yes	136	94.4
No	8	5.6
Total	144	100

Source: *Researcher's Survey, 2010 (Amupitan, 2010).*

The table above indicates that 94.4% of the respondents agreed that self-employment is an alternative to salaried jobs while 5.6% did not agree that it is an alternative. Based on the responses got, it's clearly evident that most people take self-employment as an alternative to salaried jobs.

4.4.6 Skills Acquisition Schemes Established by the Government and Self Employment

In a bid to make people become self-employed, government has put in place various schemes among which are the NDE and thus, respondents were asked if the skills acquisition schemes put in place by the government have helped beneficiaries to become self-employed. The following were the responses that emerged.

Table 4.13: Skills Acquisition Schemes and Self Employment.

Response	No. of Respondents	Percentage
Yes	120	83.3
No	24	16.7
Total	144	100

Source: *Researcher's Survey, 2010 (Amupitan, 2010).*

From table 4.13 above, 120 respondents representing 83.3% agreed that the skills acquisition schemes put in place by government have helped beneficiaries to become self-employed while 24 respondents representing 16.7% disagreed.

4.4.7 Inclusion of Specific Skills Acquisition Programme in Post-Secondary School Curriculum

With regard to specific skills acquisition, respondents were asked if skills acquisition programmes be included in Post-secondary schools' curriculum and the following responses were obtained:

Table 4.14: Inclusion of specific skills acquisition programmes in post-secondary school curriculum

Response	No. of Respondents	Percentage
Yes	140	97.2
No	4	2.8
Total	144	100

Source: *Researcher's Survey, 2010 (Amupitan, 2010).*

For table 4.14 above, 140 respondents representing 97.2% opined that specific skills acquisition programmes should be included in all post-secondary schools curriculum while 4 respondents representing 2.8% held a contrary opinion.

4.4.7.1 Opinions about Skills Acquisition Schemes in Nigeria

Respondents were asked to state their opinion on the skills acquisition schemes put in place by government and the following opinions/views were got:

i) That the skills acquisition schemes have helped reduce unemployment not only in Kaduna State but in the country as a whole;

ii) That loans should be made available to the unemployed so that they can utilize both funds and skills together;

iii) That skills acquisitions schemes should be fully implemented so that its aims and objectives can be accomplished;

iv) That skills acquisition scheme should be well funded;

v) That the skills acquisition schemes in Nigeria is too small compared to the population of the unemployed, thereby making it insignificant;

vi) That the skills acquisition schemes are sub-standard and need to be overhauled so that they can compete with those in other nations;

vii) That skills acquisition helps the graduate to become self employed;

viii) That for skills acquisitions to succeed an adequate system that ensures the monitoring and evaluation of the scheme must be put in place;

ix) That the skills acquisition schemes have been bedevilled by poor management plan, indiscipline and corruption;

x) That the culture of skill acquisition should be inculcated into the citizens right form primary schools;

xi) Finally, that there should be more awareness and funding of the schemes available.

4.4.8 Cumulative Percentage Analysis: Hypothesis Two

Cumulative percentage analysis which collates the results on the variables and their respective responses relating to the test of hypothesis two is given in table 4.15 below.

Table 4.15: Calculation of cumulative Percentage, variables and Responses

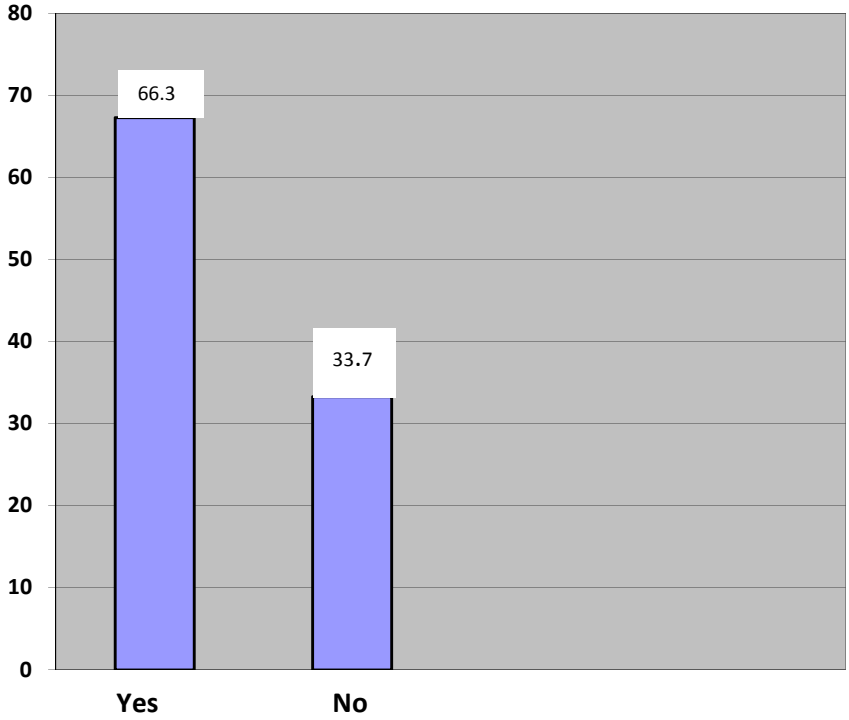
Table	Variable	Responses Yes	No	Grand Total
4.12	Respondents who have acquired specific skills other than western education	59.7	40.3	100
4.13	Respondents who are self employed	38.2	61.8	100
4.14	Acquisition of specific skills by graduates in Kaduna State	25	75	100
4.15	Self-employment an alternative to salaried jobs	94.4	5.6	100
4.16	Skills acquisition schemes and self employment	83.3	16.7	100
4.17	Skill acquisition and post secondary schools curriculum	97.2	2.8	100
	Cumulative percentage	403.8/600 x 100= 66.3	202.2/600 x 100 = 33.7	100%

Source: *Researcher's Survey, 2010 (Amupitan, 2010).*

Table 4.15 above shows the various views of respondents with regard to the variables that tested hypothesis two summed up into a cumulative percentage. “Yes” had 677.3% while “No” had 33.3%.

For clearer visualization the table 4.18 above had been reflected in a simple bar chart below.

Fig. 4.2: Bar Chart of the result of the test of hypothesis two reflected in the cumulative percentage calculated in table 4.18 above.



Source: *Researcher's Survey 2010 (Amupitan, 2010).*

4.4.9 Average Mean Score

At this juncture, the average mean score is used to test Hypothesis two which States: "That inadequate skills acquisition has led to an increase in graduate unemployment in Kaduna State".

Formula:

$$\overline{X} = \frac{\sum p}{x}$$

Where $\overline{X}$ = Average mean score

$\sum p$ = Summation of percentages

x = Total number of variables

Decision Rule: Accept H_o if average means score is 60% and above, reject Ho if average means score is less than 60%.

Variables

1) Acquisition of specific skills other than western education
2) Self employment
3) Acquisition of specific skills by graduates in Kaduna State.
4) Self employment and alternative to salaried jobs
5) Skills acquisition schemes and self-employment
6) Skills acquisition and post secondary curriculum

Table 4.16: Highest Responses

Variables	Responses
1	59.7% of the respondents opined that they had acquired specific skills other than western education.
2	61.8% of the respondents said they were not self-employed.
3	70% of the respondents were of the view that most graduates in Kaduna State had not acquired specific skills.
4	94.4% of the respondents agreed that self-employment is an alternative to salaried jobs.
5	83.3% of the respondents agree that skills acquisition schemes have made their beneficiaries self-employed.
6	97.2% of the respondents agreed that specific skills acquisition programmes should be included in post-secondary school curriculum.

Source: *Researcher's Survey, 2010.*

No. of Variables	Percentages
1	59.7
2	61.8
3	75
4	94.4
5	83.3
6	97.2
Total 6	471.4

$$\frac{\sum p}{x} = \frac{471.4}{6} = 78.6\%$$

X = 78.6%

From the above calculation the average mean score of hypothesis two is 78.6%. Going by the decision rule which States that Accept H_o if average mean score is 60% and above, our H_o which States; "that inadequate skills acquisition has led to an increase in graduate unemployment in Kaduna State" is accepted.

This implies that adequate skills acquisition will lead to a decrease in graduate unemployment in Kaduna State.

4.5 Test of Hypothesis 3

Adebayo (1972) in his book "Theory and Practice of Administration" opined that "every administrative act has a financial implication", thus, showing the significance of financial resource in every venture. Hence, tantamount to effective implementation of a plan is the financial backing. Availability of funds can either make or mar an organisation's effectiveness. It is against this backdrop that Hypothesis three which states ***"that poor funding has undermined the effectiveness of the National Directorate of Employment Kaduna state".***

In order to assess the impact of poor funding on the effectiveness of the NDE, much of this question was answered by checking one position on a three point scale, that is either "Yes", "No" or "No Idea".

4.5.1 Prompt Payment of Stipends and Resettlement Allowances

The respondents were asked if stipends and resettlement allowances were paid as at when due. Below is a table showing the emerging responses got.

Table 4.17: Prompt Payment of Stipend and Resettlement

Response	No. of Respondents	Percentage
Yes	64	44.4

No	54	37.5
No idea	26	18.1
Total	144	100

Sources: *Researcher's Survey, 2010 (Amupitan, 2010).*

From the table above, 64 respondents representing 44.4% opined that stipends and resettlement allowances were paid as at when due and 54 respondents signifying 37.5% opined that stipends and resettlements were not paid as at when due while 26 respondents representing 18.1% had no idea.

4.5.2 Sufficiency of Stipends and Resettlement Allowances

Adebayo opined that, "every administrative act has a financial implication". Along this line, beneficiaries of the scheme were paid either stipends or resettlement allowances. Thus, the researcher asked the respondents: Are the stipends or resettlement allowances paid sufficient?

Table 4.18: Sufficiency of Stipends and resettlement Allowances

Response	**No. of Respondents**	**Percentage**
Yes	37	25.7
No	107	74.3
No idea	-	-

Total	144	100

Sources: *Researcher's Survey, 2010 (Amupitan, 2010).*

From table 4.18 above 35 respondents representing 24.3% opined that stipends or resettlement allowances paid to beneficiaries of the NDE scheme was sufficient, 93 respondents constituting 64.4% were of the opinion that the stipends and resettlement allowances paid were not sufficient while 11.1% representing 16 respondents had no idea.

This indicates to a large extent that the stipend and resettlement allowances paid are not sufficient.

4.5.3 Funding as a Major Problem of NDE

The NDE's activities are funded by the Federal Government as a measure to combat unemployment. It was in view of this that respondents were asked if they viewed funding as a major problem of NDE.

Table 4.19: Funding as a major problem of NDE

Response	**No. of Respondents**	**Percentage**
Yes	94	65.3
No	50	34.7
No idea	-	-
Total	144	100

Sources: *Researcher's Survey, 2010 (Amupitan, 2010).*

Table 4.19 above reveals that 94 of the respondents representing 65.3% believed that funding is a major problem of NDE while 50 respondents representing 34.7% held a contrary view.

4.5.4 Reasons for the answers to the question above

Members of staff among the respondents were further asked to state areas were funding was a major problem. The following responses came out;

1) Financial constraint thereby leading to inadequate monitoring.
2) Poor funding and untimely remittance of money from the Headquarters.
3) Poor repayment status of disbursed loans; as beneficiaries delay or are reluctant in loan repayment.
4) Poor funding has also led to the late payment of trainers/trainees stipends which eventually affects commitment.
5) Non-availability of State-of-the-art facilities like computer sets, functional radio message equipment, cameras, training workshops, public address system has caused a strain on their activities.
6) Poor funding has also led to inadequate infrastructure as some of the training sites, mainly the agricultural skills training centre's (ASK) lack regular supply of water.

4.5.5 Cumulative Percentage Analysis: Hypothesis Three

The cumulative percent analysis as it integrates the results on the various variables and their responses relating to the test of hypothesis one is calculated in table 4.9 below.

Table 4.20: Calculation of Cumulative Percentage, Variables and Responses

Table	Variable	Responses Yes	No	No Idea	Grand total
4.7	Prompt payment of stipends and resettlement	53.4	46.6	-	100
4.8	Sufficiency of stipends and resettlement	25.7	74.3	-	100
4.9	Funding as a major problem	60.3	34.7	5	100
	Sub-total	139.4	155.6	5	300
	Cumulative percentage	139.4/300 x 100 = 46.5%	155.6/300 x 100 = 51.9%	5/300 x 100 = 1.6%	100%

Source: *Researcher's Survey, 2010 (Amupitan, 2010).*

Table 4.8 above shows the various opinions of respondents as regards the variables that tested hypothesis one merged as cumulative percentage. From the table, "Yes" had 46.5%, "No" 51.9% and "No idea" or "Undecided" had 1.6%.

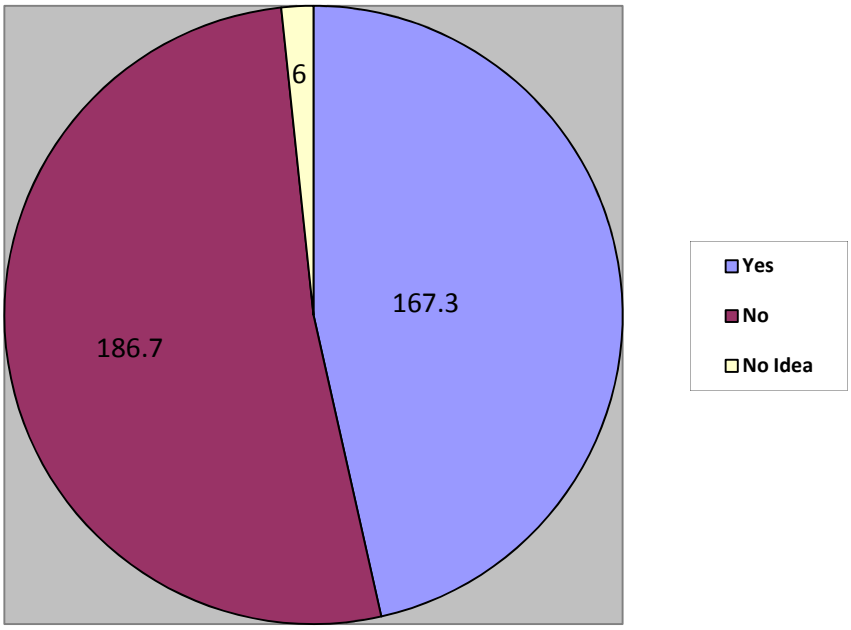
For quick visualization, the results shown in table 4.10 above as integrated into a cumulative percentage is re-presented in the pie chart below

Yes = 139.4 ÷ 300 x 360 = 167.3^0

No = 155.6 ÷ 300 x 360 = 186.7^0

No idea = 5 ÷ 300 x 360 = 6^0

Chart 4.2: Pie chart on the results of the test of hypothesis one as shown in cumulative percentage calculated in table 4.10 above.



Source: *Researcher's Survey 2010 (Amupitan, 2010)*

4.5.6 Average Mean Score

Hypothesis one which States ***"that inadequate funding and awareness of the activities of National Directorate of Employment has limited its effectiveness"*** will be tested using the Average Mean Score method and the highest responses for the variables above is to be used.

Variables

1) Prompt payment of stipends and resettlement
2) Sufficiency of stipends and resettlement
3) Funding as a major problem

Table 4.11 Highest Responses

Variables	Responses
1	53.4% of the respondents agreed that stipends and resettlements were paid as at when due.
2	74.3% of the respondents disagreed that the stipends and resettlement paid were enough.
3	65.3% of the respondents agreed that funding is a major problem of the NDE.

Source: *Research Survey, 2010 (Amupitan, 2010).*

Decision Rule: Accept H_o if average mean score is 60% and above. Reject H_o if average mean score is less than 60%.

Formula:

$$\bar{X} = \frac{\sum p}{x}$$

where $\bar{X}$ = Average Mean Score

$\sum p$ = Summation of percentages

x = Total number of variables

No. of variables	Percentages
1	53.4
2	74.3

	3	60.3
Total	3	188

$$\frac{\sum p}{x} = \frac{188}{3} = 62.7\%$$

$$\overline{X} = 62.7\%$$

The average mean score is 62.7%. Therefore, going by the decision rule we accept H_o when the Average Mean Score of all the variables under consideration is equal to 60% and above and based on the responses documented from the respondents, we accept the null hypothesis (H_o) which States "that poor funding has undermined the effectiveness of the National Directorate of Employment" since the average mean score is 62.7%.

This therefore implies that funding is a problem in the National Directorate of Employment Kaduna State.

4.6 Major Findings

The test of the formulated Hypotheses of this study with data generated from the field led to the following findings:

First, that inadequate awareness of the activities of the National Directorate of Employment to the public has led to poor enrolment in the scheme. Respondents were of the opinion that there is room for

improvement. The researcher found out that awareness at grassroots' level will, to a large extent, improve the effectiveness of the National Directorate of Employment in Kaduna State.

Secondly, it was discovered that Skills Acquisition is an effective tool in the reduction of graduate unemployment in Kaduna State. The researcher found out that most unemployed graduates in Kaduna State will opt for self-employment through the acquisition of specific skills, rather than wait for the non-existent salaried jobs. The researcher found out that "skill acquisition schemes" when effectively implemented will go a long way to reducing graduate unemployment not just in Kaduna State but in Nigeria as a whole. This is so because skill acquisition gives birth to small-scale enterprises which in turn boost individual and national economies. Countries like China, Japan and even USA, for example, started from small scale enterprises and they are world powers today. Thus, the importance of skills acquisition in unemployment reduction and, by extension, poverty reduction cannot be over-emphasized.

Thirdly, the researcher also discovered that funding which is necessary in every organisation was a limiting factor. Members of staff opined that there was delay in the release of funds as it has to be approved from the Headquarters in Abuja. More often than not projects and even stipends and resettlement allowances of beneficiaries are delayed which tend to discourage participants from identifying with various programmes.

In a nutshell, in assessing the role of National Directorate of Employment in reducing graduate unemployment in Kaduna State, the researcher discovered that the Directorate is actually working towards the attainment of its main function which is "to combat mass unemployment through skills

acquisition, self-employment and labour-intensive work scheme". However, there is still room for improvement.

There is need to create more awareness for the scheme and more relevant skills as they relate to changing technologies and contemporary times need to be inculcated into their programme, so that beneficiaries can compete with their contemporaries around the globe. Additionally, funds should be released to them as at when due.

CHAPTER FIVE

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

5.1. Introduction

This is the concluding chapter of the research work. It contains the summary, conclusions, findings and recommendations of the research work. It encapsulates the entire central themes of the research work and equally spells out grounds for further research.

The chapter is subdivided into five major sections which are as follows: Section one (5.1) contains the introduction, it introduces the entire chapter; Section two (5.2) is the summary which summaries each chapter of the entire research work: The third section (5.3) consists of the conclusions, while section four (5.4) is the recommendations that have been proffered by the researcher in the course of the

research work and finally, we have the fifth section (5.5) which contains possible areas for further research, this constitutes suggestions or openings in which further research could be carried out.

5.2. Summary

In chapter one of this study, the background of study gives an overview of unemployment and unemployment rates in Nigeria from 1985 when the rate became alarming to 2009 during the recent recession. The Statement of problem captures the menace of unemployment, the political and socio-economic consequences of unemployment were stated and also various policies formulated by the government to curb the menace of unemployment were highlighted. The National Directorate of Employment which this study assessed is one of such polices and was established to create employment through skills acquisition. In spite of its establishment in 1986, unemployment rates have been on the rise, hence this work sought to assess the Directorate and its role in reducing graduate unemployment in Kaduna State.

The objectives of the study which included highlighting various policies and programmes initiated by the government to reduce graduate unemployment, problems and prospects of the National Directorate of Employment, among others, were articulated. The chapter also contained the hypotheses tested which stated that:

H_o: That inadequate awareness of the activities of the National Directorate of Employment has led to poor enrolment.

H_0: That inadequate skills acquisition has led to an increase in graduate unemployment in Kaduna State.

H_o: That poor funding has undermined the effectiveness of the National Directorate of Employment

The scope and limitation which limits the survey to two Local Government Areas (Kaduna North and Zaria Local Government Areas) where a large proportion of the beneficiaries are concentrated was Stated. The Research Methodology was 1.7 where various sources of data, population and sample size, methods of data analysis and questionnaire administration were stated. The plan of the study was also inclusive.

Chapter two consists of the Literature Review and Theoretical framework. Related concepts such as the concepts of Unemployment, Employment, Labour Force and the types of Unemployment were discussed at length. The Keynesian theory propounded by John Maynard Keynes in 1936 which States that "aggregate demand determined the overall level of economic activity, and that inadequate demand leads to prolonged periods of high unemployment" was adopted as the theoretical framework for analysis. The theory also proffered a prescription for reducing unemployment which was stated in detail in the chapter.

Chapter three gave an overview of the National Directorate of Employment. It consisted of the establishment, aim/objectives and various programmes under the scheme. The organizational Structure which shows the various departments was included and the various functions of the departments/ branches were stated accordingly. The various programmes for the graduate unemployed and its

beneficiaries were considered in details, the success, problems and prospects of the Directorate were not left out.

In chapter four, we had the data presentation and analysis. Here data collected for the testing of the three hypotheses were analyzed using tables and charts. The hypotheses were tested using the Average Mean Score method. The first hypothesis which State; "that inadequate awareness of the activities of the National Directorate has led to poor enrolment" was ACCEPTED. The second hypothesis which States; "that inadequate skills acquisition has led to an increase in graduate unemployment was also ACCEPTED. The third which states "that poor funding has undermined the effectiveness of the National Directorate of Employment in Kaduna state" was equally ACCEPTED.

5.3 Conclusions.

Unemployment which is defined by the International Labour Organisation (ILO) "occurs when a person is available and willing to work but currently without work." This situation which is very much prevalent in Nigeria has become a menace to the society with both political and socio-economic effects. These consequences cannot be over-emphasized as politically, unemployment can lead to political instability. This is usually done through the activities of political miscreants known as Political thugs and Area boys. Economically, unemployment hinders its victims from contributing their quota to National Development. This was rightly pointed out by Okun (1926) in his work which is known as Okun's Law where he States that a 1% increase in unemployment leads to 3% decrease in the GDP. The Unemployed who are mostly

youths in their primes would rather channel their energies to counter-productive ventures such as vandalisation of public property e.g. Petroleum pipes, electricity cables, oil bunkering, fraud, kidnapping, prostitution, drug trafficking, violence, armed robbery, e.t.c.

It is in recognition of such dangers posed by unemployment that the Federal Government of Nigeria in 1986 established the National Directorate of Employment with the aim of combating mass unemployment through skills acquisition, self-employment and labour intensive work scheme.

It is to this end, that this work assessed the role of the National Directorate of Employment in reducing graduate unemployment in Kaduna State. Thus, three hypotheses were formulated were as follows:

H_o: That inadequate awareness of the activities of the National Directorate of Employment has led to poor enrolment in Kaduna State.

H_o: That inadequate skills acquisition has led to an increase in graduate unemployment in Kaduna State.

H_0: That poor funding has undermined the effectiveness of the National Directorate of Employment, Kaduna State.

These were tested using both primary and secondary source of data. With the use of Average Mean Scope Method and with responses obtained through the questionnaires administered the hypothesis which States “that inadequate awareness of the activities of the National Directorate of Employment has led to poor enrolment Kaduna State” was accepted.

Thus, it was established that awareness was clearly instrumental to the success of any establishment. It was discovered that awareness from the grassroots level to the top goes a long way in improving the effectiveness of the National Directorate of Employment in Kaduna State.

The second hypothesis which states: “That inadequate skills acquisition has led to an increase in graduate unemployment in Kaduna State” was also accepted. It was discovered that skills acquisition is an effective tool in the reduction of graduate unemployment in Kaduna State as 94.4% of the respondents agreed that self-employment is an alternative to salaried jobs. Specific skills acquisition is a viable tool for self employment; and this in turn leads to small-scale enterprises which formed the basis of any industrialized nation of the world today.

The third hypothesis which states “that poor funding has undermined the effectiveness of the National Directorate of Employment in Kaduna state” was also accepted. It was discovered that NDE, Kaduna will be more effective if funds were released on them.

In a nutshell, the National Directorate of Employment is creating employment through specific skills acquisition, thereby reducing the graduate unemployment rate. But there is still room for improvement as the percentage of those who have benefited from the scheme is not commensurate to the number of unemployed graduates turned out by tertiary institutions yearly.

5.4 Recommendations

In the course of the research work, various recommendations were proffered by the researcher and they are as follows.

First, specific organisation or institution should be established with the sole aim of tackling graduate unemployment. Since unemployment cuts across various barriers (gender, class, age) and the National Directorate of Employment which is saddled with combating unemployment cannot effectively manage graduate unemployment as its resources (time, finance) are divided among other classes. Thus, giving more attention to graduate unemployment by establishing a body with the mandate of combating graduate unemployment will go a long way.

Secondly, unemployment policies should cover not just the unemployed but also the underemployed. This is because the definition of unemployment does not capture those who are heavily underutilized, grossly underpaid, thereby, giving a false representation of the unemployment situation in the country. In line with this, a minimum wage should be established for both private and public sectors. This is to avoid exploitation on the part of the employers and also to improve the standard of living of the general populace.

Thirdly, the importance of awareness cannot be overstressed as this will get more people involved. Awareness could be improved through the following ways:

1) Media: The mass media is an effective communication tool, thus, advertisements, documentaries, enlightenment campaigns etc could be placed on the media. The Television, Radio Newspapers, Internet and even Bill Boards could be viable channels.

2) At the Grassroots level, Village heads, Ward heads, District heads and even Village town criers should all be incorporated in the awareness campaign. This will go a long way in creating awareness for the various activities of the National Directorate of Employment, thereby improving its effectiveness.
3) Symposia, seminars, workshops etc should be organised at higher institutions to create awareness for the scheme (NDE). Undergraduates should be well-informed of the activities of the National Directorate of Employment even before graduating. This will even help engage them as they wait for the National Youth Service Corps Scheme.

Fourthly, as affirmed by the study, the importance of skills acquisition cannot be ignored. Thus, it is recommended that learning of specific skills should be inculcated into the curriculum of the post-secondary schools of not just Kaduna State but all states in Nigeria irrespective of the students' course of study.

This is already being practised in developed countries e.g. USA, Australia, Japan where such courses are included as electives. Courses like fashion designing, automobile repairs, traffic control, animal husbandry, typesetting, catering, horticulture, swimming, memo writing, satellite installation, wood work and even cooking should be included as compulsory electives thereby creating the spirit of entrepreneurship.

There should be a diversification in the activities of the National Directorate of Employment. New challenging and innovative skills should be introduced from time to time. This step will make it more

enticing and appealing for graduates to enrol, as young people are adventurous and like to explore new grounds.

In addition to the above, funds should be released on time or, rather, State offices should be given relative autonomy of funds so that fund release will not serve as a hindrance for policy implementation. Laws should also be enacted to facilitate easy borrowing through low interest rate and removal of unnecessary administrative bottlenecks in financial institutions. This will give beneficiaries easy access to funds which will be used as start-up capital for young entrepreneurs.

Finally, there should be an attitudinal change, as more often than not government programmes are mostly treated with levity. There is usually a very low level of commitment as it is mostly believed that government's money is nobody's money. This attitude must be changed both in staff and beneficiaries through constant sensitization workshops.

5.5 Areas for Further Research

This work assessed the role of the National Directorate of Employment in reducing graduate unemployment in Kaduna State.

Future studies can seek to do a detailed assessment of the various skills acquisition training available at the National Directorate of Employment. In so doing, the irrelevant or obsolete skills can be removed to

be replaced by contemporary skills. Such modification will greatly improve the efficacy of the Directorate and also reduce the unemployment problems being experienced in the country.

A critical assessment of the funding structure of the National Directorate of Employment would seem to be needed at this point. This will help detect any form of embezzlement, mismanagement or fraud. Such future study can also help to establish an effective funding system for the directorate which in turn will help address the funding problems presently experienced.

BIBLIOGRAPHY

Textbooks

Achegbulu, J.O. (2008) *The Effects of Unemployment on Socio-Economic Development in Nigeria,* being a Seminar Paper Presented to the Department of Public Administration, A.B.U., Zaria (Unpublished).

Adebayo, A. (2002) *Principles and Practice of Public Administration in Nigeria*: Ibadan: Spectrum Publishers.

Akinbade, J.A (2004) *Dictionary of Nigerian Government and Politics*, Lagos; Macak Books Ltd

Alain, S. (2006) *Economics* fourth edition.

Bernake, B. (2001) *Principles of Economics*, New York: McGraw-Hill/Irwin Company Inc.

Bradley, R. S. (2004) *The Macro Economy* Today 9th ed. India: McGraw Hill Irwin Companies.

Colonader, D.C. (2001) *Macro Economics* 4th ed. New York: McGraw-Hill Irwin.

Dudley, S. (1969) *The Meaning of Development*. India: Eleventh Conference of the Society for International Development.

Easton, D. (1953) *The Political System: An Inquiry into the state of Political Science*. New York: Alfred A. Knopf

Easton, D. (1965) *A Systems Analysis of Political Life*; New York: Wiley

Easton, D. (1965) A Framework for Political Analysis; New Jersey: Prentice-Hall

Jhingan, M.L. (2004) *Principles of Economics*. 2nd ed. India: Vrinda Publication

Keynes, M. (1975) *Essays on John Maynard Keynes.* Britain: Cambridge University Press.

Odoh, A. (1995) *Research Methodology: An Introduction*. Unpublished

Okun, A.N. (1962) *Potential GNP, It's Measurement and Significance*: Reprinted as COWLES Foundation Paper.

Osuala, E.C. (2005) *Introduction to Research Methodology*: Onitsha: Africana-first Publishers Ltd.

Onosode, F. (1993) *The Decades of Development Crises in Nigeria Essays*. Ikeja: Malthouse Press Ltd. pg. 110.

Wehmeier, S. (2001) Oxford Advanced Learner's Dictionary (edited) Special Price Edition.

Richard, A. (2007) *"Fact Sheet on the Impact of Unemployment* (PDF) USA: Virginia Teach, Department of Economics USA.

Robert, F. and Bernanke B. (2001) *Principle of Economics* New York: McGraw-Hill Irwin Companies Inc

Rudiger, D. (2004) *Macro Economics*, New Delhi: Tata McGraw-Hill Publishing Co. Ltd.

Sullivan, A. (2003) *Economics: Principles in Action*. Upper Saddle River, New Jersey: 01458, Pearson Prentice Hall, USA.

Thomas, J.H.(1970) *Contemporary Economic Problems and Issues*. 2nd ed. USA: by South- Western Publishing Company.

Umoden, G.(1992) *The Babangida Years.* Lagos: Gabumo Publishing Company Ltd

William, D.J. (1996) "*Social Psychology, Unemployment and Macroeconomics*" Journal of Economic Perspective, Winter 1996.

Journals, Articles and Reports

Euro-Zone Unemployment Climbs to 10 percent High Deutsche Welle. January 29, 2010.

Hayek, F.A., *The Constitution of Liberty*.

International Labour Organisation: *Resolution concerning statistics of the economically active population, employment, unemployment and underemployment, adopted by the thirteenth International Conference of Labour Statisticians* (Oct. 1982) pg. 4.

Leopoid, L. (March 5 2010) *Why are we Afraid to Create the Job we Need*?

National Bureau of Statistics (2006) *The Statistical Fact Sheet on Economic and Social Development*, Abuja.

National Bureau of Statistics (2007) Annual Abstracts of Statistics.

National Bureau of Statistics (2008) General Household Survey Report.

National Bureau of Statistics, Core Welfare Indicator Questionnaire News wise, Retrieved on October 27, 2008.

National Directorate of Employment (2006) *Annual Report*, Kaduna State Office.

National Directorate of Employment (2006) *Brochure*. Kaduna State Office.

National Directorate of Employment (2007) Planning Research and Statistics *Annual Report.* Kaduna State Office.

National Directorate of Employment (2008),Planning Research and Statistics *Annual Report* Kaduna State Office.

National Directorate of Employment (2009) Planning Research and Statistics *Annual Report.* Kaduna State Office.

National Directorate of Employment Brochure, 2006. NDE Brochure

American Great Depression p. 45.

Newspapers

Daily Trust Newspaper, Tuesday Jan. 5, 2010 pg. 34.

The Guardian Newspaper, Tuesday March 30, 2010 page 39.

The Guardian, Tuesday September 22 19998, page 23.

The Nation Newspaper pg. 11 Sat. June 2010.

The Nigerian Statistical Fact sheet on Economic and Social Development, 2008

Internet

Wikipedia Encyclopaedia.

www.econlog.econlib.org/archieves/2009

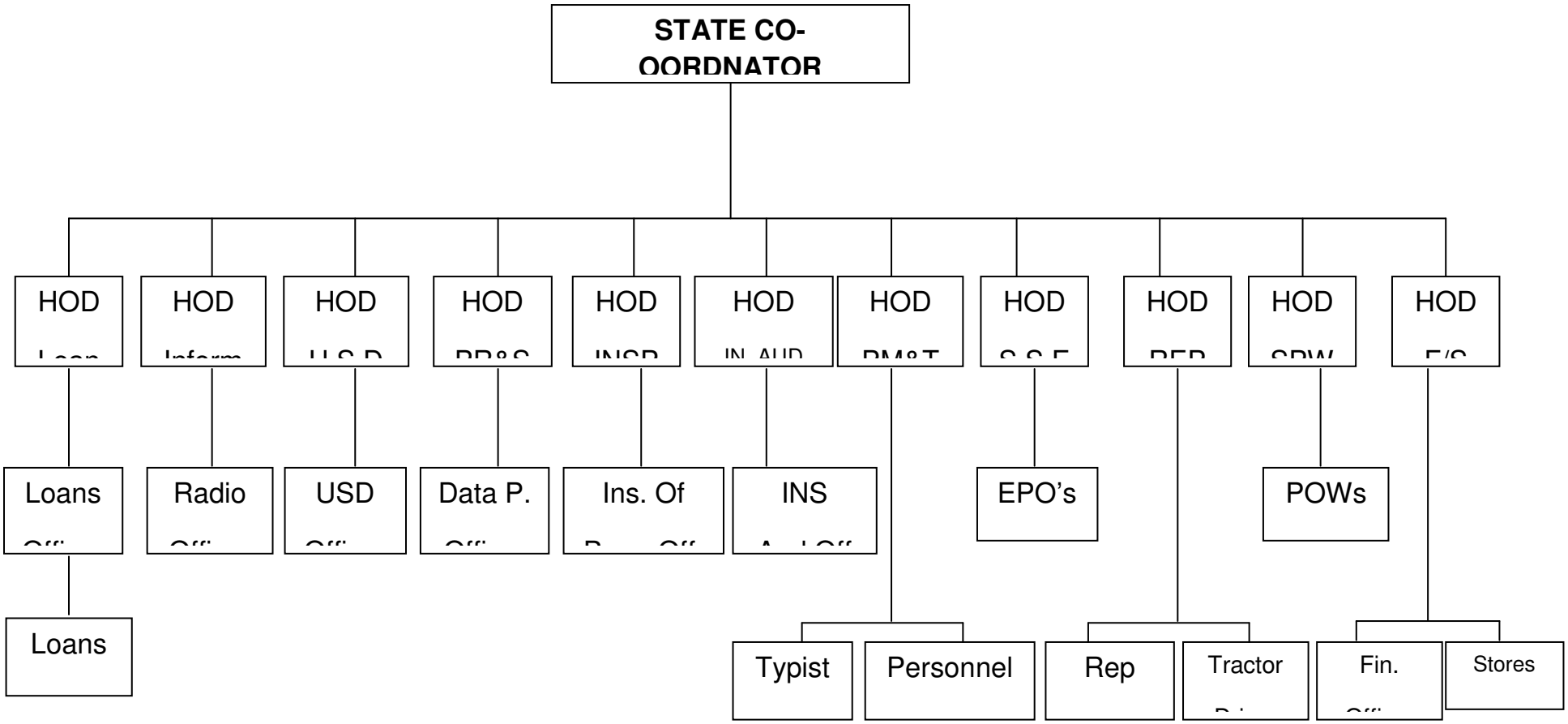
www.google.com

www.uo.org/public./english/bureau/stat/dpownload/ res/ecacpop.pdf

http://atext.ap[lia.com/controller/apliatext.aspx

APPENDIX I

ORGANISATIONAL STRUCTURE OF NATIONAL DIRECTORATE OF EMPLOYMENT, KADUNA STATE



KEY

State Coordinator i.e. Chief Executor

HOD - Head of Department

SSE - Small Scale Enterprises

APPENDIX II

QUESTIONNAIRE

Department of Public Administration,

Faculty of Administration,

Ahmadu Bello University,

Zaria,

Kaduna State,

Nigeria.

Dear Respondent,

The researcher is a Postgraduate Student of the above named institution presently conducting a research titled: "**An Assessment of the Role of the National Directorate of Employment in Reducing Graduate Unemployment in Kaduna State (2005-2009)"** which is a major requirement for the successful completion of the Masters programme.

All information gotten by the researcher will be treated as confidential and strictly for academic purpose.

Thank you in anticipation of your cooperation.

Yours faithfully,

Researcher,

QUESTIONNAIRE FOR BENEFICIARIES AND STAFF OF THE NATIONAL DIRECTORATE OF EMPLOYMENT KADUNA STATE

Please tick the appropriate box provided for the options and fill in the blank spaces where necessary.

SECTION A: BIO-DATA

1) Sex

Male [ ] Female [ ]

2) Age Bracket 20-29 [ ] 30-39 [ ] 40-49 [ ] 50-59 [ ]

60-69 [ ] 70 and above [ ]

3) Educational Qualification

OND/NCE [ ], HND [ ] Bachelors [ ] Masters [ ]

Directorate [ ]

4) Status

Staff [ ] Beneficiary [ ] Others, please specify.

SECTION B: INADEQUATE SKILLS ACQUISITIONS

5) Have you acquired any skills apart from the western education?

Yes [ ] No [ ]

6) Are you presently self-employed?

Yes [ ] No [ ]

7) If yes to question (17), please specify the nature of the self employment.

_____

8) Do you think most Nigerian graduates have acquired necessary skills?

Yes [ ] No [ ]

9) Do you agree that self-employment is an alternative to salaried jobs?

Yes [ ] No [ ]

10) Please give reasons, if you answered "No" to question (20) above.

_____

_____

_____

11) Has the skills acquisition schemes put in place by the government helped beneficiaries to become self-employed?

Yes [ ] No [ ] 23) Do you agree that if skills acquisition is included in the curriculum, of post-secondary schools, graduate unemployment rate will be reduced?

Yes [ ] No [ ]

12) Please, what is your opinion about skills acquisition schemes in Nigeria?

_____

_____

_____

SECTION C: INADEQUATE AWARENESS AND FUNDING

13) Please where did you first hear of the National Directorate of Employment?

_____

14) Do you think that most graduates in Kaduna State are aware of the NDE's activities?

Yes [ ] No [ ] No Idea [ ]

15) Are those in the rural areas equally aware of NDE's programmes?

Yes [ ] No [ ] No Idea [ ]

16) In your own view has the NDE being very effective in reducing the graduate unemployment rate in Kaduna State?

Yes [ ] No [ ] No idea [ ]

17) As a beneficiary of the scheme will you say that resettlements and stipends paid by the NDE are sufficient?

Yes [ ] No [ ] No idea [ ]

18) Are such stipends and resettlement paid as at when due?

Yes [ ] No [ ] No Idea [ ]

19) Do you see funding as one of the major problems facing the National Directorate of Employment, Kaduna?

Yes [ ] No [ ]

20) Please, give reasons for question (19) above

_____

_____

_____

20) If “yes” to question (31) above, please State your reasons

_____

_____

_____

22) Please suggest ways through which awareness of N.D.E.’s activities can be improved

_____

_____

_____