THE ROLE OF THE STATE IN ADDRESSING UNEMPLOYMENT IN NIGERIA: AN ASSESSMENT OF NATIONAL DIRECTORATE OF EMPLOYMENT (NDE) IN GOMBE LOCAL GOVERNMENT AREA OF GOMBE STATE

BY

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DECLARATION

I hereby declare that this study in its original form has been carried out by me, IDRIS ABUBAKAR with Registration Number MSC/SOC-SCI/26815/2012-2013 of the Department of Political Science, Faculty of Social Sciences Ahmadu Bello University Zaria

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CERTIFICATION

This study titled "The Role of the State in Addressing Unemployment in Nigeria: An Assessment of NationalDirectorate of Employment (NDE) Gombe Local Government of Gombe State" by IDRIS ABUBAKAR, met the regulations governing the award of the degree of Masters Degree in Political Science of the Ahmadu Bello University, Zaria and is approved for its contribution to knowledge and literary presentation.

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DEDICATION

I humbly dedicate this research work to Almighty Allah for His immeasurable mercy and strength He has given me to carry out this study successfully. Enough respect goes to my late parents Dr. Idris Mahdi Debaand his lovely wife Malama Hauwa'u Kala for their parental support. May their soul rest in perfect peace Ameen

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ABSTRACT

Unemployment's problem affects youths from a broad spectrum of socio-economic backgrounds, both educated and less educated. The symptoms of unemployment manifested in all sphere of live such as armed robbery, prostitution, poverty among others. The general belief is that unemployment among youths is a reality, and unemployed youths have become a threat to lives and properties even within families. This study assesses the role of State in addressing unemployment, an assessment of the National Directorate of Employment (NDE) in Gombe Local Government area of Gombe State. Based on data obtained from Gombe State Bureau of Statistics which shows that, Gombe State has not been immune from this spiraling scourge of unemployment. To address this problem, data was generated from both secondary and primary sources. The study has revealed that the National Directorate of Employment (NDE) has so far done fairly well in training and skills acquisition and it is only in the disbursement of take-off capital after post training that it did not do well. The study also revealed that the impact of the National Directorate of Employment (NDE) on unemployed youths in Gombe State has not been positive and have not been effectively and adequately achieved its set objectives of reducing the level of unemployment. Based on the findings, the study recommends, amongst others that government at all levels should strengthen existing job creation strategies and agencies. It further recommends that the agency should be provided with back-up support services like capital for the participants after the training to set up their business.Structural functional theory was used to guide the study.

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LIST OF ACRONYMS

ABU:	Ahmadu Bello University
A. NOAS:	Advanced National Open Apprenticeship Scheme
ASCON:	Administrative Staff College of Nigeria
BBT:	Basic Business Training
CDS:	Community Development Scheme
CMD:	Centre for Management Development
EPC:	Employment Policy Convention
EBTS:	Environmental Beautification Training Scheme
FGD:	Focus Group Discussion
FGN:	Federal Government of Nigeria
FMI:	Federal Ministry of Information
GDP:	Gross Domestic Product
GLGA:	Gombe Local Government Area
GSBS:	Gombe State Bureau of Statistics
GSU:	Gombe State University
GAP:	Graduate Attachment Programme

ILO:	International Labour Organization
IBB:	Ibrahim BadamasiBabangida
ITF:	Industrial Training Fund
IFS:	Integrated Farming Scheme
IYB:	Improve Your-Own Business
KIL:	Kashim Ibrahim Library
LGA:	Local Government Area
LCTS:	Lady Chauffeur Training Scheme
MINT:	Mexico, Indonesia, Nigeria and Turkey
NDE:	National Directorate of Employment
NEEDS:	National Economic and Empowerment Strategy
NAPEP:	National Poverty Eradication Programs
NGOs:	Non-Governmental Organizations
NPC:	National Population Commission
NIYEAD:	Nigerian Youth Employment Action Plan
NBS:	National Bureau of Statistics
NA:	Native Authority

NITEL:	Nigerian Telecommunication Limited
NNPC:	Nigerian National Petroleum Corporation
NIPOST:	Nigerian Postal Services
NOAS:	National Open Apprenticeship Scheme
OBL:	Operation Back to Land
RADTS:	Rural Agricultural Development Training Scheme
RHTS:	Rural Handicraft Training Scheme
RLS:	Resettlement Loan Scheme
RETS:	Renewable Energy Training Scheme
SAP:	Structural Adjustment Programme
SURE-P:	Subsidy Re-investment and Empowerment Programme
SEEDS:	State Economic and Empowerment Strategy
STOB:	Start Your-Own Business
SOW:	School-On-Wheel Scheme
EDP:	Entrepreneurship Development Programme
SPW:	Special Public Works Programme
SSE:	Small Scale Enterprise

TCC:	Trainer’s Capacity Upgrade
VSD:	Vocational Skills Development
WEB:	Women Employment Branch

CHAPTER ONE

GENERAL INTRODUCTION

1.1 Background to the Study

Unemployment and poverty, especially among secondary school leavers and graduates of tertiary institutions, have remained some of the fundamental challenges threatening the political stability and economic development of most contemporary African countries.One defining moment in which this problem manifested itself was during the economic recessionof the early 1980s which affected nearly all developing countries. In general, unemployment is one malaise and developmental problem that afflicts not only less developed economiesbut also industrialized ones.Governmental performance everywhere in the world, for instance, is often gauged based on the rate at which unemployment is tackled. Importantly, it is often the case that reducing the unemployment index is a way of abating poverty in an economy. When poverty is tackled, political stability is often gained.

Nigeria, the most populous country in Africaand the largest economy on the continent (Somasundara, 2015) with a population of about 160million, is endowed with diverse human and material resources. However, the nation has been bedeviled by the challenge of unemployment for many succeeding decades. The phenomenon has demanded attention from policy makers, politicians and social scientists. Unfortunately, years of unbridled corruption, mismanagement and sheer waste of resources have hindered the economic growth of the country. Consequently,the nation’s resources have been left underutilized leading to unemployment, underemployment and abject poverty.

The problem of unemployment affects youths from a broad spectrum of socio-economic backgrounds, both the educated and the less educated, although it has particularly stricken a substantial fraction of youths from low income backgrounds and those with limited education. It is that unemployment is an obstacle to the progress of a country. Apart from economic waste, it also constitutesa danger for political stability (Ipaye, 1998). It is disturbing to note that unemployed people have limited chances of becoming gainfully employed. It is thus disheartening that the country's economic condition is not able to absorb an optimal proportion of the products of its educational system. These days, thousands of young people are found waiting to be interviewed for just one, two or few vacant positions in some organizations or firms. Manyof those who cannot earn aliving are prone to social vices. The disaffectedyouths look at themselves as second class citizens for being unable to contribute to the society.Unemployment can even lead to depression, low-esteem, frustration and a number of other negative consequences (Ipaye, 1998).

The symptoms of unemployment are obvious and they manifest in all spheres of life. These include: rising poverty, increase crime rate, child abuse/trafficking, prostitution, kidnapping, assassinations, cultism and armed banditry, amongst others.

Numerous policies and programmes have been initiated and implemented under various regimes in Nigeria to lay a solid foundation to create job opportunities.Such initiatives include:Import Substitution and export led industrialization, Indigenization Policy, the Austerity Measures, Structural Adjustment Programme (SAP), Privatization, the National Economic and Empowerment Strategy, (NEEDS), the National Directorate of Employment (NDE), the National Poverty Eradication Programs (NAPEP), the Seven Point Agenda,the withdrawal of subsidies and the recent Subsidy Re-investment and Empowerment Programme (SURE-P), implemented

within the framework of the transformation agenda,as well asdiverse initiatives by Non-Governmental Organizations (NGOs).In spite of these efforts to provide employment opportunities and guarantee self reliance,the problemof unemployment in Nigeria is becoming more and more unbearable because of the rising joblessness amongst graduates of tertiary institutions. Of course, it is on record that these attempts have hadno significant impact on tackling youth unemployment.

In the period before the 2015 general elections, as with most electioneering periods in Nigeria, many of the unemployed youths weretrained by some unscrupulous politicians and used as political thugs in manipulating or disrupting the electoral processes where the outcome was perceived to be unfavorable to them. Theywere specifically used for electoral malpractices such as snatching of ballot boxes, intimidating voters and opponents during election, and sharing of money to influence voting patterns.

Without doubt, unemployment is one of the fundamental problems facing many countries today. The situation is further aggravated by the mass production of graduates and school leavers from primary schools, secondary schools, colleges of education, polytechnics and universities without commensurate creation of employment opportunities.Part of the problem is excessive enrollment in schools; where far more students are admitted to schools than the schools are actually capable of effectively educating, and also above what the economy is capable of catering for when they graduate (Ajetomobi and Ayanwale, 2005).

The current crisis of unemployment, as earlier noted, is rooted in the past. From a figure of 2.0% in 1960, rising to 4.5% in the 1970s, it reached an unprecedented level of 13.2% in 2012 (Ogunlela, 2012:40).

In March, 26, 1986th, the Babangida administration set up a committee to find strategies for dealing with unemployment under the auspices of the Federal Ministry of Employment, Labour and Productivity with the following Mandates: to map out strategies for dealing with mass unemployment, to articulate policies aimed at developing work programmes that are labour intensive, to recommend programmes of action to be put into immediate effect for reducing high level of unemployment, to obtain data bank on employment and vacancies to link job seekers with vacancies. The outcome of this committee's work resulted in the establishment ofTheNational Directorate of Employment (NDE)set upto carry out the task of finding lasting solutions to Nigeria's unemployment problems especially among youths.

National Directorate of Employment (NDE) started operation in Gombe immediatelyafter the creation of the state on October, 1st 1996 by the Former Military Head of State General Sani Abacha. The reason for chosen 2007-2014 was because of available data from NDE office. Available indices indicate that Gombe state is in fact one of the worst hit cases of unemployment in Nigeria. As at 2009, with a national unemployment rate of 19.7%, Gombe had a high figure of 32.1%, only a little worse than the four most affected states: Bayelsa (38.4%), Katsina (37.3%), Bauchi (37.1%), and AkwaIbom (34.1%) (Nyong, 2013:3).

1.2 Statement of the Research Problem

Gombe state is experiencing unemployment crisis and the problem is becoming more and more unbearable as it is threatening the lives and properties of people, and economic development of the state.Gombe Stategovernment is trying to reduce this problem to the barest level by embarking on different programmes such as Tolba Youth Rehabilitation and Re-Orientation Programme, United Nation Development Programme in collaboration with Gombe State Ministry of Youth and Poverty Alleviation and Educational Marshal also in collaboration with

Sustainable Development Goals (SDGs), Gombe State Environmental Protection and Sanitation Agency (GOSEPA), as measures to reduce the problems of unemployment in the State. However, in spite ofits effort to reduce the problems, unemployment still persistsin the area, and the logical effects andconsequences of this manifest as; youth restiveness in form of armed robbery, poverty, crimes, killings, prostitution, drug abuse, political thuggery among others.

Even though, some studies on National Directorate of Employment (NDE) in Nigeria generally, but, there is no empirical and micro-based studies on the role of the State in addressing the problem of unemployment in respect to Gombe state and Gombe Local Government Area in particular, hopefully this is a modest contribution to the existing literature.

It is against this background that, the study assesses the impact of the National Directorate of Employment (NDE) in tackling the problem of unemployment in Gombe State with a particular reference to Gombe Local Government Area. In other words, itassesses the level of successesand challenges that confronted the National Directorate of Employment (NDE) as an agency for capacity building and employment generation.

1.3 Research Questions

This study attempts to provide answers to the following questions:

i. What is the extent of the problem of unemployment in Gombe Local Government Area?
ii. What are the manifest and latent employment opportunities in Gombe Local Government Area?
iii. What impact and challenges of the National Directorate of Employment (NDE) in tackling unemployment in Gombe Local Government Area?

iv. What is the selection method of the beneficiaries and the effectiveness of the provisions put in place for employment generation Gombe Local Government Area of Gombe State?

v. What policies or reforms can be put in place to enhance the effectiveness of NDE in Gombe Local Government Area?

1.4 Objectives of the Study

To answer the aforementioned questions, the following research objectives are formulated:

i. To findout theextent of the problem of unemployment in Gombe State.

ii. To identify the manifest and latent employment opportunities in Gombe State.

iii. To examine the impact and challenges of the National Directorate of Employment (NDE)in tackling of the unemploymentproblem in Gombe Local Government Area.

iv. To find out the selection method of the beneficiaries and the effectiveness of the provisions put in place for employment generation in Gombe State.

v. To find out the policies or reforms that can be put in place to enhance the effectiveness of NDE in Gombe Local Government Area

1.5 Research Assumptions

The study was guided by the following assumptions:

i. There is a high rate of unemployment especially among Youths in Gombe Local Government of Gombe State.

ii. Lack of capital for self-employment and government is a main employer of labour in the study area.

iii. The National Directorate of Employment (NDE) has not made significant impact on employment generation in the area under study.

iv. The selection of the beneficiaries is either on political basis or whom you know in government.

1.6 Scope and Limitations of the Study

The scope of this study covers Gombe Local Government Area of Gombe State from 2007-2014. The period2007-2014 has beenchosen because it was within the period that theanti-social activities of unemployed youthsattained a climax in Gombe Local Government area (GLGA)being the capital of the state, despite the activities of the directorate since the creation of the state in 1996. Restive activities such as prostitutions, drug abuse, political thuggery, increase crime, armed robbery etcbecame common, especially from different parts of the neighboring state of Borno, Adamawa and Yobeas a result of insurgents group that force people to leave their states in search ofgreener pastures. However, with limited employment opportunities, many of such migrants end up engaging in all sorts of social vices.

The difficulties encountered in the process of carrying out this work included how to accessinformation from respondents that were selected for interview.Moreover, how to get the unemployed youthsfor interaction was another limitation for this study, not because they were not in abundance but because most did not regard the activity as worth as their time. However, these limitations did not affect the substance of the overall study.

1.7 Significance of the Study

In spite of the existing body of literature on the assessment of the National Directorate of Employment in Nigeria in general (e.g. Anowai, 2015; Ogunlela, 2012; Adebisi, T. T. &Ukpore, B.A. 2014; Evawoma-Enuku, U. &Mgbor, M. O. 2005), most of these existingstudies do not treat the topic empirically,particularly with regards to the area under study. Therefore,there is a vacuumthat needs to be filled.Most of theexisting studiesare alsonot micro-base oriented,

focusing on large study areas such as an entire state (Nyong, 2013) or an entire scheme (Anowai 2015). There is a specific need to generate empirical knowledgeparticularly about the activities of the National Directorate of Employment (NDE) in Gombe Local Government. Furthermore, most views and lamentations about the problem of unemployment in the country are generalizations rather than based on empirical studies. Thisstudy therefore is not only empirical but micro-based in Gombe Local Government area of Gombe State, which hopefully is a modest contribution to existing literature on the role of the National Directorate of Employment (NDE) as an agency primarily established to tackle the problem of unemployment in the country. This study has thereforecarried out to look at this empirically in Gombe Local Government Area of Gombe State.

The essence of this work is to shed light on where to intervene in the area investigated by providing the missing link that will contribute to the existing body of knowledge in the field.

This research is important in various ways, itincreases the existing body of knowledge and scholarship; the study wouldimmensely help people especially those in the policy making circlesto understand better how the problems of unemployment would be solved through the programmes and activities of the National Directorate of Employment (NDE).

The study wouldalso help to enlightenfresh youths to seek solutions to their unemployment problemsthrough the programmes of the National Directorate of Employment (NDE),which is established solely for that purpose but unknown to many unemployed youths.

1.8 Research Methodology

1.8.1 Sources of Data

Data used for this study wasobtained mainly from two broad sources. These were primary and secondary sources. The secondary source was collected from academic books, annual reports of the National Directorate of Employment (NDE), Federal Government Documents, newspapers, magazines, journals, periodicals and articles from Postgraduate Library, Kashim Ibrahim Library (KIL), Ahmadu Bello University Zaria, unpublished theses and dissertations, the review of online resources, and archives of the Gombe State office of the National Population Commission, among others. While the primary sourceswere obtained using the following survey instruments;

a. Structured and unstructured questionnaire. Information obtained was from the participant during the training, and 365 questionnaires were distributed to them.
b. In-depth interviews (IDI) with the NDE officials, traditional and community leaders
c. Focus group discussion (FGD), with the graduates of NDE and the general public and corroborate their responses.
d. Personal observation of the researcher who happens to be an indigene of the area and participate in graduate attachment programme (GAP).

1.8.2 Population and Sample Size of the Study

Gombe Local Governmenthas atotal population of 266,844 going by the 2006 Population census (NPC, 2006), and in2014, it was updated to 344,804 by Gombe State Bureau of Statistics.Out of which 35,458 are unemployed youths (both male and female) with B.sc, HND, NCE, OND, SSCE and other qualifications in GLGA (GSBS, 2015).According to the information obtained

from the office of National Directorate of Employment (NDE) 6,625 participated in various programmes from 2007-2014 (NDE, 2015).

From the beneficiaries of the programme numbering six thousand, six hundred and twenty five participants (6,625), three hundred and sixty five (365)were selected, hence constitutedthe sample of this study. This sampleis considered to be the representatives of the total population of the beneficiaries of the programmes.The sample was derived using sample size calculator, with margin error of 5% and 95% confidence level (sample size table, 2006). This formula is the one used by Krejcie and Morgan in their 1970 article "Determining Sample Size for Research Activities".

Below is the distribution of 11 wards, as presented in table one, which constitute Gombe Local Government Area (GLGA) with the ward population and sample size of each Ward.

Table 1.1 Distributions of the Total Population andSample Size According to the Wards of the Gombe Local Government Area

S/N	Wards	Population	Sample Size
1	Ajiya	26,194	28
2	Bolari-East	33,806	36
3	Bolari-West	29,132	30
4	Bajoga	27,202	29
5	Dawaki	30,058	32
6	Herwagana	25,931	28
7	Jakadafari	39,470	42
8	Kumbiya-Kumbiya	31,453	34
9	Nasarawo	35,416	38
10	Pantami	38,092	41
11	Shamaki	28,050	27
	Total	344,804	365

Sources: Gombe State Bureau of Statistics, 2015

Table 1.1 above indicates the systematic selection of the study through the use of 11 wards as arranged alphabetically. The number of the population of each ward was divided by the entire population to get the sample size of each ward. Belowis the sample formula used to draw thesample size taken in each of the 11 wards in proportion to the total Population using for instance the population of Ajiyaward;

Ward Sample Population= $\frac{\boldsymbol{PopulationofWard}}{\boldsymbol{TotalpopulationofGLGA}} \times \frac{\mathbf{365}}{\mathbf{1}} forinstance$

$$\frac{26{,}194}{344{,}804} \times \frac{365}{1} = 28$$

Using the formula, the sample size of each ward was obtained by dividing the number of the population of each ward with the total population of the area under study, multiplied by the sample size of each in proportion to its population.

1.8.3 Sampling Procedure

The study area is Gombe Local Government, which is divided into 11 wards, with 266,844 people, and the number rose to 344,804 with the 35,458 unemployed people (GSBS, 2015) and NDE trained 6,625 from 2007-2014 in various programmes. The study's sample population was drawn from the current figure obtained from NDE. Multistage Cluster Sampling Techniquewas used to divide the population ofGombe Local Government into ward cluster of convenience. According to Biereenu2006, this technique involves sampling in successive stages such that at each stage, selection is made by using any of the well known probability sampling methods.

Having divided the entire population of the area into wards as cluster of convenience,Systematic Sampling Methodwas used by alphabetically arranging the population according to the wards for determining the selection interval of respondent. The target population here is the community leaders and traditional rulers. Four out of eleven were randomly selected by numbering the wards and picking four to determine the selection interval of the respondent at the ward levels, by dividing it with the sample size of each ward.

At reachingthe ward levels as the cluster of the study, each wards are divided into street arrangement houses was used in some areas like Bolari-East, Herwagana, Pantami and Shamaki wards and selected some households were selected. The first respondent was randomly selected and followed by selection interval in proportion to the wards' sample population size as presented in table 1.1 above.

Stratified sampling technique was found to be appropriate in drawing the population for interview, Focus Group Discussion (FGD), and administration of questionnaires. This is because the respondents are from different social strata, such as the officials of NDE, graduates/trainees of NDE programmes, community leaders, and the general public.

The reason for the use of stratified sampling method in this study is the awareness of different characteristics of target population. The major advantage of stratified sampling is the capabilities of recognizing different groups in the study population. The reason includes reduction in cost of research and reduction of extremely large population.

Systematic sampling was then used to alphabetically arrange the population according to the wards. Four wards out of elevenwere selected for interview and FGD, where their respective community leaders were interviewed. The eleven wards were written down alphabetically, and second units were selected and counted four wards and the fifth ward was selected and round it up with the last ward to make it four. The wards selected and their community leaders interviewed are; Bolari-East, Herwagana, Pantami and Shamaki. Furthermore, interviews were conducted with zonal Director, state coordinator and two Heads of department. Three hundred and sixty five (365) questionnaires were distributed to the trainee or beneficiaries of NDE programme. Focus group discussion was also conducted with the NDE graduates/trainees.

These were sampling techniques adopted to avoid conclusions that may turn out to be statistically ridiculous. Basically, the intent also is to eliminate bias because of the complex nature of the target population.

1.8.4 Target Population of the Study

The target population is necessary in order to have a sample size and sampling frame with the intention to carry out survey research successfully. The trainees of National Directorate of Employment (NDE) constituted the first category and the information obtained here was through questionnaire. The second category of respondents comprised NDE officials such as Zonal Director, State coordinator, heads of department of NDE, traditional rulers and community leaders and the information obtained from this segment was through in-depth interview. General public and the graduates of NDE were organized for Focus Group Discussion (FGD), and constitute the third category of the respondents. The FGD was done with the assistance of NDE principal officers who helped immensely for organizing the trainees for FGD and for the distribution and retrieval of the questionnaires.

1.8.5 Hiring of Research Assistants

The researcher employed threeresearch assistantsout of whom two happened to be the NDE senior trainingofficersand the third happened to be a friend to the researcher with diploma in Public Administration who assisted immensely for the administration and retrieval of the questionnaires.

1.8.6 Focus Group Discussion (FGD)

Two focus group discussions wereorganized and arranged in different places. One in Pantamiward with the general public. Themembers were from different age bracket and of different culture and tribes because of the heterogeneous nature of the area under study to have direct information from them.The second FGD was withNDE graduates or beneficiaries of NDE and these were formed by the assistance of senior training officers. It was conducted at the NDE office and each session consisted of eight members.

The members were selected from thewards using the systematic sampling techniques. The wards are arranged in alphabetical order in which the researcher pick the second object arriving at 6 and pick two from each ward.

1.8.7 Personal Observation

Personal observation is very important as a primary tool in scientific research. The advantage of personal observation according to Charles (2006:47) and Nnamdi (2012:18) is that you can directly record behaviours as it happens, and a tool in checking the reliability of both existing data and those from field of study. In case of personal observation, the researcher is an indigene of the area under study and participated in Graduate Attachment Programme (GAP) with ministry of education and observed a lot during the programme.

The personal observation method was employed to observe on the spot some of the issues related to NDEactivities. The essence of observing was not only to verify but rather complemented the interview method, FGDs and questionnaires, and it provided direct access to information without any distortion. The researcher observed that NDE did not conduct a thorough supervision especially for the participants of Graduate Attachment Programme (GAP), and the participants did not go to their place of work. But, the participants were paid the sum of ten thousands at the end of each month.

1.8.8 Methods of Data Presentation and Analysis

This study used descriptive statistics where frequencies and percentages were qualitatively and quantitatively analyzed. Finding of the research are also added at the end of the data analysis and presentation. Questionnaires data are presented in tabular form showing frequencies and percentage of respondents' views. Analysis is both quantitative and qualitative.Findings were

discussed and assumption verified to show whether there is relationship s between NDE and unemployment among youths in the studied area. The data presentation and the analysis were done through the use of statistical package for the social sciences (SPSS, version 16).

1.9 Definitionof Concepts

For easy understanding, a simple definition of some concepts used in this study is hereby made.

YouthsAccording to Nigeria's National Youth Development Policy (2001), youth comprises all young persons of ages 18 to 35 who are the citizen of the Federal Republic of Nigeria. In this study therefore, youths refers to individuals ranging from the age of 18 to 45 years who are the citizens of Gombe State.

Unemployment is defined as the percentage of persons among the labour force 15 to 65 years excluding students and those medically unfit, available for work but did not find work to do (Central Bank of Nigeria, 1993). Unemployment as used in the area under study has do with person who is willing work in either formal or informal sector could not find jobs.

Underemployment simply refers to underutilized workers whose productive capacity is below the reasonable potential (Ojo, 1997). Underemployment as used in this study refers to situation of not being used to full capacity in a job.

1.10 Breakdown of Chapters

This dissertation was structured into five chapters:Chapter one contains the general introduction, statement of the research problem, objectives of the study, research questions, research assumptions, scope and limitations of the study, significance of the study, methodology and organization of chapters. Chapter two covers the literature review and theoretical framework. Chapterthree contains the historical background of the study area, manifest and latent

employment potentials in the area and past policies aimed at employment generation. Chapter four is on data presentation and analysis in the light of which deductions or findings are drawn.Chapter five is the conclusion, summary, and recommendations of the study.

CHAPTER TWO

LITERATURE REVIEW

2.1 Introduction

This chapter reviews literature relevant to the study. The review is undertaken thematically. It also provides theoretical framework that guides the study highlighting its relevance and limitations.

2.2 Conceptualizing Unemployment

Unemployment is not an easy concept to define. However, Studies have revealed that there seems to be a consensus on the conception of unemployment among Non-Governmental Organizations (NGOs), policy-makers and academics.

International Labour Organization (ILO) defines unemployment as a number of economically active populations who are without work but available for and seeking work, including people who have lost their jobs and those who have voluntarily left jobs (World Bank, 1998:63). The population of every economy is divided into two categories; the economically active and the economically inactive. The Nigerian National Youth Policy (FGN, 2001) limits the youth age group to between 18 and 35years. While, the African Youths Charter (2006) views youth unemployed as those between the ages of 15 and 35years.

Others such as Briggs (1973), Gbosi (1997),Fajana (2000), defined unemployment as a situation where people who are willing and capable of working at the prevailing wage rate are unable to find suitable paid employment. Emphasis here is placed on willingness. Therefore, anybody who is actively seeking paid employment should not be counted as part of the unemployed labour force.

According to Jeremy (2000) unemployment is a state of worklesness experienced by persons who as a member of the labour force, perceive themselves and are perceived by others as capable of work. They are actively looking for paid employment without success under the prevailing economic circumstances. Uzoka (2010) on the other hand defines unemployment as "enforced idleness of wage earners who are able and willing to work but cannot find job". In societies where most people can earn a living only by working for others, being unable to find a job is a serious problem.

Akiri (2005) maintains that unemployment is quite acute in Nigeria; this explains why official unemployment statistics sharply differs from the state of unemployment or from the unofficial statistics available because the recorded figures significantly understate the number of people who willing to work at the existing wage rate. He further states that,"unofficial statistic put graduate unemployment as over 30 per cent in the urban areas as against official estimate of 15.0 per cent".

Harvey (1982) is of the view that "unemployment is a situation where labour, machine, land and buildings are idle thereby leading to a lower standard of living, and the real cause is human misery". Nevin (1981) commenting on the same issues argues that "when land or capital is left unused it is merely a waste, and if men and women are unemployed there is a more than waste involved since there are moral and social evils associated with unemployment".

Under-employment also needs to be conceptualized because the two concepts are closely related. Feldman (1996) described an individual as underemployed when they are working in inferior, lesser, or lower quality jobs relative to some defined standards. According to the International Labour Organization (1982) under-employment exists when employed persons have not attained

their full employment level in the sense of the Employment Policy Convention (EPC) adopted by the international labour conference in 1964. Obadan and Odusola (2000), Doyle (2010), describe under-employment to be a situation where people who are working in a lower capacity than they are qualified for, or less hours than they would like to work.

In a related development, Okigbo (1991) argues that in most countries like Nigeria problems arising from the concept of labour force, because people below the age of 15years and those above the age of 55, who are actively engaged in economic activities are usually excluded from labour statistical surveys, and this can lead to underestimation of unemployment in Nigeria. Unemployment is a very serious issue in Africa (Rama, 1998) and particularly in Nigeria (Umo, 1996). Unemployment in Nigeria is a time bomb waiting to explode if effective interventions are not put in place to mitigate the unsavory impact of high youth unemployment (Salami, 2013).

The Nigerian Youth Employment Action Plan (NIYEAP, 2011) clearly shows that, the number of youths requiring productive employment would be about 13 million. This number is outrageous and quite alarming when comparedto the current high rates of unemployment and underemployment among the youths. According to Statistics from Manpower Board and the Federal Bureau of Statistics, Nigeria has a youth population of 80 million, representing 60% of the total population of the country. 64 million of them unemployed, 1.6% are under-employed. The Nigerian Bureau of Statistics in its 2012 annual report reveals that, the number of jobless Nigerians made up of mostly youths has risen to 20.3million (NBS: 2012).

Fajana (2000) and Standing (1983) maintain that unemployment can be described as a state of worklessness experienced by persons who are members of the force who perceived themselves and are perceived by others as capable of work. Fajana and Standing argued that these include

those who have never worked after graduation, and those who lost their jobs thereby seeking for re-entry into the labour market.

Mike and Oyodele (1999:11), maintain that unemployment was endemic in 1980s than it was obtainable in 1960s and 1970s. Unemployment rate rose from 4.3 percent to 6.4 percent in 1980s in Nigeria. The Nigerian unemployment problem emerged from the late 1970s, as it was virtually non-existent in the 1960s and before. Over employment of 43,000 made up of children below legal working ages recorded for the 1952/1953 census (Diejomaoh and Orimalade, 1991).

Unemployment according to Ogberu I. (2004) exists where persons capable of and willing to work at the prevailing rate of pay are unable to find job. It must be involuntary because the unemployed exclude the idle rich and those on strike who are unemployed voluntarily. Excluded also are those incapable of work due to mental or physical disabilities.

The then Minister of Finance, NgoziOkonjo-Iweala, says am losing sleep over the issue of unemployment in the country. It has been said that Nigeria may not be able to meet the requirements for the attainment of the MDGs by 2015 due to the challenges posed by unemployment. This view was similarly corroborated by the Senior Special Assistant to the President on MDGs, Precious Gbeneol, while making a submission at the World Science Day for Peace and Development held in Abuja.

According to Federal Ministry of Information (FMI, 2006) the prevailing 5.3 percent rate of urban unemployment would become unmanageable if steps are not taken to absorb the labour force.Obandan(2007)feels the incidence of unemployment in Nigeria as been a lingering phenomenon for decades now, cutting across all facets of age groups, educational strata and geographical entities.

2.3Extent and Causes of Un-employment in Nigeria

There are a lot of fundamental factors that account for the high rate of unemployment especially in Nigeria and worsening the scenario over the years.The factors can be traced from divergent sources among which include; poverty, low productivity, low investment, corruption, bad governance, inconsistent government policies and its ineffective implementation and over dependence on oil sector, rapid population growth, under-development of the Nigerian economy, lack of diversification, consumption rather than production oriented, collapsed of small and medium scale industries, proliferation of educational tertiary institutions and lack of functional self-employment oriented educational system.

International Labour Organization (ILO, 2012), identifies the low growth rate of the economy and the limited relevance of the education and training system that have been identified in many African countries as key issues to explain how youth unemployment is susceptible to policies and programme addressing youths unemployment. (ILO, 2012) further note that; (a) Youth unemployment rates are higher in urban areas than in rural areas; (b) youth unemployment rates are higher among female than male; and (c) The rates of unemployment of youth with the least (or no) education or with the most education are lower than the rate of unemployment of youth with intermediate level of education. The recent report of (ILO) similarly identified unemployment as the root cause of the growing rate of anti-social activities by youths.

Ezekwesili (2013) asserts that, the percentage of unemployed youths in Nigeria today has risen from 23.9 percent to 50 percent. Anya (1999) and Ezekwesili (2010) see the growing problems of unemployment particularly among youths as due to the faulty, non-functional and ineffective educational system in Nigeria. To them, an educational system that does not promote

entrepreneurial skills and attitudes in the youths, imparting in them, adequate knowledge in a continuing process of skill acquisition that enhances science-based technology driven and economic production and lifelong employment based on innovation and competition (Ezekwesili, 2010).

Unemployment problem posed a great challenge to many countries both developed andlessdevelops. The trend and incidence of unemployment in Nigeria has been deep. The table below shows unemployment trends from 2003 to 2011.

Table 2.1: Nigerian Unemployment Rates 2003-2011

S/N	YEAR	UNEMPLOYMENT RATES
1	2003	14.8
2	2004	13.4
3	2005	11.9
4	2006	14.6
5	2007	12.7
6	2008	14.9
7	2009	19.7
8	2010	21.4
9	2011	23.9

Sources: NBS (2010-2011)

According to National Bereau of Statistics also (2009:238; 2010:2), the national unemployment rates for Nigeria between 2000 and 2009 showed that the number of unemployed persons constituted 31.1% in 2000, 13.6% in 2001, 12.6% in 2002, 14.8% in 2003, 13.4% in 2004, 11.9% in 2005, 13.7% in 2006, 14.6% in 2007, 14.9% in 2008 and 19.7% in 2009.

Similarly, Ejikeme (2014) argued that high rate of unemployment results from a relatively slow growth of labour demand which is combined with a rapidly growing labour supply in erring economy, especially due to enhanced population growth and high level of rural-urban migration. Unemployment rates posted by Central Bank of Nigeria (2002) notwithstanding, it is observable that unemployment rate in Nigeria has reached unacceptable dimension. So also, Bangura (1986) and Agu (2013) have linked the growing unemployment problem to the capitalist economic crisis which has led to over production and falling prices of goods and services. They contend that, given the dependent nature of the Nigerian economy which is an appendage of the global capitalist economy, the economy at most times responds negatively to the shocks of global capitalist economic crisis which, she is not immune to.

Unstable society increases the level of unemployment because of the absence or withdrawal of investors. Underinvestment in cocoa, oil palm, rubber, cotton, cassava, cashew, pineapple, rice, groundnut and other cash crops has worsen the unemployment situation in Nigeria (Mathias etal 2013:155). Utomi (2011) in his own view wonders why Nigeria experiences the rising rate of unemployment and under-employment despite rebasing as one of the fastest growing economies in the world. Lawanson (2007) also noted that Nigeria reduced its workforce by 40% in less than two years. The effect was felt more by youths and women, who often have jobs that are vulnerable to economic shock.

Nigeria is presently underutilizing its manpower capacities, relative to its potential for significant development. Similarly, Nigeria's capacity to employ its own population seems to have diminished progressively, despite the country’s abundant resources. The graduates are turned out at geometric progression, while employment grows at arithmetic ratio, oil revenue figures does

not translate into job creation for the poor (Mathias etal 2013:156). World Bank, (2012) emphasizes on targeting small agricultural systems through new and innovative public-private partnerships, increased public investments in research and extension systems and development-oriented local governance and institutions.

Charles (2006) maintained that the reason for the above is simple, because apart from the number of graduates being few and few indigenous universities, the existing bureaucratic institutions were ready to absorb them. However, the exit of colonial rule couple with civil war, there was an increase in the number of tertiary institutions.

Some scholars relate the problem of Nigerian unemployment to the structure of the Nigerian economy. The Nigerian economy has undergone a series of changes over time, with different policy regimes. Several economic and reforms have been put in place in Nigeria to diversify the revenue sources towards achieving the nation's development.Prior to 1986, a medium-term "development plan" was adopted as a major framework for developing and restructuring the economy. However, many of these reforms and plans have lasted without substantial assurance of the country's targets.

Okezie and Amir, (2010) cited inLamido(2011) argued that structurally, Nigerian economy can be classified into three major sectors namely; (a) primary/agriculture and natural resources, (b) secondary/processing and manufacturing and (c) tertiary/services sectors. They further state that the economy is characterized by structural dualism and rigidities. The sectors of the economy are in silos to the extent that the primary sector does not relate meaningfully with the secondary sector and the same for tertiary sector. As Okezie and Amir(2011:368), put it;

> *The economic structures remain undiversified, with oil accounting for more than 95% of exports and manufacturing sector accounting for less than one per cent of exports. The economic growth has risen substantially with an average of 7.4% in the last decade. However, the growth has not been inclusive, broad-based and transformational. The implication in Nigeria has not resulted to the desired structural changes that would make manufacturing the engine of growth, create employment, technological development and induce poverty alleviation.*

Similarly, Lamido (2010) noted that agricultural sector is an admixture of modern and subsistence farming, while the industrial sector comprises modern business enterprises which co-exist with a large number of micro enterprises employing less than 10 persons mainly located in the informal sector. Nigerian economy has under-performed relative to her enormous resource endowment and her peer nations. The economy is a mono-product economy with bulk of government revenue coming from exports which is susceptible to shocks in the international market Lamido (2010).

Charles (2006), Hassan and Musa (2011) maintained that several factors including the economic recession that followed the oil boom further escalated with the introduction of Structural Adjustment Programme (SAP) in 1986, are responsible for shorting the rate of unemployment up. To Charles, unemployment was virtually non-existent until late 1970s, worsened in the 1980s, and is now a chronic problem.The structure of the Nigerian economy has not achieved significant diversifications; industrialization and manufacturing have insignificant contributions to the GDP.

USAID (2008:9) pointed out that agriculture is important in the Nigerian economy, not only because it employs a large share of the labour force (58.6 percent in 2005), but also because of its importance in the allocation of consumption. However, Nigeria neglected its strong

agricultural and manufacturing base during the oil boom of the 1970s and 1980s through the appreciation of the rapid expansion of oil exports. Through National Economic and Empowerment Strategy (NEEDS) and State Economic and Empowerment Strategy (SEEDS) initiatives, Nigeria continues to pursue diversification to reduce dependence on crude oil production. The entire Nigerian industrial sector provided employment for only 3.4 percent of the workforce which reflects the weak contribution of the oil sector to job growth needed to transform the economy (USAID, 2008).

Encyclopedia of Nations narrated that agriculture was the mainstay of the Nigerian economy at independence in 1960, accounting for about 70 percent of GDP and about 90 percent of foreign exchange earnings. Manufacturing, which contributed 3.9 percent in 1960/61, reached a peak of about 10 percent in 1981 and, since then, it has declined progressively to lowest level of 2.57 percent in 2006. Crude petroleum became dominant in the Nigerian economy, starting from the 1970s and presently accounts for about 40 percent of GDP, over 95 percent of foreign exchange earnings, and over 70 percent of Federal Government revenue source, as well as over 90 percent of all new investments.

The Nigerian economy is relatively strong but undiversified. With the discovery of oil sector government officials took the path of rapid, large scale industrialization at the expense of the agricultural sector the attention is towards promotion of "Industrial Take Off". Similarly, this decision to abandon the known agriculture for the unknown rapid large scale industrialization was a fundamental error because of the lack of capital and skills. With the rapid growth of the economy in 1980s, Nigerian economy became the largest economy in Africa but the growth was not sustained, and the economy become severely depressed and the urban unemployment rate rose to 28% in 1992 and crime rate also increased to 31.3%. Ibrahim BadamasiBabangida(IBB)'s

regime undertook an ESAP to reduce Nigeria's dependence on oil and create a basis for sustainable non-inflationary growth. However, external borrowing to shore up the economy created more problems than it alleviated. It failed to advance the economy, and aggravated the problem of inflation and unemployment and not enough had been done in the years of plenty to diversify the economy or to sustain the pace of development. The economy is still mono-cultural; moving from over dependence on agriculture to over dependence on crude petroleum, as Olekah, et al (2003:78) put it:

> *Despite the high priority given to the promotion of non-oil, particularly manufactures, under SAP, the sub-sector has not made a significant impact on Nigeria's economic recovery process. The first official record of manufactured exports was made in 1988, when it accounted for only 0.4 percent of total export revenue…with a low average of 0.3 percent for the period.*

Ezirim (2010) argued that structurally, the Nigerian economy has been dominated by two sectors. They are agriculture and crude petroleum sectors. In terms of revenue generation, however, the economy is so far mono-cultural, moving from over dependence on agriculture to over dependence on crude petroleum, as (Adedipe, 2004:45) puts it,

> *The massive increase in oil revenue, accruing to the federal government of Nigeria since early 1970s, created an unprecedented, unexpected, and unplanned wealth for Nigeria. In order to make the business environment conducive for new investments, the government began investing the new found wealth in socio-economic infrastructure across the country, especially in urban areas, the services sector grew as well.*

According to Adedipe (2004) the early period of post-independence, up to the mid 1970's, witness a rapid growth of industrial capacity and output as the contribution of the manufacturing sub-sector to GDP rose from 3.9 percent to about 10 percent in 1981. This pattern changed, when oil suddenly became of strategic importance to the world economy through its supply- price

nexus. Similarly Somasundara (2015) said Nigeria is the largest oil producing country in Africa and oil is the major income generating source in the Nigerian economy which provides 20% of GDP, 95% of foreign exchange earnings, and about 65% of budgetary revenues and from 1960-1970, the GDP recorded 3.1% growth annually. During the oil boom era, roughly 1970-1978, GDP grew positively by 6.2% annually a remarkable growth. Thus the economy however performed well during the year after independence and into oil boom year but in the 1980s the economy was in recession (2015).

Peter (2014:7) noted, the Nigeria's economy (GDP) became the largest in Africa, valued at over 500 billion USD, and overtook South-Africa to become the world's 21st largest economy. It is also, by these reports, on track to becoming one of the 20th largest economies in the world by 2020, and by the year 2050, Nigeria is expected to become one of the top 20 economies and can be considered to be an emerging market. By this assessment, Nigeria is a befitting member of the MINT (Mexico, Indonesia, Nigeria and Turkey) group of countries which are widely seen as the globe's next "BRIC-like" economies. Aganga (2011) puts it this way: "We have a good economy which is growing at average (rate) of 7%." To him, "Nigeria's economy grew at 6.9% which is approximately 7%, but the paradox is that an economy that grows at 7% is unable to absorb an estimated growth population of 2.3% into employment or at best the labour force that reportedly grows at an average of 0.3%. Indeed, this is the jobless growth."

Bello (2003) notes that the collapse of oil boom in the late seventies, the economy has generally remained in a passive state even though some other periods of oil price surge were later experienced. The rise of the price of oil from 1999 to its peak price in July 2008 has seen growth in the Nigerian economy, making it one of the fastest growing in the world. According to

Somasundara (2015) Nigeria has a dual economy with modern segment department based on oil earnings, overlaid by a traditional agricultural and trading economy.

Anyanwu et al (1997) noted that, the Nigerian economy can structurally be classified broadly in to; (a) Production which is made up of agriculture, mining, manufacturing. (b) General commerce which composed of domestic trade, exports and imports trade. (c) Services which include public utilities and transport and communications and other financial institutions. Anyanwu et al maintained that prior to July 1986, Nigeria was operating more of a mixed economy in which government owned and ran most public enterprises, as well as mining, iron and steel. However, with SAP, the nation is more or less capitalist with major public enterprises either privatized or commercialized. With the number of National Development Plans between 1962-1985 and the oil boom of the 1970s came with it fundamental changes in the Nigerian economy but the nation is still bedeviled by mass poverty, unemployment and under-employment and heavy dependence of the economy on crude petroleum. As Kenyenze et al aptly captured that:

> *Nigeria embarked on structural adjustment programme (SAP) in 1986 and proceeded to implement the required economic reforms. The results, however, have been disappointing as suggested by the slow pace of growth of the economy. The Bretton Woods institutions attribute the lackluster performance of the Nigerian economy to poor and inconsistent implementation of reforms, especially in the context of ever changing political regimes, poor governance, pervasive corruption and resistance from the civil society (2000:54).*

Dangana (2010) stated that one of the challenges bedeviling the Nigerian economy is diversification base. Diversification of the economy will go a long way in mitigating the effects of any adverse external shock and stability and there is the urgent need to diversify the economy through the development of non oil sector such as agriculture, solid mineral sectors and massive

investment in human capital development and in critical infrastructure such as electricity, power etc.

The April 2014 statistical rebasing exercise, Nigeria has emerged as African's largest economy, with 2013 GDP estimated at US$502billion. Oil has been a dominant source of government revenues since the 1970's. Regulatory contracts and natural gas, and Nigeria's oil production contracted in 2012 and 2013. nevertheless, the Nigerian economy has continued to grow at a rapid 6-8% per annum (pre-rebasing), driven by growth in agriculture, telecommunication, and services, and the medium term outlook for Nigeria is good, assuming oil output stabilizes and oil prices remain strong (Cited in Samosandara, 2015).

Oshikoya (1990) viewed the Nigerian economy from distinct phases namely, the first phase from 1960 to 1973; the second phase, 1974 to 1982; and the third phase from 1983 to present. During the first phase, the economy was largely sustained by agriculture. Substantial expansion in infrastructure, public utilities, and the construction sectors were supported by agricultural sector. Economic growth in the second phase was largely propelled by increased oil exports. This induced huge public investments and over importation of foreign-made goods. Increase in oil prices in 1973/74 and 1979/80 further precipitated huge transfer of wealth to the country.

Agriculture after independence in 1960 was the critical factor that plays the roles of food security, foreign exchange, raw materials for industries and employment in the Nigerian economy and without it the economy cannot survive. However, in early 1970s, oil production assume prominence and after the so called oil boom arising from Middle East conflict, the economic structure of Nigeria came under serious stress (Abdullahi, 2011).

Kursim(2007) listed the following factors as responsible for youth unemployment in Nigeria which includes;

i. the generalized lack of employment opportunities due to the economic crises, which have led to factory closures,
ii. High rates of population growth,
iii. Small and shrinking formal private sector,
iv. Low literacy and numeracy rates, i.e. (Poor quality education),
v. Low wages paid.

Adowa and Essien (2012) identify the following causes of unemployment in Nigeria such as;

1. Poor infrastructure2. Insecurity 3.Non-diversification of the economy and 4. Poor educational system. Adowa et al (2012) further maintained that the above causes do not readily produce employable opportunities.

Similarly, Bello (2003) investigates the phenomenon of the causes of unemploymentin the Sub-Saharan Africa with special reference to the Nigerian experience, having diagnosed the nature of this episode in the sub-Saharan region; the study unfolds a number of factors that account for this phenomenon.

According to Akiri(2005) unemployment problem over the time is as a result of the demise of the small scale and cottage industries which operated in both formal and informal sectors. Following the introduction of SAP in 1986 that ushered in liberalization, deregulation and devaluation of the domestic currency, many of the domestic firms collapsed that led to the loss of many jobs which rendered many people unemployed.

2.4Impact of Unemployment

It is obvious that unemployment has a global and national impact and it is linked to the state of the socio-economic development of a given country. In Nigeria unemployment has serious economic, social and political consequences because it has a devastating effect on the development of a country. The risks of Youth unemployment are enormous and continue to impact negatively if no major corrective measures are taken, it could be disastrous for the nation. Notably among the impact are increased violence, crime, drug abuse and political instability. Unemployed youth are readily available for anti-social criminal activities that undermine the stability of society.

Englama (2009) maintains that, unemployment and deprivation in most cases make individuals powerless and expose to negative attractions. Englama (2009) further argued that politically the problem of youth's unemployment has influenced some youth to engage in political thuggery and is not limited to political but also all spheres of human life as it affect the unemployed youth.

The labour market in Nigeria is dangerously close to saturation. Unemployment and the attendant poverty situation it brings, though not always by itself, pose a serious problem to democratic governance as well as the security of the nation. (Akwaraetal, 2013). For example, lack of employment opportunities has contributed to youth involvement in urban conflicts and militancy that confront the Nigerian nation today. The increased rate of sectarian violence, crimes and terrorism are connected with unemployment (Rotimi, 2011). Where the youths cannot get clean jobs, they make themselves available for odd jobs to stay alive which takes any imaginable criminal dimension. As Akwara et al (2013:42) argued that:

> *The causes of urban unemployment and under-employment in a developing country such as Nigeria are complex. Firstly, there is the pressure of rapidly growing population and especially of*

> *school leavers which means that year by year vast numbers of new job opportunities have to be created. Secondly, there is the growing unemployment of trained people including university graduates. Thirdly, there is defective manpower planning coupled with inappropriate bias in the educational system in which disproportionate numbers of white collar job seekers are turned out at the expense of much-needed technicians, technologist and scientists. And lastly there is the fact of job seekers selectivity of job availability or of location, posting or hankering after jobs unrelated to acquired training and skill.*

In terms of scope, Okafor (2010) observes that unemployment particularly among youth is a global trend, but occurs mostly in developing countries of the world, with attendant social, political, economic, and psychological consequences. The menace of unemployment has increasingly been recognized as the socio-economic problem facing many developing countries Nigeria is not exempted.

Okafor (2011) further states that unemployment in Nigeria is with attendant social, economic, political and psychological consequences. One of its social consequences on the Nigerian youths is the high level of youth unemployment. A phenomenon which encourages the development of street youths and urban urchins ("area boys") that grows up in a culture that encourages criminal behaviour. Unemployment has also contributed to increasing feminization of poverty among young women, which has encouraged prostitution as a means of survival and leads to trafficking of young women across international borders with transnational security implications. As Kursim aptly observes:

> *...Equally there is no future for Nigeria if a large proportion of the youths are found wanting, unwilling to build a viral, developed peaceful and just polity. Furthermore, it is clear that a large number of Nigerians are unemployed. Thus many problems are bound to affect the individuals, homes and nation at large (Kursim, 2007: 27).*

It is obvious that unemployment, especially among graduates' impedes Nigeria's progress in many ways. Apart from economic waste, it also constitutes danger for political stability (Ipaye, 1998). It is disturbing to note that Nigeria's graduates have limited chances of becoming gainfully employed. It is even more disheartening that the country's economic condition is not able to absorb an optimal proportion of the production of its educational system. These days, thousands of young people are found waiting to be interviewed for just one, two or few vacant positions in some organizations or firms. Most of those who cannot earn their living are prone to social vices. They look at themselves as second class citizens for being unable to contribute to the society. The state of unemployment can even lead to depression, low-esteem, frustration and a number of other negative consequences (Ipaye, 1998).Unemployment and poverty has implications for national security and good governance (Akwara et al. 2013).

To Dambazau (2009), unemployment creates the environment in which frustration, breeds tress, increases resulting in feeling of hopelessness, especially in society in which there is no adequate provision for social welfare in order to give temporary relief for unemployed.

As Salawu (2010) rightly observed unemployment increases the number of people who are prepared to kill or be killed for a given course at token benefit. This to a greater extent explains why some countries are struggling with security challenges like the case of Boko-Haram in Nigeria.

Nigerian Youth Employment Action Plan (NIYEAP 2011) maintains that the consequences of rapid growth of youth unemployment and under-employment are naturally grave, and these are manifested in the ever growing pockets of conflicts, youth restiveness and militancy (Niger Delta Youths, Movement for Actualization of Sovereign State of Biafra, Oduduwa People's Congress,

and Boko-Haram scourge etc**).** Desperation can drive many people into living outside the law in order to survive and as a means of expressing dissatisfaction at the apparent neglect of their very existence.

Bello (2003) investigates the phenomenon of unemployment in the sub-Saharan Africa with special reference to the Nigerian experience. Having diagnosed the nature of this episode in sub-Saharan region, the study unfolds a number of factors that account for this phenomenon and of course, the great threat it poses on the economic involved.

Furthermore, the negative consequences include poverty, psychological problems of frustration, depression, hostility, abduction, murder, armed robbery, and all manner of criminal behaviours causing general insecurity of life and property (Adebayo, 1999; Kursim, 2007; Okafor, 2011; Adowa and Essien, 2012).

It is obvious that unemployment has become a major problem bedeviling the lives of Nigerian youths causing frustration, dejection and dependency on family members and friends, who also have their own problems to contend with. The high rates of unemployment among youths have further contributed to the high rate of poverty, and insecurity in the country especially in the north eastern part of Nigeria which is the poorest geopolitical zone in the country (National Bureau of Statistics, 2010).

Thus, the situation of unemployment is widely believed to have contributed to the emergence of militant groups like Boko Haram (BH). Fanimo and Olayinka (2009:23) succinctly note that:

> *...in recent times, there has been notable adverse social, economic and political developments in Nigeria, a consequence of youth unemployment, particularly exemplified by increasing militancy, violent crimes, kidnapping, restiveness and political instability. The Nigerian situation is further compounded by the*

recent global financial crisis that has crippled businesses and the prospect of securing jobs for young people.

World Bank Survey in 2011showed that 40 percent of those who join rebel movements are motivated by a lack of jobs, and 50 percent of those involved in one form of criminality or the other are also motivated by lack of job. Hernando (2013) is of the view that unemployment led an army of angry and desperate unemployed youths prowling cities and the unending influence of youths into the urban areas which has now posed further threat to an already precarious state of national security.

This distribution of unemployment signals a great threat to the domestic economy and the survival of the Nigerian Nation because many energetic youths with dynamic resources wander around without gainful employment.

Anyanwu e tal (2003) noted that unemployment especially among university graduates led to the increase in social vices and crimes, increase in rural-urban migration, high dependency ratio, potential sources for political instability and fall in the standard of living.

Ademola and Fatokum (2013:151) rightly observed that unemployment rate is intensified as a result of global economic meltdown that many qualified youths are roaming the streets for jobs that are rare to come by or are busy running from pillar to post for few jobs more than hundred times the number of applicant for available posts applied. Ademola and Fatokum(2013) further argued further that even the employed ones are threatened with sack as a result of recession.

Similarly, Machin and Manning, (1998) noted that unemployment is related with psychological well-being because it dehumanizes the unemployed and causes partial or total loss of esteem among peers. These people feel inferior before their peer group and see life as totally demeaning and consequently lead to anti-social criminal activities that undermine the stability of society.

Akinboyo (1987) and Raheem, (1993) maintain that basically, unemployment has been categorized as one of the serious impediments to social progress in Nigeria. Apart from presenting a colossal waste of a country's manpower resources, it generates welfare loss in terms of lower output thereby leading to lower income and wellbeing.

2.5 National Directorate of Employment (NDE) and Employment Generation

The Federal Government of Nigeria during General Ibrahim BadamasiBabangida (IBB) felt greatly disturbed by the high level of unemployment especially among the youths. Thus, in 1985, the "Chukwuma Committee" was appointedto consider appropriate strategies for dealing with the mass unemployment problem and proffer ways for creating mass employment opportunities in the country. The committee identified from survey that the informal sector whose employee profile is characterized largely by low skilled, semi-skilled and unskilled labour, accounted for up to 90% of the workers distributed unevenly in agriculture and other self-employment ventures (NDE, 2012).

The Chukwuma Committee recommended the establishment of an employment creation agency. Consequently, the Federal Government approved the establishment of an agency to handle the phenomenon of unemployment, hence National Directorate of Employment (NDE) was established on 26th March, 1986, but its programmes were formally launched nationwide in January, 1987.

The National Directorate of Employment (NDE) enabling Act, CAP250, laws of the Federal Republic of Nigeria, (1999) formerly Decree No. 34 of 1989, gave the NDE her legal backing as an employment agency statutorily charged with the responsibility to design and implement

programmes to combat mass unemployment. According to the agency's 2012 Annual Report, the NDE has the following specific mandates:

i. Designing and implementing programmes to combat mass unemployment;
ii. To articulate policies aimed at developing work programmes with labour intensive potentials;
iii. To obtain and maintain a data bank on vacancies and employment opportunities in the country with a view to acting as a clearing house to link job seekers with vacancies in collaboration with other government agencies; and
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 law.

The National Directorate of Employment (NDE) therefore, derives its routine functions from the above mandate. Thus, its main function is to combat mass unemployment through skills acquisition, self-employment and labour intensive work schemes.

The National Directorate of Employment (NDE) objectives spanned across the following programmes:

(a) Rural Employment Promotion programmes (REP). With the advent of the oil economy in Nigeria, there has been a systematic abandonment of the agricultural sector as a result of rural-urban drift in search of employment in the urban centers, which today is almost non-existent. In a bid to re-awaken the interest of unemployed youths in agriculture and to exploit the tremendous opportunities for employment and wealth creation in the agricultural sector and consequently, stem the rural-urban drift of the youths, NDE designed this programme. The aim of the programme is to generate employment for graduates and school leavers in the Agricultural sector with emphasis on self employment in agricultural production and marketing. The programme covers

training in agricultural practices in area of crop production, processing and preservation, livestock production and management and agro-allied ventures. The programme is monitored by a team of agricultural professionals in the Agricultural Department of the Directorate. This programme has been handled under the following schemes: Rural Agricultural Development Training Scheme (RADTS), Rural Handicraft Training Scheme (RHTS); some beneficiaries of this schemes are further empowered financially by the NDE to set up micro farm/enterprises of their learned skills under the enterprise creation fund scheme and Integrated Farming Scheme (IFTS).

(b) Vocational Skills Development Programme (VSD). This is another programme that NDE introduced. It realizes that one of the major causes of unemployment across all strata of the population is that of skills mismatch and thus takes cognizance of the potentials of the informal sector and the local apprenticeship system in overall economic development of Nigeria. The programme has the following schemes; National Open Apprenticeship Scheme (NOAS), School-On-Wheel Scheme (SOW), Resettlement Loan Scheme (RLS), Trainer's Capacity Upgrade (TCC) and Lady Chauffeur Training Scheme (LCTS).

(c) Special Public Works Programme (SPW). This programme identifies and executes labour intensive projects using unemployed youths drawn from their various local government areas. The areas in which here include the construction and maintenance of rural and urban infrastructure in Nigeria that hitherto depended on heavy capital intensive and technology. This is implemented on the NDE's Community Development Scheme (CDS) in collaboration with benefiting communities. Another way of providing transient jobs under the graduate Attachment programme (GAP), fresh graduates of tertiary

institutions are recruited and attached to willing corporate organizations for tutelage for a period of six (6) months that would lead to the formal absorption of the attached by the organization. It has the following schemes included; Renewable Energy Training Scheme (RETS) Environmental and Beautification Training Scheme (EBTS).

(d) Small Scale Enterprise (SSE). This is a programme set up across the nation in an effort to alleviate unemployment problem in Nigeria. The schemes implemented under this programme included; Start-Your-Own-Business (SYOB), Basic Business Training (BBT), Improve Your Own Business (IYB) and Women Employment Branch (WEB).

It is believed that through the implementation of the above programmes and schemes jobs opportunities can be provided to a large number of Nigeria youths.

Acquisition of special and relevant skills and creation of jobs have remained the focal point of different administration. Various administrations' initiatives to promote self-dependence and self-reliance in the generation of gainful self-employment have been profound. To begins with the National Directorate of Employment (NDE).

Mohammed (2010) asserts that NDE in it attempts to provide employment opportunities, a total number of 1,150 persons have been selected across the thirty six (36) states of the Federation and Abuja, and benefited from two (2) schemes i.e.Basic Business Training (BBT) and Start Your Own Business (STOB) being jointly sponsored. He further argues that the emergence of NDE programmes provide young people with work related skillsand financial incentives for the beneficiaries to establish their own business and majority of which are certified by the national directorate of employment (NDE). However, at times thetrainees aredenied their privileges after the programme while to create a job or self-employment was the essence of the various schemes.

Omoruyi and Osunde, (2004) on the other hand argues that the report of the Committee led to the creation of the National Directorate of Employment in November 1986 and charged with the responsibility of promoting skills acquisition; facilitate the spirit of creativity, self-reliance and independence.

2.6 Summary and Gaps in the Existing Literature

It is generallyagreed that the extent of unemployment emphasized issues like rapid population growth, development of the Nigerian economy manifested in the lack ofdiversification of the Nigerian economy, collapse of small and medium scale industries, high turnover of graduates, and lack of functional oriented self-employment programmes.In spite of the massive growing literature on assessment of NDE among the youths in Nigeria generally, there are still gaps in the studies. Most of them are views and lamentations about the problems of unemployment in the country generally and are based on generalizations rather than micro-based empirical studies.This study is not only empirical but micro-based studies that highlighted the extent, causes and impact of unemploymentin Gombe Local Government Area of Gombe State which hopefully is a modest contribution to existing literature on the role of NDE as an agency primarily established to tackle the problems of unemployment.

2.7Theoretical Framework

The Structural-functionalism appears to be a fundamental theory to explain the topic under study. Theory refers to a set of logically related ideas that try to explain reality. Structural-functional approach is a derivative of systems analysis borrowed by leading American political scientists from Sociology and Anthropology and it remained the tool of investigation in the late 1950s and 1960s. It was applied to Political Science in the study of comparative politics by Gabriel A. Almond and James S. Coleman in the **POLITICS OF DEVELOPING AREAS 1960.**

The chief theorists associated with functionalism came from different disciplines. They differ substantially in their concept of system and function, but emphasized that the ability to explain in the social sciences is enhanced when we think of thesocial structure and institutions that are performing functions within the system. They includes: Merion Levy a well known sociologist, Robert K. Merton, Talcott Parsons and social anthropologists like Radcliffe Brown and Malinowski, Gabriel A. Almond, William C. Mitchell and David Apter adopted this method. In line with the above, the study adopted Almond's structural-functionalism as its Theoretical Framework.

The main explanation of the structural-functional analysis "is a means of explaining what structures perform what basic functions in the political system, and it is a tool of investigation" Johari(2011).

Almond proceeds to define a political system as "that system of interactions to be found in all independent societies which perform the functions of integration and adaptation (both internally and vis-à-vis other societies) by means of the employment or threat of employment, of more or

less legitimate physical compulsion" In modern political theory (2011).A system according to Almond is characterized by; comprehensiveness,inter-dependence andexistence of boundaries.

2.7.1 The Basic Assumptions of Structural Functionalism

i. All political systems including the simplest ones have political structure.

ii. The same functions may be performed with different frequencies, and by different kind of structures.

iii. All political structures, no matter how specialized, whether in primitive or in modern societies are multifunctional.

iv. All political systems are mixed systems in a cultural sense.

2.7.2 Limitations of the Theory

Structural Functional Approach has it weakness as mentioned the following as a shortcoming of the theory. These include:

i. Almond's function is derived from the classic separation of powers doctrines of European and American political scientist which is not completely free of that ethnocentric bias from which he had hoped to escape.

ii. Meechan argued that what Almond has succeeded to produce is at best "a political data and perhaps standardize observations of political phenomena" instead of the development of a theory of polity. Furthermore, Almond just picked the theory from one discipline and applied to the discipline of political science particularly comparative politics which is likely to get distorted as a result of transplanting it and his definition of political system is not sound because he is not clear of what he means by independent societies or how they are related (Johari, 2011).

2.7.3Relevance of the Theory to the Study

Structural-functional approach is relevant to this study despite itsweaknesses;it explainsthe topic under review. The theory viewed society as a system made up of interrelated parts or structures. Different parts performing different but interrelated functions. These parts are always in harmony and in agreement with each other, and anything that will disrupt the normal functioning of the system will bring disequilibrium to the entire society. The system has certain needs for it to survive which is known as functional requisites. The function of any part is its contribution to the maintenance of the system.

National Directorate of Employment is one of the governmental structures, agencies or programmes established to perform specific functionsjust like Small and Medium Scale Enterprise Development Agency of Nigeria (SMEDAN); the National Poverty Eradication Programme (NAPEP), Tolba Youth Rehabilitation and Re-Orientation Programme, United Nation Development Programme in collaboration with Gombe State Ministry of Youth and Poverty Alleviation and Educational Marshal also in collaboration with Sustainable Development Goals (SDGs), State Economic and Empowerment Strategy (SEEDs) at the State level and Local Economic and Empowerment Strategy (LEEDs) at the Local Government level, Gombe State Environmental Protection and Sanitation Agency (GOSEPA),to perform specific functions.Itwas set up to work out strategies for dealing with mass unemployment especially among school leavers and college graduates. Its functions are not performed in isolation but related to the above agencies.Unemployment is seen as devastating that afflicts the stability of the society and requires government's action through the establishment of NDE. Therefore, NDE is seen as a part and unemployment is a threat to the normal functioning of the system. As a link to Structural-Functionalist Theory, National Directorate of Employment (NDE) is a structure

established to perform specific functions such as providing employment opportunities to the teaming population and skills training for self-reliance.

Unemployment is an intractable problem that can afflicts the society and requires government's intervention through the activities of the directorate to reduce the level of unemployment in Nigeria and Gombe Local Government in particular. This studyis investigating or examining whether NDE is performing its mandate or functions as expected or not as astructure established to reduce the ugly trend of unemployment in the area under study and the country at large.

Conclusively, it is generally believed that unemployment in Nigeria is as a result of low productivity and bad governance. In spite of the several literatures on the impact assessment of NDE, there are existing lacunas in the area. This dissertation examined not only the educated unemployed youths but also look at all classes of people including thenon-certificated youths both male and female.

CHAPTER THREE

An Overview of the Unemployment Problem in Gombe State

3.1 Introduction

This chapter discusses the background of Gombe local Government Area It'salso looks at the manifest and latent employment potentials in the area, and outlines programmes by successive Nigerian Governments.

3.2Brief History of Gombe Local Government Area

The history of the evolution of Gombe Local Government is tied to the history of the Sokoto Jihad launched by Shehu Danfodio in 1804. ModibboBubayero, the founder of Gombe Emirate was one of the flag bearers of Danfodio David (1997). Abba, Shehu and Awwal (2000) observed that the evolution of Gombe could be traced to the period before the advent of British colonial administration that established the Native Authority (NA) system.The creation of six new states in October 1996, by General Sani Abacha's regimeviz:Gombe, Zamfara, Nasarawa, Ebonyi, Ekiti and Bayelsa and the transformation of the local government system of administration from the former native authority to local government areas following the Dasuki local government reform, Gombe native authority became a local government.Gombe Local Government is the capital and the headquarters of Gombe State The area has eleven wards.These include; Ajiya, Bolari-East, Bolari-West, Bajoga, Dawaki, Herwagana, Jekadafari, Kumbiya-Kumbiya, Nasarawo, Pantami and Shamaki wards.

3.3 Geography and People of Gombe Local Government Area (GLGA)

Thearea has a land of about 600 square kilometers andsituated in the Savannah region of Nigeria. It shares borders withKwamilocal government in the north,Yamaltu-Deba in the east and Akko Local Government in the south-west and northeast.

The area comprised of different ethnic groups with diverse cultural and religious backgrounds. These included; Bolewa,Tangale, Tera, Kanuri, among others and speak diverse languages (Abba, et al, 2000).Babayo (2012) asserts that, historically,most of these ethnic groups traced their origins to the Arabian Peninsula. It is believed that in the course of their histories, different groups left Arabia and sojourned for some time at the Lake Chad.

FIGURE 3.1: MAP OF GOMBE LOCAL GOVERNMENT SHOWING SAMPLING AREA/WARD

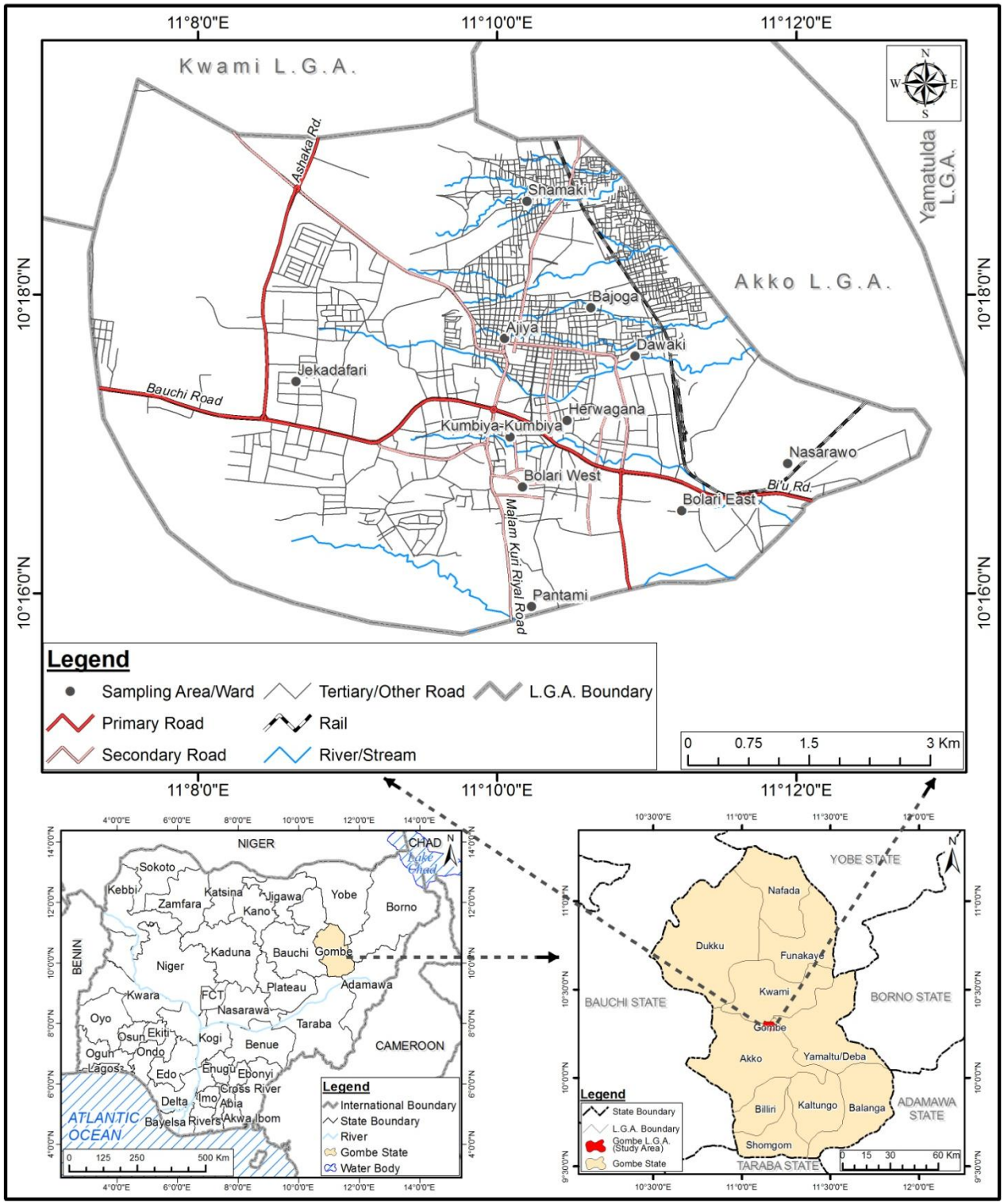
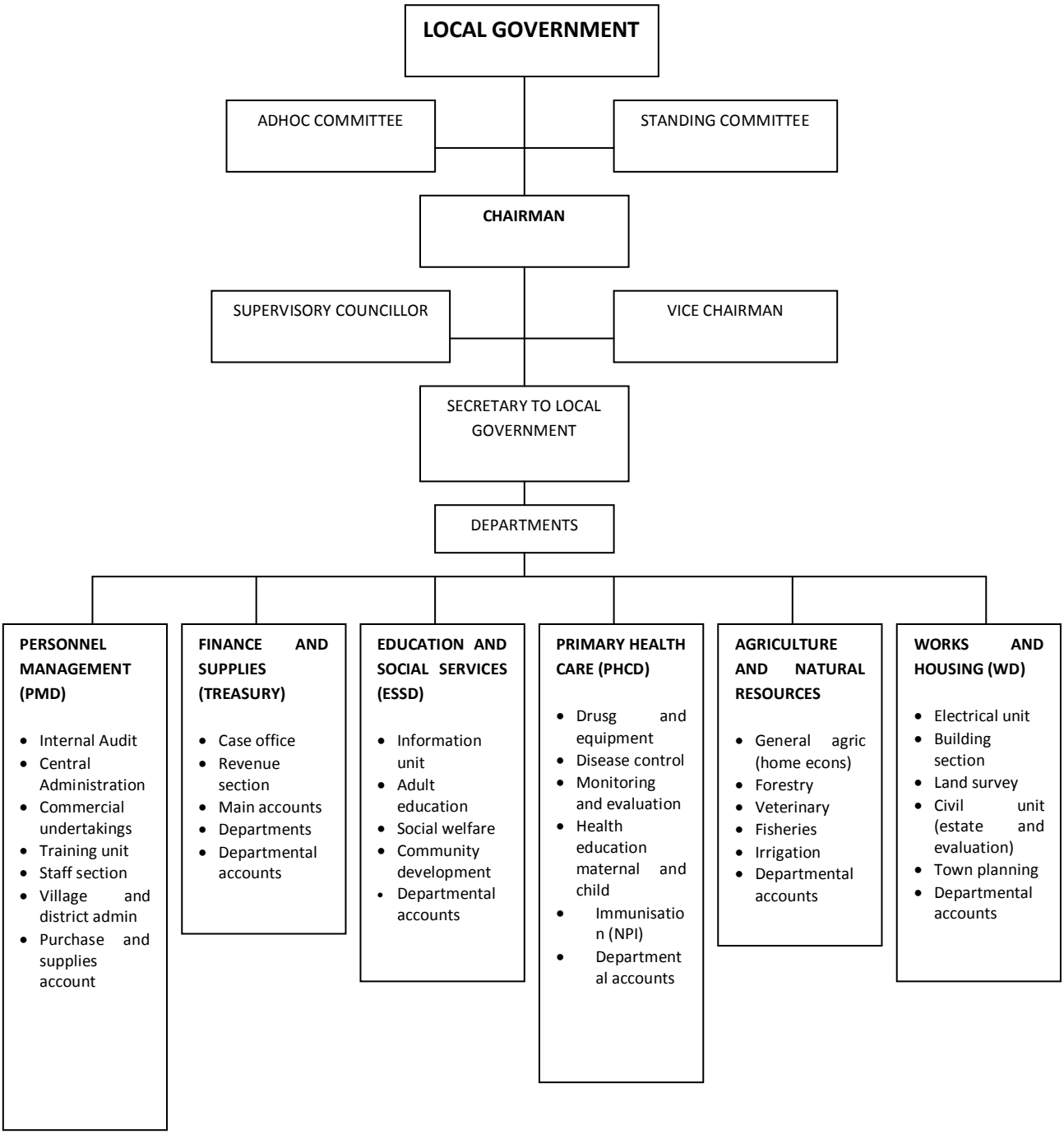


Figure 3.1: Map of Gombe L.G.A. showing Sampling Areas/Wards
Source: Modified from the Administrative Map of Gombe L.G.A., 2018

3.4EconomyandAdministrative Structure of Gombe Local Government Area (GLGA)

The area is richly endowed with highly enterprising people, agricultural potential, and large mineral deposits. The area, according to Babayo (2012) has different mineral deposits located in various locations. These include uranium, coal, mica etc.These three resources if properly harnessed would definitely create thousands of employment opportunities through agro-based, solid mineral and manufacturing industries. Urbanites are engaged in commercial, administrative, service delivery and other related activities such as blacksmithing, tailoring, carpentry other than agriculture.

Figure 3.2:The Administrative Structure of Gombe Local Government Area (GLGA).



Source: Gombe State Diary, 2015

3.5 Manifest and Latent Employment Potentials in Gombe State

This section examines theavailable employment potentials both manifest and latent that exists in Gombe state yet to be tapped, and most people are still unaware of the potentials. A diligent survey of Gombe State economy revealed numerous natural resources, ranging from agro-based to mineral resources. These abundant resources provide employment opportunities, economic development and adequate food production for human and animal use. The area is not only the "Jewel in the Savanna", but also the nation's "virgin Treasurer" in the sense that about 75% of her resources are yet to be utilized and the unemployed youths failed to use their talent to discover them (Ubar, 2003). What emerged from the foregoing is that, most of the mineral deposits in Gombe State area are untapped. In fact, even those currently tapped are actually underutilized. This is to show that investment opportunities exist for both local and international companies including AYU, Dangote, Dantata and Sawoe, Lafarge among others.

There are numerous mineral deposits existing in commercial quantities in area, such as limestone, clay, gypsum, kaolin, silica sand, granite, tale, diatomite, hulites, barietes, mica and calcite, metallic ores, galena, sphalerite, iron ore, opal, felspar and copper. However, most of these minerals are not yet exploited except limestone, gypsum,are used by Ashaka Cement Company as its principal raw material in cement production (Usman 2009).

In addition to the above minerals, Gombe State has crude oil deposit proven to be in commercial quantity. As such, this is confirmed by Alhaji Aminu Sale-led Elf and Shell Petroleum delegation to Gombe in early 1993.68.

3.6 Agriculture

According to Mangwvat, 1984, land is the most essential factor of production and no economic activity was divorced from it. Even secondary and tertiary economic pursuits such as services and manufacturing in spite of their sophistication were not carried in the societies devoid of the respective ground territories in question, since all human settlements and economies have been carried out on the ground. Agriculture is the mainstay of the state's economy. It plays a vital role in supplying food for the population and the raw materials of the industry.

The potential strength of the area in agricultural production is much more than any other sector of the economy. The area is endowed with rich agricultural, arable and grazing land, capable farming food and cash crops, such as millet, sorghum, maize, vegetable, onion, pepper, tomatoes, beans cotton and groundnut etc through rain-fed as well as irrigation agriculture through Dadin-Kowa and Balanga Dams in the state. The grazing land encourages the rearing of goats, sheep, cattle, donkeys and houses (Gombe State Government Document 2006:4-39). Unemployed youths if properly engaged in farming can produce food crops not only for personal consumption but with few extra for sale in the market. Agriculture is the highest employer of labour. However, government's weak attention towards providing the peasants farmers with necessary financial assistance and expertise that would guide them in the proper ways of controlling crop disease prevention, livestock production and the use of modern facilities including irrigation method of farming for greater yields. More importantly also, majority of the farmers are poor because they cannot afford to buy fertilizer. Therefore, government should invest in the sector, provide pesticides that destroyed crops, and encourage the youths by given them soft loans and improved varieties to yield high crops to be self-employed.

Nigerian agricultural and Co-operative Bank Limited were established with the basic responsibility to financially assist the farmers by the provision of loans to improve the agricultural activities of the state and it problem are slow repayment of loans by the beneficiaries.

In addition to farming, livestock like cattle, goat, sheep, dogs, horses and Chicken were raised. These animals supply meat, milk and eggs for human consumption, hides and skins for leather industry, farm power and organic manure for agriculture. According to Sani Abba et-al, 2000, the major food of the inhabitants of Southern Gombe prior to the 19th century was meat.

3.7Small Scale and Medium Enterprises (SMEs)

Although the state is richly blessed with human and material resources, but the state lack industries that would use these resources in making consumable goods to satisfy the consumption need of the populace, despite a high powered committee on the formulation of an industrial policy for Gombe State was inaugurated on 25th March, 1997 by the Military Administrator Group Captain J.I Orji, no white paper was issued to adopt the recommendations made by the said committee (Saidu, 2016).

The role of the manufacturing and industrial sector cannot be underestimated. The sector has the capacity to absorb and utilize the abundant skilled and unskilled labour in the state. However, the industrial sector is just emerging in the state. It is one of the sectors with high potentials, which have not been fully exploited (Gombe State Government Document 2006:123).

The industries (mostly privately owned) established and after the creation of Gombe State were out of operation before 2011. For instance, industries in Pre-colonial Gombe State include: leather-working, Pot-making, wood-carving, grass-weaving, and Salt-making. Prior to the

imposition of colonial domination, there were specialization and division of labour in the pursuits of these manufacturing activities as typified by the emergence of guilds in the said occupations.Nasara ginneries, and Gombe Oil Mill owned by AlhajiYahaya Umaru and AlhajiAbdulkadir Baba Manu (ABM) were grounded; the same goes for Frontline Oil Mill of AlhajiShehuTuraki, Azuma Bottling Company of Alhaji Abubakar HabuHashidu, who purchased the factory from Bolori Firm, and the Landa Woven Sack Factory of Alhaji Ibrahim Yerima Abdullahi, Gombe Sugar Company limited, the jewel spring water, the Household Plastic Company limited, Umolin Water Project Agro-processing company, Bima Water project and the Niko Plastic industries. Other industries such as Modern Bakeries, Pure Water (Sachet) Water Industries, Groundnuts and Rice Milling Industries, Dyeing and Cloth beating Industries as well as Block industries came up to provide some jobs to the unemployed youths in the city. In addition to that, service industry offered some youths opportunities to become retailers and whole sellers of phone accessories and recharge cards. Others became repairers sellers of second hand handsets and the rise of these industries also employed very few, leaving many unemployed thereby creating problems of multidimensional nature. According to Ubar 2006:34 “the city is a place where a lot of problems are concentrated; but the city also has the resources to overcome these problems and be the place of development”.

However, the fact that, most of these industries were small and medium sized in nature meant that, only few people were employed leaving large portion unemployed (Saidu, 2016).

The dearth of medium and small scale industries has over the years result to under-utilization and low income output in the economy, leaving the society with low income problem and high rate of unemployment. Government therefore, should encourage both small and medium scale

industries and the sunset industries littering all over the state capital and its environs should be revitalized and new ones established to create more jobs and income generation.

3.8 Banking Services

The banking industry plays a significant role in any modern economy and other commercial activities would not function well in the absence of the banking services being rendered to them. Banks accepts deposits from the individual businesses and makes some payment on their behalf. It issue loans to investors who lack enough capital for such businesses. Considering these crucial role of the industry, one would wonder what the situation would be in the business world if the banking facilities are not available. Gombe state has banks such as; first bank, Eco-bank, Jaiz-bank, Union-bank, Unity-bank, Zenith-bank, Stanbic IBTC, FCMB, Keystone, GT-bank, UBA etc.

Government therefore is the main employer of labouri.e Local, state government (civil services). However, despite employment opportunities in agriculture, industries, unemployed persons cannot venture into because activities like farming it requires capital to buy farming implements and fertilizers.

3.9Government's Employment Oriented Programmes

Over the years, the Nigerian government has been putting in place a number of policy measures through the establishment of various programmes at both Federal and State levels aimed at increasing the skills of citizenry and creating employment opportunities. The centerpiece of such programmes is seeking ways toaccommodate educated persons and others seeking employment in the various sectors of the nation. These include people forcedinto premature retirement by being retrenched as a result of privatization of public companies.Alhassan etal (2011) arguesthat

the liquidation and under-selling of some public enterprises in Nigeria,for example, Jos Steel Rolling Company Limited, is what actually takes place under the name of privatization. The disposition of this asset like a scrap along with other 159 public enterprises led to the loss of many jobs that gave rise to skyrocketing unemployment, hopelessness and increased poverty in Nigeria.

Diverse government policies have been introduced through National Development Plans, Operation Back to the Land, Vocation and Technical Training and NDE,oriented to create jobs for the teeming youths in the country. The Third National Development Plan, 1975-1980, was the first policy on job creation, having also reduction in unemployment and creation of skilled manpower as some of its cardinal objectives. The strategies include: a, expansion of employment opportunity through implementation of employment oriented programmes; b, industrial attachment programme for students; and c. Strengtheningexisting educational programmes.

Charles (2006) argues that the plan failed to establish a specific institutional framework,although considerable efforts were made through the Administrative Staff College of Nigeria (ASCON), Industrial Training Fund (ITF), and Centre for Management Development (CMD). He further assert that the Fourth National Development Plan, 1981-1985, recognized increasing unemployment which influenced the government to declare in the Punch newspaper of September, 24 1995 that "we cannot and will not tolerate a situation in which primary school leavers and even graduates remain unemployed for an unreasonably long period".

Agriculture as the major sourceof Nigeria's national income before the discovery of petroleum was often regarded as the chief employer of labour in developing countries. It isstill the major employer of labour in Nigeria and in the 1960's, it earned up to 95% of the Nigeria's foreign

exchange. However, today, the agricultural sector has lost its past glory in terms of its heavyweight contribution to the GDP, foreign exchange and employment opportunities (Hassan 2005). According to Adeniyi(1999) agriculture is the axis upon which all economics evolved as well as the largest employer of labour. There is no developed country today which has not passed through the agricultural stage. Adeniyi(1999), also points out that agriculture is the prime source of one of the most basic requirements for human existence.

3.10Operation Back to Land (OBL)

In 1985, General Muhammadu Buhari administration came up with Operation Back to Land (OBL) in which the military government allocated land to schools and willing farmers, and made the practice of agriculture almost obligatory. This initiative was informed by the desire of the government to encourage people to participate in farming activities in order to reducethe level of unemployment in Nigeria as well as move the nation towards sustainable food production.

3.11Technical/Vocational Education Training

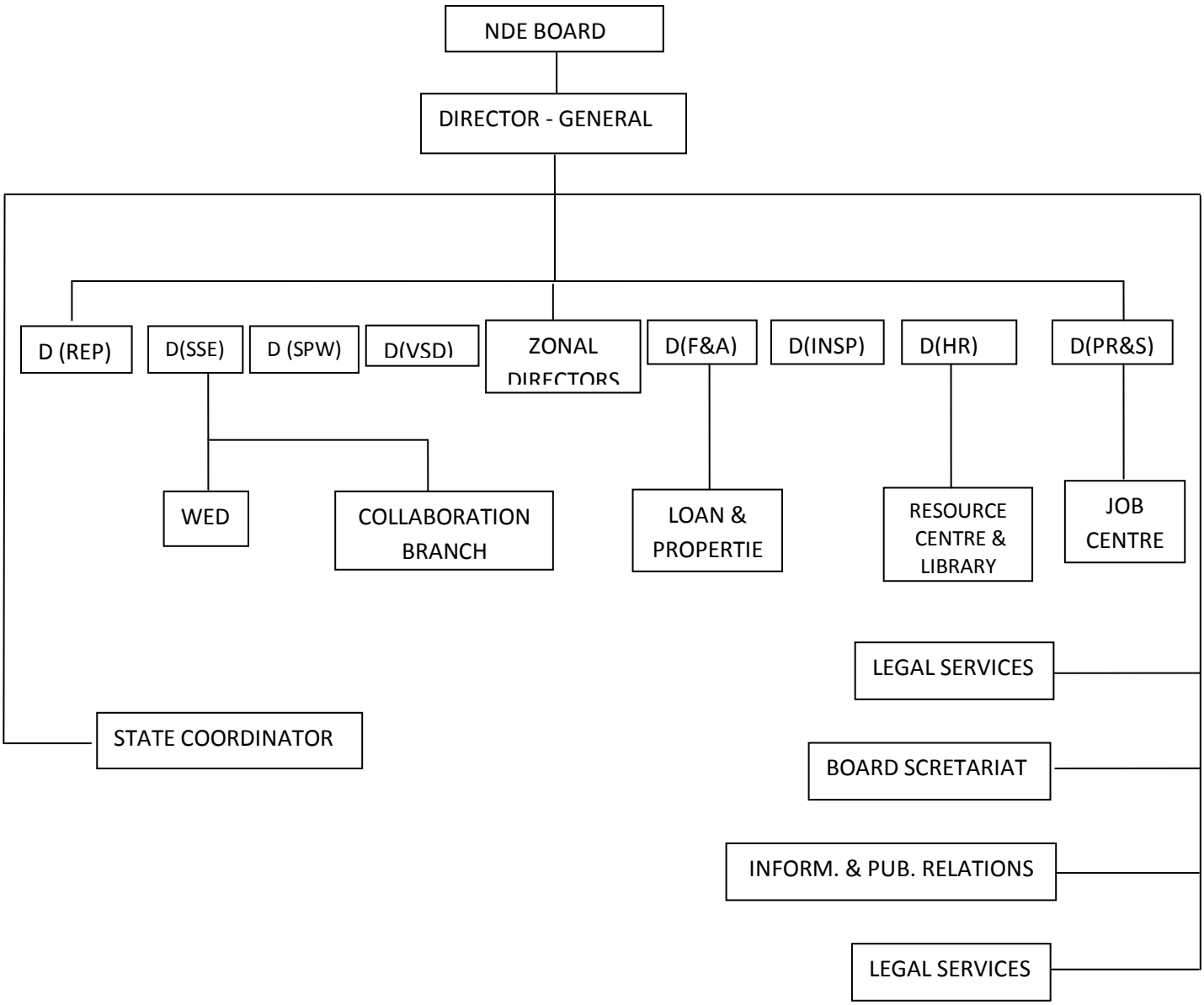
The role played by Technical Vocational Education and Training in curbing unemployment in Nigeria cannot be over-emphasized. This is underscored by the training it provides in such fields as vocational education, agricultural education, business education, fine and applied arts education, music education, home economics and health education. According to the National Policy on Education (2004), Technical Education is that aspect of education which involves the acquisition of applied skills as well as basic scientific knowledge. Therefore, an individual who is technically equipped could be able to apply science in solving daily problems of the society by the production of local spare parts and machines for domestic and industrial purposes. Aghenta (1988) points out that developed nations of the world enjoy high degree of industrialization among others because their citizens are technically oriented.Mallum (1998) and Amagon

(1999)maintain that home economics helps to alleviate poverty, ignorance and diseases among Nigerians thereby assisting in achieving gainful employment for the citizenry of this nation.

Chinedum (2006)believes that the education system operated since the post-independence era has placed too much emphasis onacademic excellence rather than skill acquisition which can prepare the individual for a more useful and fulfilling life within the society. Vocational skills acquisition it is believed would be more relevant to the development of the nation. Hence, a new National Policy on Education was promulgated in 1977, introducing vocational courses in the educational curriculum.

3.12Administrative Structure of NDE

Figure3.3:clearly shows the hierarchical structure of NDE.



Sources: NDE, Annual Report 2015

CHAPTER FOUR

Impact Assessment of National Directorate of Employment (NDE) and Analysis

This chapter is on presentation and analysis of data, collected from primary and secondary sources on the subject under study in the light of which deductions or findings are drawn. The assumptions posed in chapter one were also confronted with findings to establish their tenability or otherwise. The analysis begins with data obtained from the NDE on its programmes from 2007- 2014 in GLGA of Gombe State.

Questionnaire data is presented in tabular form showing frequencies and percentages of respondents' views and analysis. This is then backed up by interviews, Focus Group Discussion and Personal Observation of the researcher.

Table 4.1:Administration and Retrieval of Questionnaires

Questionnaires Administered	Questionnaires Retrieved	Valid Questionnaires
365	343	332
100%	94%	91%

Source: Field Work, 2015

Table 4.1 above shows the total of 365 questionnaires administered to the trainees of NDE. Out of the 365 administered, 343 (94%) were retrieved and only 332 were properly filled translating to (91%). This therefore, was considered to be valid and forms the basis for analysis in this study. The inferences in this chapter arealso premised on the above. The chapter however begins with the analysis of the level of unemployment in GLGA, followed by the Data obtained from NDE.

Unemployment in Gombe Local Government is still high despite the programmes and activities of NDE in the area. This is obvious by some data obtained from NDE office, which shows that,there isa rapid increasein unemployed youths of all categories of qualification particularly 18-29 years based on data obtained from the Gombe State Bureau of Statistics (GSBS, 2014).

Table 4.2: Level of Unemployment in Gombe Local Government (1995-2014)

Qualification	**Year of Graduation**				
	1995 – 1999	**2000 – 2004**	**2005 – 2009**	**2010-2014**	**TOTAL**
Degree	22	109	161	225	528
HND	41	116	245	311	724
NCE	219	719	345	1,310	2,610
OND	118	718	1,066	1,243	3,195
SSCE/GRD II	1,481	5,925	21,373	34,000	64,009
Others	77	207	87	746	1,373
Total	1,958	7,794	23,277	37,835	72,439

Gombe State Bureau of Statistics(GSBS, 2015)

The table 4.2 shows the data obtained from Gombe State Bureau of Statistics throughout the period under study. As it indicates, there have been increases in the number of unemployed youths from 1995 to 2014. From 1995 to 1999 there were 1,958 unemployed youths of all categories in the area which was increased to 7,794 within 2000-2004. The number increased to 23,277 in 2005-2009 and also increased to 37,839 in 2010-2014. This data is also supported by the above table which shows that(48.9) percent of respondents indicated that the level of unemployment was very high and 38 percent of them responded that the level of unemployment was high in Gombe Local Government and was affected by those with O/level qualifications.

4.2 Data from National Directorate of Employment's Officials

The study area is Gombe Local Government (GLGA), which comprised of 11 wards. The area as projected by Gombe State Bureau of Statistics (2014) recorded the total Population of 344,804.

The National Directorate of Employment (NDE) was set up in 1986 with formal launch of its programmes in January, 1987 to among other things work out strategies for dealing with mass unemployment especially among school leavers and college graduates (Charles, 2006). The thrust of the Directorate's programmes is to assist applicants in setting up their businesses in Agriculture, Small Scale Enterprises and other ventures. The table below showsthe role of NDE in Gombe Local Government based on facts and figures from 2007-2014.

Table 4.3: Small Scale Enterprise Programmes(SSE) Implemented 2007-2014

Year	Schemes	No. Trained	Percent	loan beneficiaries	Percent
2007	Start your business (SYOB)	56	5.4	5	1.0
2008	Start your business (SYOB)	50	4.8	0	0.0
2009	Start your business (SYOB)	260	25.1	50	10.0
2010	Entrepreneurship Development Programme (EDP)	110	10.6	16	3.2
2013	Improved your own business (IYB)	230	22.2	11	22.1
2014	Skills acquisition	330	31.9	317	63.7
Total		1036	100	498	100

Source: NDE, 2015

SSE was designed to provide to unemployed graduates and interested persons the spirit of entrepreneurship, creativity and self-reliance as oppose to the prevailing dependence on private and public sector for wages as well as to assist them to set up their own businesses.

Table 4.3above indicates that in 2007, about 56 representing 5.4% youths were trained out of which 5 representing 1.0% were given loans for small scale enterprises programme. In 2008, another set of 50 youths representing 4.9% were trained though nonereceived loan. The figures

for 2009 shows that there were 260 beneficiariesrepresenting 25.1%out of which 50 representing 10.0% were given loans.In 2010, 110 representing 10.6% were trained while 16 standing as 3.2% benefitted from the loan scheme. Furthermore, 2013 recorded 230 beneficiaries being 22.2% of which 110 of them representing 22.1% had access to the loan facilities.The year 2014 has 330 representing 31.8 as beneficiaries and 317 with 63.7% were recipients ofthe loans.

Deducing from above,the Directorate trained 1036 individuals in the period under review, of which only 498 benefited from the loans. This shows that less than half (48.1%)of the total participants or beneficiaries wereaccordedpost training facilities.this further corroborated with the views of an interview respondent who is an official of NDE observedthat"shortage of funds and post-training facilities were among the problems that made it impossible for the agency to provide all the beneficiaries with loans, thereby making it difficult for the agency to function effectively" (Interview, 2015).

Table 4.4:Special Public Works Programmes(SPW) Implemented 2007-2014

Year	Schemes	No. Trained	Percent	No. Resettled	Percent
2007	Graduate Attachment Programme (GAP), Environmental beautification training (EBT)	198	33.6	0	0.0
2008	Graduate Attachment Programme (GAP)	75	12.7	0	0.0
2009	Graduate Attachment Programme (GAP), Environmental beautification training (EBT)	107	18.1	0	0.0
2010	(WETS)	30	5.1	30	7.5
2011	Graduate Attachment Programme (GAP), Environmental beautification training (EBT)	65	11.1	0	0.0
2012	Graduate Attachment Programme (GAP), Environmental beautification training (EBT)	25	4.2	10	2.5
2013	Graduate Attachment Programme (GAP)	55	9.3	0	0.0
2014	Graduate Attachment Programme (GAP)	35	5.9	0	0.0
Total		590	100	40	100

Source: NDE,2015

Special Public Works was designed to achieve employment creation in the areas of construction/maintenance of both urban and rural infrastructure which hitherto depended on labor intensive equipments and technology. The schemes included Environmental Beautification Training Scheme and Community Development Scheme.

Table 4.4 indicated that in 2007 (SPW), 198 participants were trained with 33.6%, and in 2008 75 people were trained representing 12.7%. While in 2009 NDE under the SPW programme 107 trainees obtained training with 18.1%. Only 30 people received training representing 5.1 % in 2010. While in 2011, NDE trained 65 (11.1%) and in 2012 only 25 people participates in SPW programme in the area representing only 4.2%. SPW in 2013 trained only 55 (9.3%). While in 2014, 35 people participated representing 5.9%.

SPW which was intended to provide self-employment to unemployed youthstherefore throughout the period under study trained 590 people but only 40 participants were compensatedafter the training, 30 in 2010 and 10 in 2014. In an in-depth interview with the head of SPW, stated that:"off course government especially during the inception of the programme was training to settle the trainees but now it has many programmes to handle with little funds. That is why we face this challenge of compensating the participants after the training" (Interview, 2015).

Table 4.5: Vocational SkillDevelopment Programmes(VSD) Implemented 2007-2014

Year	Schemes		No. Trained	Percent	No. Settled	Percent
2007	National open (NOAS)	apprenticeship	725	17.3	0	0.0
2008	National open (NOAS)	apprenticeship	640	15.3	100	15.8
2009	National open scheme (NOAS)	apprenticeship	1290	30.8	109	17.2
2010	National open scheme (NOAS)	apprenticeship	844	20.1	340	53.8
2011	National open scheme (NOAS)	apprenticeship	590	14.1	83	13.1
2012	Basic National open scheme (NOAS)	apprenticeship	50	1.2	0	0.0
2013	National open scheme (NOAS)	apprenticeship	0	0.0	0	0.0
2014	National open scheme (NOAS)	apprenticeship	50	1.2	0	0.0
Total			4189	100	632	100

Source: NDE, 2015

The VSD training was designed to impact vocational skill to school leavers and other unemployed youths that hitherto lacked productive and marketable skills as well as assist them after training to establish micro businesses in their chosen trades.

Table 4.5 shows that, 725 people representing 17.3% were trained in 2007and 640 representing 15.3 percent participated in the training in 2008. In 2009 there was a massive training in which the NDE under this programme trained 1290 individuals representing 30.8 percent;while in 2010 844 participants were granted training representing 20.1 percent. As we can see from the table above, 590 people (14.1%) benefited from the training in 2011. In 2012, 50 people were trained representing 1.2% but in 2013 NDE under VSD programme did not train a single person.

This also corresponds to the views of one of the interviewee'srespondent who disclosed that "we have not been given directives to recruit and train any participants due to financialconstrains.In addition, some of the participants previously trained have not been compensated up to now" that isthe period of the interview (Interview, 2015). Furthermore, in 2012, 50 people were trained but there was no training in 2014 due to the reasons cited above. Throughout the period under study, there were no compensation exceptin 2008 when NDE settled 100 with 53.8%, in 2009 109(13.1%) in 2010, 340 with 53.8% andin 2011, 83(13.1%).

Therefore from the above table, we can understand that in 2007 and from 2012 onward NDE under this programme trained 100 participants, but there were no post-training facilities or financial assistance within the period.This constitutes a serious challengefor the unemployed youthsin putting what they have learned to practice. In a focus group discussion with the graduates and beneficiaries of this programme, theyclearly stated that one of the challenges after the training was how to get capital to start a business (FGD, 2015). In an interview with one respondent who is the "District head" he categorically stated that NDE was functional especially during Goje's administration because we were told to submit the list of unemployed youths unlike present administration (Interview, 2015).

Table 4.6:Rural Employment Promotion Programmes Implemented (REP) 2007-2014

Year	Schemes	No. Trained	Percent	No. Settled	Percent
2007	Rural Agricultural Development Training Scheme (RADTS)	75	9.3	0	0.0
2008	Rural Agricultural Development Training Scheme (RADTS)	120	14.8	0	0.0
2009	Rural Agricultural Development Training Scheme (RADTS)	165	20.3	0	0.0
2010	Rural Agricultural Development Training Scheme (RADTS)	150	18.5	0	0.0
2011	Rural Agricultural Development Training Scheme (RADTS)	120	14.8	0	0.0
2012	Rural Agricultural Development Training Scheme (RADTS)	80	9.9	0	0.0
2013	Rural Agricultural Development Training Scheme (RADTS)	50	6.2	0	0.0
2014	Rural Agricultural Development Training Scheme (RADTS)	50	6.2	0	0.0
Total		810	100	0	0

Source: NDE, 2015

REP was designed to promote employment in agriculture through the training of youths in farming methodologies such as integrated farming and training scheme, Crop Farming Scheme Crop Processing Scheme, Crop Processing Training Scheme.

Table 4.6 shows that throughout the period, under Rural Employment Promotion, NDE trained 810 participants amounting to 9.3% in 2007, 14.8% in 2008, 20.3% in 2009, 18.5% in 2010, 14.8% in 2011, 9.9% in 2012, 6.2% in 2013 and 6.2% in 2014 respectively. This agrees with the opinion of an interview respondent who observes that "NDE especially under its rural employment generationscheme is a laudable program but failed to achieve the desired goals as a result of mismanagement of the programme and corrupt practices that led to the diversion of the equipment and loans made available to settle the beneficiaries" (Interview, 2015).

This program is a complete failure because throughout the period under study, there was no compensation as a result of the diversion of the funds meant for the programme into private pockets (Personal Observation, 2015).

This horrendous reality can be averted, in the view of the head of REP in an interview,who categorically stated that the supply of the equipmentshould not bedone through contractors. It shouldbe direct from the manufacturers or importers to the Directorate in order to reduce cost and mitigate the possibilities of diversion (Interview, 2015).

Based on these evidences, it can be argued that the inability of the administrators and initiators of this scheme to ensure financial compensation which enables trainees to translate skills learnt into income-generating jobs is a serious drawback that blunted the edge of the scheme.

4.3: Respondents' Perception Analysis (RPA) in Gombe Local Government Area

In this section, efforts were made by this study to presents the respondents' views on the assessment of National Directorate of Employment (NDE) within the period covered by this study.

Table 4.7:Age Bracket of the Respondents

Age Bracket	Frequency	Percent
Below-18	29	8.7
18-29	234	70.5
30-39	61	18.4
40-49	8	2.4
50 and above	0	0.0
Total	332	100

Source: Field Work, 2015

Table 4.7 above shows the age bracket of the respondents. Twenty-nine (29) of them representing 8.7% were below 18 years, while 234 of the respondents representing 70.5% fall

within the age bracket of 18-29years; and 61 of them with 18.4% were within the bracket of 30-39 years old. Only 8 of the respondents representing 2.4% were between 40-49years, and none falls within the age bracket of 50 and above. This indicates that the researcher obtained most of the data from 18-29year olds and the result is significant in some respect given that most of the respondents are vibrant youths of between 18-29 years consisting 70.5% of the total population. They also represent the most productive segment of the society and can contribute to the development of the society if gainfully employed in the area. In an interview with the Zonal Directorof NDE, he states that "This category is within the lower age brackets and they are supposed to be at school to further their education. Therefore, efforts should be made by the government and well-to-do individuals in the society to give scholarships to keep this group in school to further their education for better contribution to the economy.

Table 4.8: Distribution of Respondents Based on Gender

Gender	Frequency	Percent
Male	219	66
Female	113	34
Total	332	100

Source: Field Work, 2015

Table 4.8: shows the distribution of the respondents by gender. 219 (66%) of them are male, while the remaining 113 (34%) are females. This indicated that majority of the respondents in the study area are male compared to their female counterparts. In an in-depth interview with the Head of Small Scale Enterprise Department whosaid that "the number of male participated in various programmes is higher than the number of female because in Northern Nigeria you hardly see them (the females) outside their houses especially when they are married"(Interview, 2015).As an indigene of the area, culture and religion do have influence on the people of Gombe Local Government and Gombe State entirely.However, these cannot prevent them from on one

business or the other like tailoring or hair dressing in their respective homes (Personal observation, 2015).

Therefore from the above, both males and females are significantly affected by the problem of unemployment and the situation has its own implications as it is observed, males are more vulnerable and affected by the problems unemployment in the area studied especially those fall within 18-29years

Table 4.9: Distribution of Respondents by Marital Status

Marital Status	Frequency	Percent
Single	225	67.8
Married	92	27.7
Divorced	11	3.3
Widowed	4	1.2
Total	332	100

Source: Field Work, 2015

Table 4.9 indicates that out of 332 of the total respondents, 225 representing 67. 8% of the respondents were not married, while 92 of them representing 27.7% were married men and women. Only 11 (3.3%) of the respondents were divorced and 4 respondents representing 1.2% were widowed individuals. This implies that the researcher was able to get more data from people who are not married. These are unemployed youths (both males and females) who are supposed to be responsible in their respective extended families or making effort to start their own nuclear families. More importantly also the researcher discovered in the field that people who were not married have the highest percentage. In a focus group discussion with unemployed youths, they disclosed that the majority of them were not married nowadays because they lacked the financial capacity to maintain families. Therefore, given that the majority of the respondents were single, it could thus be averred that directly or indirectly, they were not married because

they were unemployed (FGD, 2015). As observed by the researcher, poverty has made majority of the respondents not to get married due to the serious unemployment problem.

Table 4.10: Educational Qualification of Respondents

Educational Level	Frequency	Percent
Primary	24	7.2
O/Level	182	54.8
Tertiary	92	28
Others	34	10.2
Total	332	100

Source:Field Work, 2015

One of the assumptions of the research is that there is high level of unemployment in the area studied especially amongst the youths 18-29 years and the lowly educated.

The table 4.10 above also indicates that, 24 of the respondents representing 7.2% have primary education, while 182 of them representing 54.8% of them have O-level school education, as against 92 (28%) of the respondents who have acquired some form of tertiary education and were holders of higher certificate's such as OND, NCE, HND Bachelor's Degrees, among others. The rest i.e. 34 of them have other forms of education different from the above representing 10.2%. The respondents during the focus group discussion confessed that they were unable to further their education due to the lack of employment at hand and their parents could not sponsor them beyond O-level (FGD, 2015).They disclosed that most of them today are stopping their studies at secondary school level due to the lack of sponsorship (FGD, 2015).

Similarly, this correspond with the opinion of District Head ofBolari, represented by his sonwho contents that

> the highest level of qualification people obtained before the establishment of Gombe State University and Federal University Kashere was secondary school certificate and parents can afford to pay school fees for their children only at secondary school level

because what they earn cannot afford the fees of schools above the secondary level (Interview on 15th October, 2015).

Table 4.11: Distribution of Respondents by Occupation.

Occupation	Frequency	Percent
Unemployed	202	60.8
Student	45	13.6
Business	70	21.1
Others	15	4.5
Total	332	100

Source: Field Work, 2015

Table 4.11 above indicates that 202 of the respondents representing 60% in GLGA of Gombe state were unemployed and do not have a business to cater for their day to day needs, while 45 of them representing 13.6% were students. Out of 332, 70 of the respondents representing 21.1% engaged in business, while 15 of the respondents representing 4.5% were in others activities. This indicates that majority of the respondents in the area studied were unemployed youths both males and females and relied on their parents or relatives to fend for them.

4.4: Extent, Causes and Problems of Un-employment in the area under study

Table 4.12: Respondent's Views on the Level of Unemployment in GLGA

Level of Unemployment	Frequency	Percent
Very High	161	48.5
High	122	36.7
Low	9	2.7
No Idea	40	12.1
Total	332	100

Source: Field Work, 2015

Table 4.12 clearly shows that 161(48.5%) of respondents responded that the level of unemployment in Gombe Local Government Area was very high, while 122 (36.7%) responded that the level of unemployment was high. Only 9 (2.7%) of the respondents said the level of

unemployment was low and 40 (12.1%) have no idea on the level of unemployment in the area.The table clearly indicates that majority of the people of GLGA are unemployed.

Table 4.13: Respondents Views on the Causes of Unemployment in GLGA

Response	Frequency	Percent
Economic melt down	105	31.6
Corruption	94	28.3
Lack of Diversification of the Economy	96	29
Population Growth	37	11.1
Total	332	100

Source: Field Work, 2015

Table 4.13 above presents the respondents' views on the causes of unemployment in GLGA. Out of 332, 105 of the respondents representing 31.6% hold the view that the collapse of small and medium scale industries is the major cause of unemployment. While, 94 representing 28.3% are of the opinion that unemployment was as a result of corruption. 96 respondents representing 29% relates the cause of unemployment to the lack of diversification of economy and only 37 representing 11.1% connect the problem to the population growth. This implies that majority of the respondents that is 31.6% and 29% regarded the collapse of small and medium scale industries and the lack of diversification of economy as the main causes of unemployment in the area studied.

In the same vein, in a focus Group Discussions with the beneficiaries of NDE, majority agreed that the collapse of small and medium scale industries, corruption and lack of diversification of economy impacted negatively and causes unemployment in Nigeria in general and Gombe State in particular (FGD, 2015). In one in-depth interview the Zonal Director North-East zone reiterated this by saying that:

> unemployment is as a result of lack of diversification of economy and large numbers of graduates do not have required skills to be employed because they cannot have something to add value to organization or employer" (Interview, 2015). In an in-depth interview with the District Head of Shamaki, stated that "government is the main cause of unemployment in Gombe State because it fails to provide employment opportunity to the youths and are being employed by prominent aspirants and sponsored by government in power to achieve their aims (Interview on 18th September, 2015).

Table 4.14: Respondent's Views on the Effects of Unemployment

Effects of Unemployment	Frequency	Percent
Social Vices like prostitution, Thuggery etc	90	27.1
Poverty	117	35.2
Low Socio economic Living Standard	77	23.2
Others, Specify	48	14.5
Total	332	100

Source: Field Work, 2015

The data represented above shows that 90 of the respondents representing 27.1% are of the view that unemployment causes social vices like prostitution, political thuggery (Kalare) etc. while 117 representing 35.2% stated that unemployment among youths causes poverty in the area studied.77 of them representing 23.2% relate the effect of unemployment to the low socio-economic living standard, while only 48 of them representing 14.5% of the respondents relate it to other effects different from the above such as armed robbery, kidnapping etc. This implies that majority of the respondents engaged in political thuggery or Kalare as a result of lack of employment opportunities.

Similarly, in an in-depth interview with traditional Ruler asserts that:

> Poverty and political thuggery is one of the major negative impacts of unemployment in Gombe metropolis which cause insecurity in the capital of the State". To him the situation is so serious that innocent people have been killed in their home, place of business while some were seriously injured; some girls have also been raped and economic activities

> adversely affected by the continued presence of these unhealthy social phenomena. More so, properties worth millions of naira were stolen and in fact life was so threatened". He further disclosed that "lack of job among the youths plays a major role for insecurity, because unemployed youths serves as an obstacles for the running of the affairs of Government and they should join hand at all levels with NDE to provide lasting solutions to the menace (Interview on 12th October2015).

It's obvious that the legitimacy of a state is hinged on provision of basic security of life and property and where this is lacking or in a short fall the state loses its credibility (Personal observation FGD, 2015).

Table 4.15: Distribution on Awareness about the Programme of NDE Before

Response	Frequency	Percent
Yes	294	88.6
No	5	1.5
Undecided	33	9.9
Total	332	100

Source: Field Work, 2015

Table 4:15 shows that 294(88.6%) of the respondents are aware about the programme offered by NDE in Gombe Local Government Area. while 5(1.5%) said they were not aware about the programme, while 33 of them representing (9.9%) undecided. From the above analysis, majority of the respondents were aware about the existence of NDE; Contrary to the opinion of some members of the general public, some participants during the Focus Group Discussion who said that they do not even know about the existence of NDE and the job opportunities offered to unemployed youths in the area (FGD, 2015).

Table 4.16: Distribution of the Respondents Views on the Type of Training Received

Response	Frequency	Percent
Food Processing	95	28.6
Computer Operation	123	37.1
Graduate Attachment Programme (GAP)	35	10.5
Others	79	23.8
Total	332	100

Source: Field Work, 2015

The information of the respondents in table 4.16above shows that 95 representing 28.6% participated in food processing of different kinds, while 123 of them representing 37.1% of the respondents were engaged in computer operation and 35 of the respondents representing 10.5% participated in Graduate Attachment Programme (GAP) and 79 of them representing 23.8% engaged in one trade or the other in the area under study. Also, one interview respondent opined that "they are aware about the trade and activities offered by NDE because community leaders and traditional rulers were contacted before the recruitment because they are close the people (Interview on 18th September2015).

Table 4.17: Distribution of the Respondents Views on whether they have ever benefited from Loans or any Support to Start a Business

Response	Frequency	Percent
Yes	0	0.0
No	289	87
Undecided	43	13
Total	332	100

Source: Field Work, 2015

The above table presents divergent opinions of the respondents on their views on whether they have been given support in form of loan to start a business. This is due to the fact that none of the respondents representing 0.0% have attested that they have benefited from the loan after

graduation, while 289 of the respondents representing 87% say they have not benefited from the loans and 43 of the representing 13% were undecided about the benefit from the loan. In an interview with the zonal coordinator who says that one of the aim of the programme to provide self-employment opportunities to thousands of youth and to become self-reliance. However one of the problems that we have been encountering ever inception was lack of sufficient funds to settle the beneficiaries after the training. However, none refunding of the loans from the participant after the settlement is another problems (Interview, 2015).

Similarly, in a Focus Group Discussion with the graduates of NDE during their graduation day they complained that were not given anything and even the set before them were not settled because he has a brother who participated in environmental beautification, even though the officials promised to settled them whenever the funds is available (FGD, 2015). In an in-depth interview with the head SSE who categorically stated that the delay for the payment of allowances and post training facilities was not from the NDE office rather government do not release it for settlement. He further stated that, they are trying their best to give them as soon as it release. He also urged well to do individuals in the society to join hand with government to carry out NDE programmes" (Interview, 2015).

Table 4.18: Views of the Respondents on whether NDE has improved their skillsor not

Response	Frequency	Percent
Yes	187	56.3
No	125	37.7
Undecided	20	6
Total	332	100

Source: Field Work, 2015

In an attempt to get an in-depth knowledge on whether NDE has improved the skills of the respondents table 4.18 above shows 187 respondents (56.3%) strongly agreed that National Directorate of Employment have improved their skills with the knowledge acquired during the training. While 125 of the respondents representing 37.7% who constitutes the minority disagreed with the opinion of the other respondents. While, 20 of the respondents amounted 6% are undecided. This means that the NDE activities have change and improved the skills of many unemployed youths who participated in the programme in one way or the other. This is in line with an interview with State Coordinator who said during an interview in his office that:

> "Theactivities of NDE have affected almost every family or household, there is no member of the family that did not benefit from one of the programmes of NDE (Interview, 2015). This contradict the opinion of the community leader in Shamakiwho said that as it is, the programme aims at providing employment opportunities to youths to become self-reliant and useful members of the society. However, many unemployed youths do not know the activities offered by the directorate" (Interviewon 24th September2015).

Table 4.19: Respondents Views on the Mode of How Income are Earned

Response	Frequency	Percent
Daily	138	28.9
Weekly	31	9.4
Monthly	205	61.7
Total	332	100

Source: Field Work, 2015

Table 4.19above further proves the reliability of the respondents' income. 96 of the respondents representing 28.9% got their income daily by participating in one business or the other, while 31 of them representing 9.4% got their own income weekly, and 205 of the respondents with 61.7% depend on monthly remuneration. This also corresponds to the views of the State coordinator at NDE who said the agency pays the beneficiaries a monthly stipend ranging from #2,000 to #3,500 and #10,000 depending on the nature of the programme the beneficiaries involve in, and that they are working to increase the allowance of the participants (Interview, 2015).

Similarly, respondents in a Focus Group Discussion stated that the allowances paid are too small to finance even transportation from their various homes to the training location, and urge government to increase the allowance and to stop the delay in the payment of the allowances (FGD, 2015).

Table 4.20: Distribution of Respondent by Level of Income per Month

Response	Frequency	Percent
Below #10,000	261	78.6
11,000-20,000	40	12
21,000-30,000	24	7.2
31,000 and above	7	2.1
Total	332	100

Source: Field Work, 2015

Table 4:20 reveals that the monthly income each of 261 people representing 78.6% is below #10,000 monthly, while 40 (12%) have ₦11,000-20,000 income as against 24 (7.2%) with monthly income of ₦21,000-₦30,000. Seven (7) respondents (2.1%) have ₦31, 000 and above.

Similarly, going by the percentage of the respondents in the above table, a Focus Group Discussion with the beneficiaries of NDE disclosed that such amounts as earnings cannot sustain their livelihood (FGD, 2015). Similarly, the researcher observed that there is a worrying level of poverty in the area studied because majority of the respondents earn below ten thousand naira and cannot solve even their personal problems, let alone cater for their dependents (Personal Observation, 2015).

Table 4.21: Respondents Views on whether they are Satisfied with their Incomes

Response	Frequency	Percent
Yes	3	0.9
No	267	80.4
Undecided	62	18.7
Total	332	100

Source: Field Work, 2015

Table 4.21 above shows the respondents' view on whether they were satisfied with their income. Out of 332 respondents, representing 0.9% are satisfied with their income. 267 of the respondents representing 80.4% have fallen within the category of people that were not satisfied with their income. 62 of the respondents representing 18.7% appeared to be neutral. This indicates that majority of the people that responded to the questions raised by the researcher in the study area were not satisfied with their income. This implies that majority of the respondents were not satisfied with the meager income or allowances and the main reason for appears to be that #10,000 cannot maintain their transportation from their respective home to the place they received training (FGD, 2015). As a personal Observer, and a beneficiary of Graduate Attachment Programme (GAP) it takes NDE at least three to four month before getting your allowances.

Table 4.22: Respondents Views on How much Monthly Stipend NDE Gives to Trainees

Monthly Stipend	Frequency	Percent
2,000	98	29.5
3,500	173	52.1
10,000	61	18.4
Total	332	100

Source: Field Work, 2015

Table 4.22shows the respondent's monthly stipend. 98 people representing 29.5% have 2,000 naira only at the end of each month as their monthly stipend. While 173(52.1%) have ₦35, 000 as stipend against 61(18.4%) with ₦10, 000 monthly stipend. This Table indicates that majority of the respondents have no sufficient sources of income to carter for their daily needs in Gombe Local Government area of Gombe State. This was justified by table 4:9 above where 261 people representing 78.6% are living below #10,000.

In an in-depth interview the zonal Director said there is no doubt that the monthly stipend paid to the trainees is too small to sustain them through the month and we hope that this present administration would increased the allowances (Interview, 2015).

The respondents in a Focus Group Discussion with the trainees of NDE said it takes them two to three months to get their monthly stipend (FGD, 2015), and this corresponded with the views of researcher as a participants observer who participated in Graduate Attachment Programme that we are ask to open and submit account number. However, the official would call us in their office and collect the stipend in cash after three month (Personal Observation, 2015).

Table 4.23: Distribution of the Respondents Views on whether the Monthly Stipend is enough to Carter for their Needs

Response	Frequency	Percent
Yes	0	0.0
No	298	89.8
Undecided	34	10.2
Total	332	100

Source: Field Work, 2015

Table 4.23 indicates that out of 332 respondents none of them agreed that the monthly stipend is enough to carter for their need. While 298 representing (89.8%) said the monthly stipend do not carter for their basic needs and 34 of them representing 10.2% undecided.

In an in-depth interview with the State coordinator he stated categorically that the monthly stipend cannot be enough in any way for the participants to carter for their need. However, they urged the Federal government to increase the stipend of the participants especially with O-level at least from #2,000 and #3,500nto #10,000 and tertiary institutions qualified beneficiaries from #10,000 to #30,000 (Interview, 2015). In the same vein, a respondent in a Focus Group Discussion says that the stipend given to them is not even enough and cannot pay for their transportation. They further state that, they have to trek from their respective house to where they received training and government need to increase the monthly stipend (FGD, 2015). Payment of stipend is not a solution to the problem of unemployed youths. It is better for the government to teach the unemployed youths how to catch fish, not just give them fish. Giving them loans immediately after the training to invest in a skills acquired can help minimize the problem (Personal Observation, 2015).

Table 4.24: Respondents' views on the problems related to their Income

Response	Frequency	Percent
Insufficient Income	179	53.9
Delay in getting the income	92	27.7
Undecided	61	18.4
Total	332	100

Source: Field Work, 2015

Based on the data provided above, 179 respondents which constitutes 53.9% opined that,their income is insufficient to carter for their livelihood, while 92 respondents translating to 27.7% of them attached the problem with delay by NDE in getting their income, and then 61 of them representing 18.4% neither associated the problems with insufficient income nor with delay in getting their income.

Similarly, from a Focus Group Discussion, the researcher understands that insufficient income and the delay for the payment of allowance is a serious problem as they have their own socio-economic needs which must be met (FGD, 2015).

one respondents in an in-depth interview stated that the delay for the payment of allowances was not from the NDE office rather government do not release the funds on time and about the insufficiency of the allowances they are working very hard to see the Federal Government increase it" (Interview, 2015).

Table 4.25: Respondents Views on whether unemployment is reducing as a result of the Role of NDE

Response	Frequency	Percent
Yes	101	30.4
No	174	52.4
Undecided	57	17.2
Total	**332**	**100**

Source: Field Work, 2015

The table 4.25above presents the views of the respondents on whether they agree unemployment is reducing as a result of the role of NDE. 101 of them representing 30.4% agreed that unemployment is reducing in the area studied. While it was discovered that 174 of the respondents translating to 52.4% disagreed that unemployment is reducing as a result of the role played by NDE. While, 57(17.2%) of them appears to be neutral. This is supported by Umar (2013) who argues that unemployment in Gombe State is increasing and is responsible for the activities of political thugs (Kalare) in Gombe metropolis. Therefore, government should create more jobs opportunities for the youths through providing soft loans for the teaming youths to embark in agricultural, small scale industries and more vocational training which is part of the NDE programme.

Similarly, in an in-depth interview with the District Head of Bolari who stated that:

> unemployment is in fact increasing despite the existence of NDE because before now we were contacted by NDE officials before the recruitment but now we do not know the mode of the selection despite our closeness to the people and we have many unemployed youths with NCE, HND and Diploma that are not working and selection process now were selected based on who you know (Interview on 12th October, 2015).

Table 4.26: What do you think is/are the problems of NDE?

Response	Frequency	Percent
Lack of Funds	145	43.7
Poor Implementation of the Programmes	85	25.6
Lack of Government Commitment	76	22.9
Poor Personnel	26	7.8
Total	**332**	**100**

Source: Field Work, 2015

Table 4.26 shows that 145 out of 332 respondents representing 434.7% are of the view that lack of funds were the problem facing NDE. 85 out of 332 of them representing 25.6% relate the problem with the poor implementation of the programmes. While 76 out of the total respondents representing 22.9% were saying that lack of government commitment was the problem associated with NDE and only 26 of the respondents representing 7.8% said that it was poor personnel was the problem.

In an in-depth interview with the head of small scale enterprises who said that funding is the main constraint and NDE if adequately funded can tackle the problem of unemployment in Nigeria. To him political office holders and well to do in society should also come in to contribute because in the south politician used NDE to achieve their popularity by assisting the implementation of so many schemes. This views correspond with the views of the Zonal Director NDE that

> there can never be enough funds for employment generation because we are operating in an informal sector where a lot of graduates are being churn out from universities that you cannot quantify so there is always shortage of funds even government does not have projected figures base of which they can NDE to disburse for use to tackle the problem of unemployment in Nigeria" (Interview on 18th September, 2015).

Table 4.27: Respondents Views on whether NDE promoted their Self-Employment or Capacity Building

Response	Frequency	Percent
Yes	226	68
No	106	32
Total	**332**	**100**

Source: Field Work, 2015

In table 4.27 above majority of the respondents in the area studied 226(68.1%) responded with yes answer that National Directorate of Employment (NDE) promoted their self-employment. While 106 (32%) disagreed with that National Directorate of Employment (NDE) do not promote their capacity building. Similarly the respondents in a Focus Group Discussion stated that despite the non settlement we have benefited in one way or the other because we established our small business especially computer operation (Interview, 2015).

Table 4.28: Views of the Respondents on whether the activities of NDE have beensatisfactory after the training

Response	Frequency	Percent
Yes	97	29.2
No	176	53
Partially	59	17.8
Total	**332**	**100**

Source: Field Work, 2015

Table 4.28 shows that 97(29.2%) of the respondents believe that NDE programme was notsatisfactory during and after the training.While, 176(53%) of the respondents said the programme was not satisfactory and only 59(17.8%) of them affairs neutral.In a Focus Group Discussion with beneficiaries, majority of them were of the opinion that NDE programme werenot satisfactory because they found it difficult to get loans and or have access to equipment. The responses from the Focus Group Discussion and even the personal observation of the researcher revealed that one of the major problems of the participants was that after the training they wait for a long time to get their benefit butcould not get it.

Table 4.29: Distribution of Respondents' views on how can Government Reduce the Problems of Unemployment

Response	Frequency	Percent
To Revamp the Industries	116	35
To Diversify the Economy	98	29.5
Government Should Create more Jobs	103	31
Others, Specify	15	4.5
Total	**332**	**100**

Source: Field Work, 2015

The table 4:29 above shows that 116 of the respondents representing 35% have admitted that government should revamp the industries to reduce the level of unemployment not only in GLG but Nigeria at large. 98 of the respondents representing 29.5% have confirmed that it is better to diversify the economy, and 103 of them representing 31% have argued that government can only reduce the level of unemployment through the creation of more jobs opportunities. This implies that government failure to create job opportunities was the main reason unemployment is increasing as corroborated by the opinion of the community leader in table 4:15 above.

Similarly, in an in-depth interview with the head of SSE NDE office with the disbursement of necessary equipment and support from government and other donors, the problems of unemployment would be reduce (Interview, 2015). As observed that government is the main cause of unemployment, there is a need for government to diversify means of creating job for the teaming youths (Personal Observation, 2015)

Table 4.30: Respondents views on ways to reduce the rate of unemployment

Response	Frequency	Percent
Government Orientation towards Self-Employment	99	29.8
Revamp Industries and Refineries	122	36.7
Mechanization of Agricultural Sector	88	26.5
Others, Specify	23	7
Total	332	100

Source: Field Work, 2015

An effort was made on the above table to ascertain the respondents' view on ways to reduce the problem of unemployment. 99 out of the 332 respondents representing 29.8% believe that to reduce the problem of unemployment, government should redirect herpolicies towards self-employment. While 122(36.7%) argued that the only way to reduce unemployment is for government to revamp industries and refineries. And 88 out of 332 of the respondents said that mechanization of agricultural sector was the solution to unemployment problem, and only 23 of the respondents representing 7% preferred other solutions to the problem of unemployment in the area studied. In an in-depth interview one respondent argues that to reduce the problem of unemployment government should revamp the industries and provide constant electricity (Interview, 2015).

The response from the respondents during the Focus Discussion stated categorically that government can reduce the problem of unemployment through the providing self-employment to unemployed youths and effective empowerment programme(FGD, 2015).

Similarly, the DakachinBolari said in an interview that "government in Gombe State is trying her best to provide employment opportunities to it citizens especially the introduction of Marshal and the unemployed youths after given appointment as road traffic had go back to school for

further education which is a great opportunities to them and this will reduce the poverty that normally leads to frustration and vulnerability to kalare in the State (Interview, 2015).

Unemployment made youths particularly in Gombe metropolis to engage in all sorts of social vices such as armed robbery, loss of lives and properties of innocent people worth millions of naira and it also put fear in the mind of some people to come out to do their activities (Personal Observation, 2015).

The above analysis has succeeded in making this deduction that unemployment affects mainly youths in the age bracket of 18-29 and is more prominent among the male population and people with O/level educational qualification.

4.5 Discussion of Major Findings and Verification of Assumptions

From the data presented and analyzed above on the subject studied, the following deductions or findings can be drawn:

i. There is a high rate of unemployment in the area studied especially amongst the male youths aged 18-29years and lowly educated (O/level). This is in line with the first assumption posted in chapter one which said there is a high rate of unemployment and under-employment especially among the youths in GLGA. This also corresponds to the views of the respondents in table 4.12 where over 48.9% and 38% of the respondents respectively posited that unemployment and under-employment is very high and keeps rising higher. It is also indicated in table 4.6 above whereby 259 respondents translating to 69.3% fall within this age category (18-29years).

ii. The study revealed that unemployment is a reality in the area studied and is mainly caused by the economic melt-down,corruption, lack of diversification of economy, and

rapid population growth in Gombe Local Government Area being the capital of Gombe State. This can be seen from the data obtained from Gombe State Bureau of Statistics which shows the rapid increase in population from 266,844 prior to 344,804 in 2014 (GSBS, 2015).The study also revealed that NDEinterventionsefforts to reduce the level of unemployment has done fairly well in terms of training and skills acquisition, its only in the area of take-off capital that is post training take-off capital that it did not do well in Gombe Local Government Area of Gombe State. This is against the assumption number three which says that NDE has not made quite satisfactory impact on employment generation.

iii. National Directorate of Employment (NDE)has not made asignificant impact in the area under study and this appears to contradict the statement of one of the NDE officialswho says that there is no household that did not benefit from one of the NDE programme. In this light, it can be deduced that either the NDE holds a false view of its impact, or there is a communication gap between it and beneficiary population, or that the expectations of the community far exceeds the capacity and effort of the agency.

iv. The study also discovered that lack of funds were the main drawback of the NDE in the studied area.This is also in line with the last assumption posted in chapter one which said that funding is the main constraint to the effective role of National Directorate of Employment (NDE).

CHAPTER FIVE

SUMMARY, CONCLUSION AND RECOMMENDATIONS

5.1 Summary

This study set out to assess the impact of National Directorate of Employment (NDE) in reducing the level of unemployment in Gombe Local Government Area of Gombe State between the years 2007 and 2014.

Data on the subject were collected from both primary and secondary sources. The study has come up with some findings, and the most important ones are in line with our research assumptions that there is a high level of unemployment in the area especially amongst 18-29years and lowly educatedmale youths. This shows that 18-29 years constitute the age bracket that ismost affected by the problem of unemployment. The main cause of the problem discovered is the economic melt-down, lack of diversification of the economy, and rapid population growth in Nigeria at large and Gombe Local Government in particular. There is also a striking discovery that the National Directorate of Employment has done fairly well in training and skills acquisition and it only problem is in the area of take-off capital after training and thisappear that NDE have not made the desired impact in the area studied. The study thus, confirmed that the main drawback faced by the agency was lack of back-up support services like capital for the participants after the training to set up their business. It further found out that corruption hamper the effective realisation of the visions of the agency itself.

In the light of these findings, the study concludes that unemployment of youths make them vulnerable to such social vices like *Kalare*, theft, political hooliganism, and lawless rioting, which have adversely affected local as well as state-wide security. Finally, the researcher

submits that the problem of NDE is that of bad leadership, lack of coherence in goals, and corruption, which have collectively caused the agency to fail to achieve itsstatutory goals.

5.2 Conclusion

The study concludes that NDE have perform fairly well in area of training among the youths in eradicating the high level of unemployment which existsamong the people particularly within the area studied and the problem shall continue to worsen if proper measures are not taken.Particularly, the nation's educational system must take pragmatic steps to initiate and sustain a shift from theory-oriented pedagogy to more practically-oriented training. This is one sure wayof guaranteeing self-employment for our teeming youths in the population. Furthermore, a lot stills need to be done by government towards making the programme more successful and realistic.

With regard to the National Directorate of Employment (NDE) as an institution for tackling the menace of unemployment, we arrived at the conclusion that with adequate funding, good leadership, eradication of nepotism, and less corruption, the statutory objectives of the National Directorate of Employment (NDE) shall be realized. The study also concludes that in the context of educational level, there is the desire of students further to go through tertiary institutions and earn a degree certificates or it equivalents which is among the requirement in securing a good white-collar job discouraging them from learning entrepreneur skills.

The consequence is that students have not paid adequate attention to the practical entrepreneurial education offered at the secondary school level.The study also came to the conclusion that unemployment among youths makes them vulnerable to many social vices like crime, political violence, armed robbery, kidnapping, prostitution, drug abuse, alcoholism, among others, which

inadvertently overstretch health infrastructure in the state, cause state insecurity, increase spending on crime control, disturb well-meaning citizens as they go about their affairs, and so on.

5.3 Recommendations

Based on the conclusion arrived at above, this researcher makes the following recommendations:

i. It is recommended that government at all levels should modify existing job creation strategies by committing more funds to the various agencies and directorates created for employment generation and capacity building;

ii. Government should create more job opportunities and improve agriculture and support the establishment of small scale industries.Effective training should be given to the unemployed and after the training, tools and loans should be given to the trainees with soft pay-back conditions and modus operandi so that they may be able to establish their own businesses;

iii. It's also recommended that philanthropists and the well-to-do in society should come in partnership with public and private sector in funding some schemes of NDE because of inadequate funding of NDE by government, hence contributing their quota to reducing the vulnerability of the unemployed youths and to mitigate associated social vices;

iv. It is recommended that stipendsshould be increasedand back-up or support services should be created for the unemployed graduates to be self-employed;

v. The researcher also recommends that good leadership, entrepreneurship development, rural development and remodeling of school curricular as well as, more importantly, faithful prosecution of corrupt leaders who subvert government policies should be adopted to avert the problems associated with unemployment;

vi. NDE should be properly funded. This is to enable them increase the period of training, the number of beneficiaries, and improve the loan package;

vii. State should establish a special bank void of high interest to grant soft loans to self-employed youths for easy access to funds;

viii. The issue of corruption in the implementation of NDE programmes can be mitigated through the optimal and timely remuneration of operators.

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APPENDIX
Appendix "A" Questionnaire
Department of Political Science
Faculty of Social Sciences
Ahmadu Bello University
Zaria – Nigeria

Dear Respondents,

SECTION A: INTRODUCTON

I am a student of the above named department currently conducting a study on "The Role of the State in Addressing Unemployment in Nigeria: An Assessment of National Directorate of Employment (NDE) in Gombe Local Government Area of Gombe State". To successfully complete the study, your responses to the questions attached are needed.

Please be assured that all information provided will be treated with utmost confidentiality and used for the above stated purpose only.

Please kindly tick the appropriate answers in the space provided below

Thank you.

M.SC/SOC-SCI/26815/2012-2013

IDRIS ABUBAKAR

SECTION B: BIODATA OF RESPONDENTS

1) Age: (a) Below 18 { } (b) 18-29 (c) 30-39 { } (d) 40-49 { } (e) 50 and above { }
2) Gender: (a) Male { } (b) Female { }
3) Highest Educational Qualification:
   (a) Primary { } (b) O-level { } (c) Tertiary { } (d) Others (Specify)……
4) Marital Status: (a) Single { }(b) Married { } (c) Divorced { } (d) Widowed { }
5) Occupation:
   (a) Unemployed { } (b) Civil Servant { } (c) Student { } (d) Business { } (e) Others (Specify)……

SECTION C:Extent, Causes and Problems of Unemployment in GLGA

6) What is the level of unemployment in the area under study?
   (a) Very High { } (b) High { } (c) Low { } (d) No Idea { }

Appendix "B" Interviewees

S/N	NAME	RANK	VENUE	DATE AND TIME
1	Mr KatiyaGavs	Zonal Coordinator	Zonal Office, Opposite Main Gate Gombe State University, Gombe	18/09/2015
2	Mallam Ibrahim Faisal Ardo	State Coordinator	State Office Former INEC Office Gombe	24/09/2015
3	Malam Adamu BubaBarde	Head Small Scale Enterprises (SSE)	Head of SSEState Office Former INEC Office Gombe	16/10/2015
4	Father Apolos	Head Special Public Work (SPW)	Head of SPE State Office Former INEC Office Gombe	16/10/2015
5	Alh. Garba Abubakar Abubakar	District Head of Bolari	District Head's Palace	15/10/2015
6	BaffaTukur	Senior Training Officer (STO)	NDE Office. Former Inec Office	26/10/2015

Appendix "C" Names of Participants for Focus Group Discussions

The first FGD was conducted on Wednesday13th November, 2015. The participant were the graduates of NDE programmes

S/N	NAME
1	Philip Iliyasu Audu
2	IsahHusseini
3	SerahApolos
4	Edawole O Ruth
5	Aliyu Muhammed Bello
6	Vasty M. Daniel
7	TalatuLandu
8	Idris Abdullahi

The Second FGD was on Saturday, 28thNovember, 2015

S/N	NAME
1	Bashiru Musa
2	Aminu Musa Bauda
3	Ibrahim A Lawal
4	Bello Alasan Mai Bindiga
5	Nafi'u Muhammad Salisu
6	AmaduIshaq
7	Yusufu Adamu
8	MamudaAlhajiSule
9	Sunusi Abdullahi
10	Sunusi Umar
11	Aminu Ibrahim
12	Umaru Ahmad