

**GOVERNMENT POLICY ON YOUTHS EMPLOYMENT IN NIGERIA:
AN APPRAISAL OF PRESIDENT BUHARI'S ADMINISTRATION
FROM 2015-2022**

BY

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SSC1913562

**A PROJECT WORK SUBMITTED TO THE DEPARTMENT OF PUBLIC
ADMINSTRATION, FACULTY OF SOCIAL SCIENCES, UNIVERSITY OF
BENIN, BENIN CITY, IN PARTIAL FULFILMENT OF THE REQUIREMENTS
FOR THE AWARD OF BACHELOR OF SCIENCE DEGREE IN PULIC
ADMINISTRATION**

MARCH, 2025

CERTIFICATION

I certify that this research work was carried out by **Nwanze Emmanuel George** of the Department of Public Administration, Faculty of Social Sciences, University of Benin, Benin City. This research work is deemed adequate both in scope and quality in partial fulfilment of the requirements for the award of B.Sc Degree in Public Administration of the University of Benin, Benin City.

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ACKNOWLEDGEMENT

"With God's guidance, focus becomes the path to fulfillment." I am deeply grateful to the Almighty for His unwavering support throughout this journey, helping me stay focused and reach this milestone. A special thank you to my project supervisor, Dr. Okonmah, for his dedication and insightful guidance. I appreciate his time and encouragement.

I am also thankful to the Heads of Department Prof. Festus Imuetiyan, Prof. D.A. Tonwe, Prof. Stanley Aibieyi, and Dr. A.I. Mustapha, as well as all the lecturers who have mentored me throughout my academic journey. A special thanks to Mrs. Omamor, and all other lecturers who have shaped my learning from year one to five. I also appreciate Mrs. Iyabo Santonwa, Mr. Olufemi Sotonwa, and Mr. Emeka Nwanze for their dedication to my education.

I am profoundly grateful to my siblings, Georgey, Alfred, and Awele, and to my cousins Cherish, Bibiana, Daniella, and Samuel, as well as my Aunty Funmi, Bose, Temi, Mummy 2, and Grandma for their love and support. Finally, I appreciate the encouragement from my co-artists, coursemates, friends, and well-wishers. My prayer is that God blesses and guides you all with peace, joy, and fulfillment. Amen.

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ABSTRACT

This study investigated government policy on youths employment in Nigeria, taking an appraisal of President Buhari's administration from 2015-2022. In order to achieve the aim and objectives of the study five research questions and one hypothesis were formulated. The study used descriptive survey method. The sample size for the study was determined using the Taro Yamane formula. A total of 204 workers were drawn using purposive sampling technique from the target population of 520 workers in the ministries of works, labour and productivity, youth development as well as N-Power employees, in Edo State. The data collected were analysed using descriptive statistics of mean, grand mean, frequencies and percentages. The results revealed that youth employment and empowerment plays significant role on national development in Nigeria. Further results showed that the problems that militate against the youth employment include poor implementation of existing policies and programme, lack of efficient policies on youth employment, lack of social infrastructures make rural life unattractive, rural urban migration, concentration of social amenities in the urban centres, lack of employable skills and experience among youths, uncontrollable population growth, and corruption among others. The study affirmed that to a very high extent the current government policies have failed to help in solving the problems of youth employment in Nigeria. The study concluded that ineffectiveness of government policies to create jobs and find solutions to the unemployment has contributed to the static nature of the socio-economic development in Nigeria. The study implies that youth employment in Nigeria is essential for the rural and national development, as well as a key component in manpower development in Nigeria. Hence, adequate funding and commitment from both the Government, labour leaders, and policy makers will go a long way to help to promote youth employment and national development. Finally, the study recommended that government should fully implement the existing policies especially the national employment policy, also the government should provide social infrastructures in rural areas invest in human capital development and involve youths in the decision making process.

CHAPTER ONE

INTRODUCTION

1.1 Background to the study

Probably, the most pressing problems in Nigeria today apart from that of insecurity, is lack of employment. Many people both young and old find it difficult to get gainful employment. This lack of adequate and gainful employment has resulted into many hydra headed challenges in the country. The total population of Nigeria stands at 206 million people in 2020 from 45.2 million in 1960, changing 274 percent during the last 60 years. (National Bureau of statistics). According to this Bureau, the current unemployment rate as at 2020 is 33.90. Employment has always been regarded as one of the social issues that has important contemporary implication. It plays a vitally important role in people's lives. Being employed or working serves a major source of income, but more importantly employment provide a platform that empowers people, gives them a sense of purpose and strengthens social cohesion (Kamau, Kinyanjui, Akinyoade & Mukoko, 2018). Decent and stable employment provides the security necessary for individuals and their family members to thrive in society. As a matter of importance, employment is often the only asset available to the youths, with the earnings, therefore providing them the main path out of poverty.

Youths in all societies are described as the "leaders of tomorrow". Youth in Nigeria is made up of significant portion of the country's population pool. To be more specific

more than half the country's population. Youths play a crucial role in the prospects for development and should be included in all national development plans as well as policies. Youths are believed to be vital and industrious asset in nation building particularly in a low and middle income country like Nigeria (Ongbali, Afolalu & Udo, 2019). Hence, generating productive employment opportunities for youths in any society is crucial to promote inclusive economic as well as social development. The power of the youth to drive global development was recognized as far as 1965 by member states of the United Nations (UN) (United Nations, 2007). They endorsed the declaration on the promotion among youth of the ideals of peace, mutual respect and understanding between peoples (United Nations, 2007). As result, a growing consensus argued that employment should be viewed as a central policy objective, rather than as a by-product of the socio-economic process (Archer et al., 2017; Kamau et al., 2018).

Seeing the importance of this, the United Nations General Assembly in 1985, called for the international youth participation in development and peace, as well as to harp on the critical role of young people in the world (Isa, & Vambe, 2013). Interestingly, the assembly endorsed the guidelines for further planning and suitable follow-up in the domain of youths, which significantly focused on young people as broad category comprising various sub-groups, as opposed to a single demographic entity (Udeh 2008; (Isa, & Vambe, 2013). Consequently, in 1995, the UN strengthens its commitment to the youth by directing the international community's response to the challenges of young people into the next millennium. However, before the United Nations assertion, the

Nigerian policy makers had realised that job creation for full employment of labour is an important process of aligning economic growth with the development needs of the country. As result the first national development plan (FNDP) was set-up from 1962 last through 1968 which had one cardinal objectives;-the development of employment opportunity which would be accessible to all Nigerian citizens (National Development Plan, 1980).

Successive governments in Nigeria had adopted various government policies to create jobs and increase employment among youths. In spite of the various government employment policies, unemployment problems have continued to grow and remains unabated in Nigeria (Mbah, & Agu, 2013). The National Bureau of Statistics (2020) indicated that a total of 52 million citizens within the economically active population pool of Nigeria were jobless and this figure consisted mostly of fresh qualified university graduates. The National Bureau of Statistics (NBS) placed unemployment rate among Nigerian youth to be 36.5% in the third quarter of 2020 (NBS, 2020), for population of over 200 million at that time. Statistically, this put the number of unemployed youths in country at little over 68 million people currently (NBS, 2018; Trading Economics, 2019). There is no doubt that this is a serious socio-economic problem. Because employment among youths is the driving steels of our society, without employment development cannot be fully achieved. Employment also affects how individuals define themselves more especially among youths. Imagine if this enormous numbers of youths as estimated by the national bureau of statistics, are jobless, the consequences will be drastically

catastrophic. Some of the symptoms have started to manifest in Nigeria already. The growing trend of social vices among the youths are evidences of youths' joblessness and increasing unemployment numbers.

Although, in time past, some programmes were introduced to arrest this; programmes such as operation feed the nation (OFN), green revolution (GR), national directorates of employment (NDE), directorate of food, roads, and rural infrastructure (DFRRI), poverty alleviation programmes (PAP), and national economic empowerment and development Strategy (NEEDS) among others. Equally skill acquisition training, small-scale enterprises promotion, wealth creation, as well as Ad-hoc employment programme, coupled with the You Win, Subsidy Re-investment and Empowerment Programme (SURE-P), and currently N-power were all introduced to curb youths unemployment problems. The overall goal(s) of these programmes was to help deal with some of the issues bordering poverty reduction and youth employment in Nigeria. However, while these programmes seemingly help many youths, it is strongly believed these programmes were not successful because of implementation, which is lacking from part of the government (Mbah & Agu, 2013).

Furthermore, since the dawn of democracy in Nigeria, several presidents from Olusegun Obasanjo regime 1999 to 2007, Late Umaru Musa Yar'adua, regime 2007 to 2010, and Goodluck Jonathan regime 2010 to 2015, and currently Muhammadu Buhari regime, have all made some efforts to address the issues of unemployment in Nigeria, they even

came up with programmes and agendas. But the problems of employment or unemployment among Nigerian youths have remained unabated and on the rise. Currently, president Buhari's administration came in with a lot of promises of jobs for the youths. While, this is true in speeches, it is yet to manifest in reality as the level of youths unemployment according to statistics is on the rise.

1.2 Statement of the Problem

The fundamental reason why employment is so important is that it does not only affect the socio-economic development of the society, but also affect the stability of the society. Emerging results indicate that unemployment and other social vices are on the rise in Nigeria (Oduwole, 2015; Odunuga, 2015; Ongbali et al., 2019). Though, unemployment is a global problem but it is acute in low and middle income economies (Ongbali et al., 2019). Thus, unemployment problems in Nigeria is growing geometrically while employment is growing arithmetically occasioned by several factors (Emeh, Emma, & Abaroh, 2012). Several scholars have attributed the momentum of the social vices to unemployment among youths, which is eating the very foundation of Nigeria as a nation (Mbah, & Agu, 2013; Baba, & Namahe, 2015; Odunuga, 2015; Oduwole, 2015; Longe, 2017). Hence, the issues bordering employment among Nigerian youth has attracted the attention of both the government and the society in general. Employment particularly among youths is one of the most unfortunate fallouts from the socio-economic and political crises in Nigeria. A recent publication on the Punch Newspaper, on the survey

conducted by NOIPolls for a 4-year average (2016-2019), on public opinion on the issues facing Nigerians. The findings revealed that employment remains among the top three major problems in Nigeria; security accounts for 29%, employment 28% and the economy 21% percentage respectively (the Punch, May 8, 2019).

Also several factors have been linked with the issues of unemployment in Nigeria, chief among these are the gap between government policies and implementation (Oduwole, 2015), rapid population growth (Uddin, & Osemengbe, 2013; Baba, & Namahe, 2015; Odunuga, 2015; Oduwole, 2015;), rural to urban migration (Baba, & Namahe, 2015; Oduwole, 2015; Ibrahim, Adetunji & Jemilohun, 2015) and inaccurate public policies relating to employment (Odunuga, 2015; Oduwole, 2015). Based on the foregoing, it is obvious that successive and past governments in Nigeria have obviously failed to provide adequate policies that could help in creating jobs and increase employment among youths.

Given the horrible current trend of youths unemployment in Nigeria, it is surprising that efforts in past have been passive in studies related to this issue, which is of strategic importance to sustainability of our socio-economic and national development. Also, previous studies have largely focused on youth and general unemployment situation in Nigeria (Uddin, & Osemengbe, 2013; Baba, & Namahe, 2015; Odunuga, 2015; Oduwole, 2015), as such, there is need for more studies to complement and build on the extent of the earlier works done. The present administration has come up with several promises and policies. Though, in speeches and documents, it seems like the problems have not

been addressed, however, one cannot be certain, this create room for uncertainty which bridles with lack of empirically verified evidences. This has informed the need to embark on this present study with a view to determining the extent to which the current (Buhari's) administration policy on employment have helped ameliorate the problems associated with youths' employment in Nigeria.

1.3 Objectives of the study

The main purpose of this present study is to examine government policy on youths employment in Nigeria, taking an appraisal of President Buhari's administration from 2015-2022. The study have the following specific objectives to:

- i. To identify the current government policies on youth employment in Nigeria
- ii. To examine the role of youths employment and empowerment on national development in Nigeria
- iii. To identify the causes of youths unemployment in Nigeria
- iv. To find out if government policies have helped in solving the problems of youth employment in Nigeria.
- v. To suggest effective and efficient ways to overcome the problems of youth employment problem in Nigeria through the various strategies

1.4 Research Questions

The following research questions will guide this study

- i. What are the current government policies on youth employment in Nigeria?
- ii. What is the role of youth employment and empowerment on national development in Nigeria?
- iii. What are the causes of youth unemployment in Nigeria?
- iv. To what extent has current government policies have help in solving the problems of youth employment in Nigeria?
- v. What are the effective and efficient ways to overcome the problems of youth employment problem in Nigeria through the various strategies?

1.5 Research Hypothesis

The following research hypothesis will guide this study

H₀₁: Current government's policies have no significant influenced on youth employment in Nigeria

1.6 Significance of the Study

The findings in the study will be useful in theory and practice. Theoretically, the study will provide valuable information and as well serve as a guide to policy makers in formulating strategic policies on youth employment and other related problems. The findings of this study is expected to provide useful information on government policies, and its role in national development. This study, therefore, will be relevant to the Federal

and State governments, Ministries of Youth Development, stakeholder and policy makers, future researchers, and academics.

For the Federal and State Government, though, this study is not a federal or state sponsored research but it can benefit the government if they adopt the findings and recommendation based on findings. This will go along to address the issues of youth unemployment in Nigeria and help curb other social vices that arises from youth unemployment.

For the stakeholders and those who are making decisions in youth development and empowerment sector, the findings of this study and recommendations is expected to give a greener light to address the problems of youth employment using strategic approach. It will draw the attention to the level of concrete strategy building for solving the problem of youth unemployment. This study is expected to provide valuable information for human resource management institutes in Nigeria that will enable them in assisting the youth employment in Nigeria.

For the people, this study will create the awareness and showcase the challenges regarding youth related problems in Nigeria. The findings of this study will expose Nigerians and the general public, on the issues bordering the affairs of youth empowerment and national development in Nigeria.

Finally, this study is expected to serve as a guide to other scholars conducting or investigating related studies on the problem of youth employment in Nigeria. This study would be very usefully to student and other academicians who would be carrying out research works in the related areas of the study. The information that this study will provide will adds to the body of existing literature. For future researchers, this study will guide them and help them fill the missing gap. This study will have some limitations, thus, it will help future researcher on where to focus their interest on.

1.7 Scope of the study

The study will take place in Nigeria, the study will highlight the challenges of youth employment, government policies on youth and national development. This study is centred on the government policies on youth employment in Nigeria; case study of President Buhari's administration (2015-2022). The study will focus on the employment policies and strategies used by the federal government. The scope of the study will focus on the workers in the federal and state ministries of works, labour and productivity, youth development, as well as N-power employees in Edo state.

1.8 Organization of the Study

This study has been organised into five chapters. The first chapter is the introduction, made up of the background to the study, statement of the problem, aim and objective of the study, research questions, research hypothesis, significance of the study, and scope of

the study. The second chapter is the literature review which include the theoretical, conceptual and empirical review of related studies. The third chapter has to do with the research methodology comprising the procedures and methods used in this study. The fourth chapter is the presentation and analysis of data. The information collected mostly through the questionnaire were analyse in frequency and percentage tables. And finally, the last chapter, chapter five. The chapter five presents the discussion, conclusion as well as recommendations made in the study.

CHAPTER TWO

LITERATURE REVIEW

2.0 Conceptual Review

2.1 Concept of Employment

According to the Citizen Information, there are no generally acceptable definitions of employed or self-employed in employment law. The decision on an individual employment status is reached by looking at what that individual do, how he/she does it and the terms as well as conditions under which he/she were engaged (Citizen Information, 2019). Many decades ago, Cooley explained that the term employment is not simple. He further explained that employment is not mere holding of a job for which a wage is paid, or the operating of one's own business (Cooley, 1964). It denotes the state of what anyone is doing, or what he most wants to do under any circumstances. The Duhaime's Law Dictionary defined employment as a contract in which an individual and the employee agrees to perform work for another, the employer (Duhaime's Law Dictionary, 2019). Dakin and Armstrong (1989) explained that employment is defined as the relationship between two parties that is based on an agreement where work is paid for, where one party, which may be a corporation for profit, not-for-profit organisation, co-operative or other entity is the employer and the other is the employee.

Thus, employment may be described as work, or an activity in which an individual receives valuable consideration. It is the position of a person in the service of another or performance of services under a contract of service. The United Kingdom Employment Agencies define employment as “a professional engagement or otherwise under a contract for services” that is, any trade, business, profession, office or vocation, any relationship whereby one individual personally does work or performs services for another. Employment is typically governed by employment laws, regulations or legal contracts. An employee contributes labour and expertise to an endeavour of an employer or of a person conducting a business or undertaking (PCB) (Archer et al., 2017) and is typically hired to perform specific duties which are packaged into a job.

However, it is vitally important to note that employment does not only mean where one individual is set to work to earn money, but it is also when an individual employ himself so as to earn profits in many ways. Employees work in return for payment, which may be in the form of an hourly wage, by piecework or an annual salary, depending on the type of work an employee does or which sector she or he is working in. Employees in some fields or sectors may receive gratuities, bonus payment, or stock options. In some types of employment, employees may receive benefits in addition to payment. Benefits can include health insurance, housing, disability insurance, or use of a gym. In a corporate context, an employee is a person who is hired to provide services to a company on a regular basis in exchange for compensation and who does not provide these services as part of an independent business (Robert, 2010). Hence, all are employment, all are

done to satisfy, and the satisfactions received, whether measurable in money or not, are income to the recipient. Employment comes in various forms.

The International Labour Organisation explained employment from a people-centric perspective (i.e. whether an individual is employed, underemployed or unemployed), rather than focusing on a job as the unit of analysis (ILO, 2018). The ILO explained that the term “employed” comprise all individuals who worked for pay, profit or family gain for at least one hour in the reference week plus the number of persons who are temporarily absent from their jobs (ILO, 2013). The definition captures three (3) key term;- “for pay” captures any individual who performed some work for wage or salary, in cash or in kind (wage and salaried workers); “for profit” aims to include workers who are self-employed; and finally “for family gain” allows for the inclusion of contributing family workers who worked in a family establishment or land-holding (ILO, 2018).

2.1.1 Types of Employment

From our reviews so far, it is clear that employment is not a straight process, it often depend on various factors such as the nature of work, duration, and place (that is, country or region) amongst others. However, there are few generally acceptable types of work which include among others the following:-

Types of Employment

- Full Time Employment
- Part-time Employment
- Casual Employment
- Fix Term and Contract Employment
- Apprentices and Trainees
- Commission and Piece Rate Employment

Full-Time : Full-time employment involves workers who work on a regular basis for an average period of hours a day, per week. Full employment is defined as an economic situation in which all available labour resources are being used in the most efficient way possible. It embodies the highest amount of skilled and unskilled labour that can be employed within an economy at any given time (Investopia, 2019). An individual's actual hours of work are agreed between the employer and the employee, and/ or are set by an award or registered agreement. Full-time employees are often entitled to the following leave:-

- **annual, personal, sick, and carer's;**
- **bereavement or compassionate;**

- **parental; and long service**

They are also entitled to public holiday pay if the holiday falls on a day they would usually work.

Part-Time Employment: Part-time employees usually work less than 38 hours per week and generally have regular hours. They receive the same wages and conditions as full-time employees on a proportionate or pro-rata basis, according to the hours they work.

Casual Employment: Casual employees are usually engaged on an irregular basis according to business demands and have:

- no expectation of ongoing work;
- no obligation to accept offers of work;
- a loading paid on top of their hourly or daily rate of pay;
- no sick or annual leave pay; and
- no obligation to provide notice of ending their employment, unless this is a requirement of an award, employment contract or registered agreement.

Fixed Term and Contract Employment: A fixed term employment is described as a contract that is with a start date and an end date. There are different types of fixed-term employment which is a contract for the duration of a project. A fixed-term contract may

for instance also be agreed for the duration of pregnancy and maternity leave or in the event of illness of an employee. They employ someone on a fixed term or contract basis for an agreed length of time or to perform a specific task; to work on a particular project or to replace an employee on leave, for example. Fixed term employees can work full or part-time and are entitled to the same leave entitlements as permanent staff but on a pro-rata basis, depending on the length of employment

Apprentices and Trainees: Apprentices and trainees may be suitable for your business. They are working towards a nationally recognised qualification and must be formally registered, usually through a contract between a registered training provider, the employee and you.

Commission and Piece Rate Employment: You can pay piece rates or commission payments to employees in certain circumstances. This means that you pay them based on the results they achieve instead of an hourly or weekly pay rate. You may employ people in this arrangement if:

- their award or agreement allows for it; or
- they are award and agreement free.

2.1.2 An Overview of Unemployment in Nigeria

In order to study the problem of unemployment, we must first understand the concept of unemployment. The issue of unemployment has been well debated in low income

countries especially in Nigeria, where the problem remains unabated, and growing continuously, and uncontrollably. Generally, most people understand unemployment as simple as “people do not have a job”. However, the concept of unemployment is far more complex than the above mentioned. The ILO define unemployment as a situation whereby an individual he/she is “without work”, that is, if he/she was not in paid employment or self-employment during a particular reference period (ILO, 2018). Omitogun and Longe (2017), defined unemployment as a situation whereby individuals who are physically fit, capable, qualified and ready to work at any time are without any employment or jobs. In the same vein, Pettinger (2019) described unemployment as situation where individual of working age is unable to get a job but will be willing to be employed full-time. Okafor, (2010) posited that unemployment is a global trend, but occurs mostly in developing countries of the world, with attendant socio-economic, political, as well as psychological consequences.

The problem of unemployment is a macro-economic problems which government must take the responsibility of monitoring and regulating particularly in Nigeria (Chidiebere, Iloanya, & Udunze, 2014). The unemployment have direct impact of the socio-economic life of the people, often times leading high poverty rate and other associated welfare challenges. Omitogun and Longe (2017), explained that in developing countries, the problem of unemployment has been increasing as a result of different socio-economic problems facing most countries. They further noted that the issues bordering unemployment in Nigeria is highly different compared to other nations, mostly because

of high level of corruption, abuse of office, mismanagement of public funds, nepotism, among others over the years (Omitogun & Longe, 2017). Thus, the trend of unemployment rates in Nigeria not consistent with different plateau.

2.1.3 Types of Unemployment

Unemployment is one of the key indicators of any economy. Unemployment comes from different causes. In general can be manifested into five types: frictional, cyclical, voluntary, structural and institutional.

- **Cyclical Unemployment:** This type of unemployment occurs during recessions of economic cycle (Barker, 2007; Hendriks, 2016). Cyclical unemployment is linked with fluctuations in the business activity (Barker, 2007). As a matter of fact, it is not surprising that during economic recessions, the demand for goods and services falls (Diamond, 2013). Organisations as well as employers may respond to these periods by reducing the labours. When supply of labours is greater than the demand, unemployment will be the results. However, it is believed that such unemployment will disappear with economy recovers. Hendriks (2016) posits that a decline in cumulative demand in the output market will result in a decline in the demand for labour.
- **Frictional Unemployment:** This type of unemployment is described as the period between job transitions. Barker (2007) described it as an unemployment that occurs during the time period when individuals are searching for another job

(Barker, 2007). This is where individuals are regarded as unemployed while they are attempting to find a new job (Pettinger, 2019). In this kind of unemployment, the employees move from one job to another in search for better opportunities elsewhere. Barker (2007) posited that there will always be new entrants to the labour market as well as existing employees leaving the labour market. Since the information about new employees and employers is imperfect, it takes time for employees to find work as well as employers to find new employees. This often gives rise to frictional unemployment which explains why full employment is unattainable (Hendriks, 2016).

- **Institutional Unemployment:** This type of unemployment explains how interfering in the labour market can lead to unemployment. The government is the most common instigator of institutional unemployment. Sometimes, the taxes, prices, governments impose coupled with other indirectly factors could lead to institutional unemployment such as labour unions (Bertola, & Garibaldi, 2006).
- **Seasonal Unemployment:** This form of unemployment is the type of unemployment occurs when individuals are unemployed during specific times of the year, because of their work setting, where they will not needed for the whole year (Mourdoukoutas, 1988). There is a limited need for this type of work to be performed during a certain period during the year (Hendriks, 2016). Mourdoukoutas (1988) explained that the variations in labour market can be recurrently predicted and follow a systematic pattern over the course of the year.

This form of unemployment can be found in the agricultural sector, the fishing industry, as well as lifeguarding amongst others.

- **Structural Unemployment:** This type of unemployment occurs when the skills, experience, as well as education of workers do not match job openings (Restrepo, 2015). Structural unemployment is a form of frictional unemployment, but it normally lasts longer. It is believed to encourage voluntary unemployment. Barker (2007) explained that it is the type unemployment where there is an overall inability of the economy to create employment due to structural imbalances. This type of unemployment could occur even if the economy recovers. Hendriks (2016) explained that this form of unemployment also occurs when there is economic improvement such that employment cannot adjust quickly enough to the affluence of the economy. Some of the reasons why this occurs according to Barker (2007), include the rapid growth of the labour force, the use of capital or skills incentive technology, as well as an inflexible labour market. This type of unemployment arises when there is a mismatch between the skills needed and supplied in a given area or an imbalance between the supply of and demand for workers across the areas.
- **Voluntary Unemployment:** This type of unemployment is where individuals tend to participate in workforce. Unemployment is usually regarded as a phenomenon or situations that individuals choose not to work (Pettinger, 2019).

Thus, this is functionally, another form of frictional unemployment. It happens when individuals are not able to find employment that matches their expectations.

2.1.4 The Role of Youth and Employment in National Development

The concept of youth has steered several controversies. Some of these controversies arose from the difficulty in reaching a generally acceptable age bracket that constitute an acceptable age for youths (Isa, & Vambe, 2013). Many countries perceive youth as ending at the age when a person is given equal treatment under the law (that is the “voting age”). In most countries this happens when the young individual is 18 years old. After this age, the young individual is considered an adult. In spite of the discrepancy in these views, it is generally agreed that youth is the period that marks the physical, psychological and social transformation into adulthood (Isa, & Vambe, 2013). Based on this characterization, many government policies consider to include people aged 13 to 25 years old (Wyn & White, 1997). The pan-African Youth Charter (2006) defines youth every human being between the ages of 15 and 30 years. Similarly, the English convention classifies the period of youth as falling within the ages of 15 to 30 years (Wokocha, 2002). However, the due to the peculiarity of the Nigeria situation, as well as the invention of socio-economic definitions, which treat youth as a thing of the mind and so admits people up to the age of 40 years and beyond (Isa, & Vambe, 2013). Economically, the lateness of the period of unconventionality for the average young

Nigeria leaves them socializing in the realm of youth for as far as they remain dependent on their parent and this could be well beyond the age of 30.

Youth is universally a distinctive developmental stage, a time of change marked by serious decisions that affect the future of the individual as well as the broader society (Fox & Kaul, 2017). These serious among decisions of adolescents and youths among other include how much formal education they need to acquire, when and how to about sexual activity as well as start a family (and with whom? and under what circumstances?), how and when to enter the labour market, and whether to participate in risky behaviours (that is, substance misuse, crime and violence, smoking, and so on). Youth generally make these vital decisions in a social context, with the support and advice from peers, adult family members, and the community as well (Fox & Kaul, 2017). World Bank, (2006) explained that a youth with positive path concludes with the development of a mature adult who has a positive sense of self, has developed support and impulse control, and a set of basic competencies and skills for engaging successfully with the economy, society, and the demands and challenges of daily life. While a youth with negative path does not develop self-esteem and support, and concludes with risky and/or destructive behaviour such as teen pregnancy, substance misuse, crime and violence, self-destructive health habits, and often disengagement from society, all of which can lead to household poverty and lower economic growth (World Bank, 2006).

With so much at stake, it is clear why youth development is an important economic development issue. Fox and Kaul (2017) explained that one aspect of the path towards adulthood; the skills and support that inspire a successful transition from school to a stable and rewarding livelihood. It is widely accepted that both cognitive skills (numeracy, literacy, and problem solving) and a basic set of behaviours as well as abilities (such as perseverance, motivation, social and communication skills, self-esteem, and self-control) directly influence lifetime income in addition to other aspects of social and economic life (Lippman et al., 2015). Educational institutions, and families alongside communities, help build specific skills and abilities in youths, such that these skills and abilities commensurate the socio-economic development requirement for youth to be able to find opportunities, allowing them to transition into stable livelihoods. Competition for those opportunities is particularly acute for youth in low-income countries like Nigeria (Fox & Kaul, 2017).

Youth constitute a high share of the population in these countries, especially in sub-Saharan Africa (SSA), where one-third of the world's projected youth population will live by 2050 (African Development Bank, 2015). These individuals represent a huge opportunity and resource, yet creating the conditions to realize that potential is a major challenge. Governments in lower-income countries like Nigeria are increasingly looking for ways to enhance youth employability and earnings to meet this entry-into-employment challenge as enshrined in the NEP policy. Most fail to realise that the youth employment problem is simply a detachment of the overall employment and earnings

challenge in low-income countries like Nigeria, which in turn is a structural transformation challenge. Thus, employment opportunities in the economy will enhance only with economic transformation—with the creation of new economic objects that use contemporary technology and produce at higher levels of productivity, and with an increase in productivity among existing firms as well as farms. When that transformation occurs, youth normally secure a large share of the new opportunities it generates, matching with their share in the labour force (Filmer & Fox, 2014). The first step in developing effective youth employment approaches is to identify the economy and the employment opportunities, stemming a clear picture of where the future opportunities will appear. In most cases, those opportunities will appear in the same areas as in the past, with some shifts toward new areas and emerging activities.

Interventions to expand youth employment need to understand as well as address the actual constraints that youth face in the exact segments of the economy where employment opportunities actually exist. Although improved educational enrolment has created greater aspirations and demand for wage employment, the economies of most low-income countries are structured around production by domestic farms and firms, which offer restricted opportunities for employing outside labour (Fox & Kaul, 2017). Thus, successful interventions must operate within this reality. In these circumstances, interventions that prepare youth for wage employment may not have much success in solving the youth employment challenge, whereas interventions that support self-employment may prove more effective.

To this end, youths that are not employed are either classified as being “unemployed” or “outside of the labour force”. In order to be considered unemployed a young person must be both (i) carrying out activities to seek employment (during a specified recent period, for instance the last week) and (ii) currently available to take up employment given a job opportunity (ILO, 2018). This definition of unemployment might in some cases lead to an underestimation of labour-utilization, in particular if many youths are discouraged and stop actively looking for work. Therefore, youths not working and not seeking work because they feel that undertaking a job search would be a futile effort, are considered as “discouraged workers” (ILO, 2009). Describing youth employment, in this way runs the risk of veiling the extent of underemployment amongst youths. According to the definition of employment, a young person working for one hour a week would be counted as employed. Therefore, information on employment needs to be complemented with data on the number of hours worked. In a results measurement framework, it would be best to indicate both the number of jobs created and their equivalent in full-time posts in order to avoid exaggerating the beneficial effects of the intervention.

2.1.5 Causes of Youth Unemployment in Nigeria

In Nigeria, several studies have investigated the causes of youth unemployment. Majority of these studies, which spans from 2013 till date (Adebayo, 2013; Mbah & Agu, 2013; Salami, 2013; Uddin & Uddin, 2013; Ango et al., 2014; Baba et al., 2015; Ibrahim et al., 2015; Chris, 2015; Odunuga, 2015; Oduwole, 2015; Asogwa & Dim, 2016; Onah &

Okwuosa, 2016; Ongbali et al., 2019) have all identified individually and collectively some of the root causes of youth unemployment in Nigeria to include the followings:-

Gap between Government Policies and Implementation: Mbah and Agu (2013) opines that the continuing rise in unemployment rate in Nigeria is as a result of government failure in employment policies to achieve targeted objectives. They further argued that that job creation did not contribute substantially to total employment demand, this is because it is a well-known fact that policy implementation in Nigeria suffers, a series of setbacks on account of lack of bureaucratic redtapism, commitment and self-will, corruption, nepotism, as well as ineptitude among others (Mbah & Agu, 2013). For instance, the National Employment Policy (NEP) if implemented will go a long way to solving the problems associated with unemployment in Nigeria, but bureaucracies, bottlenecks, ineptitude and lack of commitment to implement the documented as remained unfertile, since it was signed to law, on 19th July, 2017.

Rapid Population Growth: Looking at the present population of Nigeria, which is placed at over 200 million, still counting, with more than half of this population falls into the employable young adults (NBS, 2019). From 1999 to date, several youth have graduated from institutions of higher learning with, no concrete plans for the government to provide or create jobs for this teeming youth population. Nigeria is the most populous nation in Africa. It is argued that the growth rate of Nigeria population has resulted in the rapid increase of the labour force, which is far outstripping the supply of jobs (Ibrahim et

al., 2015; Chris, 2015; Odunuga, 2015; Oduwole, 2015; Ongbali et al., 2019). The rapid growth rate of Nigeria's unemployment population problem is multifaceted. It affects the supply side via a high and rapid upsurge in the labour force relative to the absorptive capacity of the economy (Uddin & Uddin, 2013).

Rural to Urban Migration: This is one major cause of youth unemployment in Nigeria. Rural urban migration shift is usually explained in terms of push-pull factors (Chris, 2015; Odunuga, 2015; Oduwole, 2015). The push factor includes among others the pressure as a result of mainland ratio in the rural areas and the existence of serious underemployment as result of the seasonal cycle of the lack of infrastructural development in rural areas, which makes the rural life unattractive. Youths move to urban areas with the possibility of securing lucrative employment in the cities where all industries are sited (Baba et al., 2015; Ibrahim et al., 2015; Chris, 2015; Odunuga, 2015; Oduwole, 2015; Asogwa & Dim, 2016; Ongbali et al., 2019). The major reason is the concentration of social and basic amenities in the urban centres leaving rural area socially unsustainable. This meant that the rural areas are neglected in terms of allocation of social as well as economic opportunities (Uddin & Uddin, 2013).

Lack of Employable Skills and Experience among Youths: Some scholars and academics have argued that as long as the formal sector is concerned, the average Nigeria graduate is not employable and, therefore, does not possess the employable skills needed by the employers of labour for a formal employment (Uddin, & Uddin, 2013; Chris, 2015;

Odunuga, 2015; Oduwole, 2015). After all employers do not need people to pay or spend their money on but people that will help their organization flourish and make more profit as the main goal of every business or firm is to make profit. Often, this is attributed to the Nigeria's education system, with its profusely bias. The course contents of most institutions of higher learning in Nigeria lack entrepreneurial contents that would have positioned youths and graduates to become job creators rather than job seekers as enshrined in the NEP. Access to entrepreneurial training such as computer, tailoring, and incubation among others are being restricted by the access to capital to fund or start their own after the training. Also, in the rural area, the inadequate farming tools that could enhanced mechanized agriculture is often lacking (Oduwole, 2015; Onah & Okwuosa, 2016; Ongbali et al., 2019). Lack of opportunities for young graduates and youths create breeds societal problems such crime, violence, youth unrest as currently witnessed across Nigeria.

The Rapid Expansion of the Educational System: The rapid expansion of the educational system which directly leads to upsurge in the supply of educated manpower above the corresponding demand for jobs, contributes to the problem of the youth unemployment in Nigeria. For instance, Manning and Junankar (1998), explained that the total number of graduates turned out by the higher institutions in Nigeria, which were 73,339 in 1986/1987 which rose to 131,016 in 1996/1997. Presently, with over 240 tertiary institutions in Nigeria (both federal, state, and private universities, polytechnics, college of educations,) and the growing demand for higher education has been the

problem of suitable employment for the varieties of youths or graduates who are turned out by these higher institutions every year. Utomi (2011) explained that ordinarily, this should not have been a problem, but with certainty the Nigerian economy is too weak to absorb this increasing number of youths graduating from the institutions (Utomi, 2011).

Lack of Steady and Sustainable Power Supply: The fact is that Nigeria is becoming unfriendly to investment particularly to lack of steady and sustainable power supply/energy crises (Uddin & Uddin, 2013). In spite of the numerous attempts of reviving this sector leading to firms depending on self-generated powers for their operation whose cost of buying, fueling as well as maintenance are extremely high, thereby snowballing the cost of operation in Nigeria. Besides, high and multiple levies as well as taxations being paid by these companies, energy crises have combined to make the cost of doing business in Nigeria, very exorbitant. When the industries and factories closed shops or relocate to a friendlier economic environment, workers were laid off and prospect of recruiting new ones were dashed. All these exacerbated the crisis of youth unemployment in the labour market (Adebayo, 2013; Salami, 2013; Uddin & Uddin, 2013; Ango et al., 2014; Baba et al., 2015; Oduwale, 2015).

Corruption: Salami (2013) reported that lack of political will, especially in fighting hard against corruption and enforcing vocational and technical education. Corruption, which has pervaded the entire social structure of Nigeria, has robbed the country of developing a vibrant economic base (Uddin, & Uddin, 2013). Most of the time, public funds meant

for development projects are diverted, misappropriated, or embezzled and hidden away in foreign banks, while few incompetent and corrupt bureaucrats and administrators in the public enterprise and parastals will liquidated these organizations (Okafor, 2011). The point being made here is that the collaboration of the political elites, local and foreign contractors in the inflation of contract fees have robbed Nigeria of the chances of using more than \$500 billion projected revenue from the oil sale in the last 50 years to develop a vibrant economy that would have generated jobs for the youths in various sectors of the economy (Uddin, & Uddin, 2013). The ruling political classes have failed because they replaced the vision, policy and strategy, which should be the thrust of every leadership with transactions (contract award and other mundane money-related activities), as each successive government took turns to prey on the nation's wealth, by using public power, resources, instrument of abuse, good will, utilities, and personal gains (Uddin, & Uddin, 2013). Thus, crippling the economy causing and aggravating unemployment which creates abject poverty, hunger and frustration among youths.

Lack of Entrepreneurial Skill: The wrong impression most people have about entrepreneurial education also contributed to the high level of unemployment in Nigeria in recent time. There is an enduring societal biased attitude against technical, entrepreneurial and vocational education (Damachi, 2001; Adekola et al., 2016). A larger number, of job seekers lack practical or entrepreneurial skills that could enhance self-employment. This is why rather than providing jobs for others, the youths and

unemployed individuals keep depending on the government and the non-vibrant private sector for employment opportunities (Adekola et al., 2016).

2.2 Government Policies on Youth Employment

Successive and past administration have all in one way or the other proposed policies document with the aim of combating the growing problems of unemployment among youths and the teeming graduates across Nigeria. The Buhari administration through the Ministry of Labour and Employment (formerly called Ministry of Labour and Productivity), reviewed and adopted the National Employment Policy, which has a lot of potential for Nigerian youths if fully implemented.

2.2.1 The Concept of Policy

Policy is defined as course of action or inaction chosen by the Government to address a given problem or interconnected set of problems, or the way in which the courses of action for achieving the applicable goals are determined (Methodology for Policy Analysis and Coordination, 2007). The term policy can also be described as thoughtful action of Government that in some way alters or influences the society or economy outside the government (Ben-Gera, 2006). This include, but it is not limited to, taxation, directive, disbursements, information, statements, legal requirements, as well as legal prohibitions (Ben-Gera, 2006). Appiah-Kubi (2015) explained that policy comes from those who have legitimate authority to sanction normative guidelines for action. It is

made by designated officials acting in concert with advisors from the higher levels of the administration, as such policy is a statement of intent for achieving an objective. This deliberate statement is aimed at achieving specific objective(s) and they are formulated by the Government in order to provide a guideline in attaining certain objectives for the benefit of the people (Appiah-Kubi, 2015). Hence, a policy often comes in the form of general statements about priorities, written rules, regulations or guidelines, procedures and/or standards to be achieved. At its simplest, policy is defined as a distinct path of action which is appropriate for the pursuit of desired goals within a particular context, directing the decision making of an organization or individual (Ben-Gera, 2006). That is, it is a decision made by government to either act, or not act in order to resolve a problem. While the policy is vitally important, all policies pass through processes.

Policy Process

Policy is shaped by the policy process, which is typically conceptualised as a cycle (Mackay, 2011). Policy process is usually initiated by a political decision (usually in the form of general declaration of policy objectives), followed by detailed policy development that produces options for more precise political decisions on the policy instrument to be enacted (passed). Once endorsed, the instrument is implemented and subsequently evaluated, which in turn may lead to further policy development (and possibly alterations to the instrument) or even to re-examination and adjustment of the initial partisan decision. The policy process is a process of balancing changed solutions

that address the various aspects of a cluster of related problems. Mackay, (2011) explained that every policy has three key elements; a problem definition, goals to be achieved, and finally the policy instruments to address the problem and achieve the goals. Policy may be formal or informal;

Formal policy: This might take the form of a planned policy document that has been discussed, written, revised, reviewed accepted as well as published by a policymaking body (Mackay, 2011). It could be a government's national plan on youth employment from industrial sector.

Informal policy: This might be an ad hoc, general, unwritten but extensively recognized practice or understanding within a firm that a course of action is to be followed (Mackay, 2011). Even though this policy may not be made obvious in writing it still exists in practice.

2.2.1.1 The Aim Objectives of any Policy

The major benefit or importance of any policy is to solve existing challenges/problems in any society. Policy is equally important because it is used as a tool to protect, safeguard as well as ensure better services to a group of people, or members of the society (Appiah-Kubi, 2015). Policy are adjustments for socio-economic, technological advancements, among other within and outside the country. There are key factors that makes policy more successful in government or organisational setting. They are;

Sustainability in action: The alignment with other national processes, which brings about coherence to a set of tested and approved employment interventions as well as achieving internationally-set objectives to which the country has adhered, such as national employment policy, MDGs, or now SDGs (Appiah-Kubi, 2015).

Building partnerships: The need to identify the actors with whom to establish partnerships such as sectorial ministries, MDAs ministries and agencies, the Central Bank, finance ministries and national planning agencies.

Building partnerships: The essence of building partnerships. Because the policies of key partners may have a clear impact on employment, whether directly or indirectly, collaboration facilitates the integration of the national employment policy into budgeting and planning cycles.

Broad and sustained political commitment: A clear and strong political commitment emanating from the highest Government levels is key to ensuring sustainability. A political commitment at the highest level ensures effective coordination between ministries of labour and employment and economic affairs, line ministries (labour, education, agriculture, infrastructure, and local development, among others), and the Ministry in charge of Budget, that is, pronouncements of the President, 2019 Budget.

Clear institutional anchorage: Who should be the champion? The Minister in charge of employment, or someone from the office of the President or NLC? To give visibility as

well as clearly mandated leader to coordinate all the actors that should be involved in the process (Appiah-Kubi, 2015). To coordinate the variety of institutions and actors involved, and the diversity of their intervention levels, for instance, industrial policy.

An inclusive and accountable process: A good policy development process requires broad based dialogue for successful implementation (Ben-Gera, 2006; Mackay, 2011; Appiah-Kubi, 2015). Negotiation at every step, from the situation analysis that leads to policy adoptions, all the way to the validation of the policy implementation, and later its evaluation

The Preparation Phase are: To define the policy's development goal (that is, the attainment of full, productive, annual targets, and freely chosen employment for all women and men) (Ben-Gera, 2006; Mackay, 2011). To set the firm framework for the policy process. To plan and budget for the resources needed for the policy process.

Defining the Policy's Goal: There is need for the policy to capture the values or principles that will guide the rest of the policy process (Mackay, 2011; Appiah-Kubi, 2015) emanate from issues that come onto the public policy agenda from several sources, including political platforms, research analysis, academia, and workers' as well as employers' firms, and civil society groups. Organizational framework for the policy process also included the identification of stakeholders and other modalities of their interferences. A steering committee with members from government structures (Ministry of Labour and Employment, education, Infrastructure, etc.), and from trade unions and

employers' firms, so as to ensure policy coherence, ownership, as well as sustainability. A national technical team of technical experts in the Ministry in charge of Employment or consultant with a clear mandate and clear responsibilities designated to accompany the whole policy cycle. It is important to note that a policy document follows a delicate, complex process upon processes and may take a groups of individuals from sector depending on basis of that policy (Appiah-Kubi, 2015).

2.2.3 National Employment Policy

The goal of the National Employment Policy is to make the enabling environment for productive and employment-intensive growth in Nigeria (NEP, 2017). The goal of realising full employment and the means of accomplishing such a lofty goal constitutes policy challenges. Nigeria has endorsed ILO Convention No. 122 on Employment Policy, which stipulates that, "each Member shall declare and pursue, as a major goal, an active policy designed to promote full, productive and freely chosen employment." However, satisfactory employment remains one of the unrealised socio-economic needs in Nigeria. Thus, the goal of the NEP is to guarantee a job-rich and inclusive economic growth in Nigeria. This can be achieved through a combination of wage employment and self-employment. Focusing on an employment-centred economic growth will create satisfactory and sustainable employment opportunities, reduce poverty and expand the country's workforce, with improved quality of life and social well-being for all (NEP, 2017). As a macroeconomic challenge, employment policy recommends a multi-faceted

approach to the generation of adequate job opportunities from all sectors of the economy.

To this end, the National Employment Policy, have the following objectives:-

- Promote the goal of full employment as a urgency in national, socio-economic policy, and to enable all individuals (men and women) who are available and willing to work, to get secured and sustainable livelihood through full productive and freely preferred employment and work;
- Provide the fullest likely opportunity to each worker to qualify for and to use his/her skills and endowments in a job for which he/she is well suited, irrespective of religion, sex, race, physical disabilities, political opinion, national extraction, ethnic or social origin;
- Encourage economic growth and development, eliminate poverty, and expand the levels of living by reducing the rates of unemployment and underemployment, optimizing the use of labour and human resources and protecting areas in which Nigeria is well endowed. Furthermore, to promote the development of relevant manpower/human resources that will continually meet the needs of the nation.
- Outline the multi-sectorial character of employment generation and the shared responsibility of key stakeholders through consistent efforts toward achieving this goal;

- Design approaches that will encourage skills and competencies for those in the formal and informal sector especially in rural areas;
- Encourage conducive and enabling environment to improve the growth of the private sector and changing of the informal sector into formal sector;
- Improve the integration of migrant labour on employment outcomes in the Nigerian labour market, and within the West African sub-region;
- Safeguard income security and social protection of Nigerian workers; encourage and ensure that the basic rights and interests of Nigerian workers are protected and in accordance with ILO Standards;
- Encourage inclusive economic growth and adequate allocation of investable resources to employment potential sectors such as non- farm activities in rural areas, agriculture, manufacturing and agro-value addition industries, and infrastructure and social services sectors;
- Encourage the creation as well as maintenance of a functional labour market information system (LMIS) in Nigeria; and
- Recommend an effective approach for the implementation of NEP in Nigeria via a harmonized monitoring and evaluation tool.

2.2.3.1 Principles of the NEP

The NEP was to be coordinated and implemented within the framework of the national economic and social policy. The Government policy on employment generation, highlights the provision of a conducive environment for private investment as well as job creation. These relate to the balance of the economy by checking inflation, a simple exchange rate determined by the market, a loosened trade regime, promoting savings and productivity, privatization and stimulation of investment, in order to quicken economic recovery, growth and quicker job creation. The government was to put effort to maintain stable and favourable macro-economic policies, invest in human resources as well as provide basic infrastructure, and provide appropriate incentives to promote the private sector as the major engine of economic growth and job creation in Nigeria. It will also ensure security of persons and property. In addition, the Government will continually build the capacities of appropriate institutions charged with job creation to enable them play successfully both direct and catalytic roles.

It is the private sector therefore, which should play the principal role of investing in the prolific enterprise that provide better employment and produce incomes. This calls for national promotion of an “enterprises culture” which will induce self-reliance, risk taking, and a national environment that rewards effort and initiative. The need to move from a culture of “job seekers” to “job creators” and self-employment. The NEP is grounded on existing institutional setting, human capital needs, skill challenges as well as labour

market realities in Nigeria. The NEP identifies, programmes and projects that create better jobs in the key productive sectors of the economy and incentivise the private sector to invest in skill acquisition, employment as well as improved production. The reviewed policy aims to achieving sustainable job creation by incentivizing private-sector investment in the real sector, stimulating local economic production by large industries and industrial clusters of micro small and medium enterprises (MSMEs) (NEP, 2017).

2.2.4 The N-Empower Programme

The N-Power scheme created by the Federal Government of Nigeria in 2016. N-Power is a scheme under the National Social Investments Programme of the Nigerian federal government geared towards job creation; alleviate poverty and empowerment initiatives through volunteering services. The major focus of the N-Power scheme was to address the challenge of youth unemployment by providing a structure for large-scale and relevant work skills acquisition and development while linking its core and outcomes to fixing inadequate public services and stimulating the larger economy (N-Power Information Guide, 2017). In 2016, the Federal Government engaged 200,000 N-Power Volunteers (N-Power Information Guide, 2017). N-Power aspires to provide a platform where most Nigerians can access skills acquisition and development. N-Power is designed for Nigerian citizens between the ages of 18 and 35. The modular programmes under N-Power will ensure that each participant will learn and practice most of what is necessary to find or create work. Olawole (2018) explained that the goals of the scheme

includes; reducing the rate of unemployment in the country, facilitate the transfer of entrepreneurial, technical skills and employability and to bring solution active for public service and government diversification policy.

The programme is divided into three components namely; n-teach, n-health, and n-agro as well as other subsidiary non-graduate scheme as n-build, n-knowledge and n-tech respectively (N-Power Information Guide, 2017).

N-Teach: Beneficiaries under this sub scheme will serve in public schools as auxiliary teachers for a period not less than two years subject to modification by the appropriate authority. The aim is to help the beneficiaries gain relevant work experience and mould them better for further challenges as may be determine by the political and economic climate.

N-Health: Volunteers under this group will be deployed to serve as public health assistants in government owned health facilities as well as provide basic health diagnostic services in the area of primary assignment

N-Agro: The youths deployed under this group will serve as researchers and the local farmers in a bit to educate them on contemporary farming techniques and innovation to boost agricultural productivity thereby achieving the objective of food sufficiency.

2.2.5 The P-Yes Programme

This is another programme by President Buhari's administration which target is to empower youths. This youth empowerment programme is called the "The Presidential Youth Empowerment Scheme (P-YES)". The programme is structured as a Public Private Partnership (PPP) initiative which is driven by the Office of the Senior Special Assistant to the President on Youth and Students Affairs (OSAPYSA). The programme is targeted at providing solutions to the challenges of youth unemployment, through the execution of direct empowerment initiatives (FGN, 2019). The P-Yes is an ongoing programme and its effectiveness cannot be ascertained, however, it is a programme tailored to address the increasing demand of job among Nigerian youths. The aim of the P-Yes is to build the capacity of the youth to enable them take charge of their own well-being and future by building their assets and realizing their potentials. The core goal is to integrate the youth into the Economic Diversification policy of the Federal Government of Nigeria, and contribute to GDP growth through the development of Micro, Small and Medium Scale Enterprises (MSMEs) (FGN, 2019).

2.2.6 Economic Growth and Recovery Plan (EGRP)

The Economic Recovery and Growth Plan (EGRP) is an economic plan that was developed from the Strategic Implementation Plan (SIP) which was launched by the Buhari's administration and later integrated with anticipated annual budgets from 2017 through to 2020 (FGN, 2017; Ata-Agboni, & Nwanisobi, 2019). The EGRP is as

described from the policy document, is a medium-term expenditure framework as well as the development plan. The EGRP is developed articulating the understanding as well as the role of government in the 21st-century which must evolve from that of being an omnibus provider of citizens' needs into a force for eradicating the bottlenecks that hamper innovation and market-based solutions (FGN, 2017). The Plan also identifies the need to leverage Science, Technology and, Innovation (STI) and build a knowledge-based economy. The EGRP is consistent with the targets of the Sustainable Development Goals (SDGs) given that the initiatives address its three dimensions of economic, social as well as environmental sustainability issues (FGN, 2017).

2.2.6.1 EGRP'S New Approach

According to the Federal Government, the EGRP is different from earlier plans in several ways.

- First, it focused on implementation as the core of the delivery strategy of the Plan over the next four (4) years. More than ever before, there is a strong partisan determination, commitment as well as political will at the echelon of the government (FGN, 2017). All the MDAs will have their various roles in implementing the Plan, a Delivery Unit is being recognised in the Presidency to drive the implementation of key EGRP priorities. The Ministry of Budget and National Planning is expected to coordinate plan-implementation and for this

purpose will, amongst other things, build up its capability for vigorous monitoring and assessment.

- Second, the Plan outlines bold and new initiatives such as ramping up oil production to 2.5mbpd by 2020, denationalizing selected public assets/enterprises, and overhauling local refineries to reduce petroleum product imports by 60 percent by 2018 (FGN, 2017). Other initiatives include environmental restoration projects in the Niger Delta, which demonstrate the Federal Government's determination to bring sustainability to the vanguard of its policies. As part of this Plan, oil revenues will be used to develop and expand the economy, not just sustain consumption as was done in the past. The economy is expected to run on multiple-engines of growth, not just the single-engine of oil. The Plan focuses on growth, not just for its own sake, but for the benefits it will bring to the Nigerian people. This Plan also places importance on evolving sectors such as the entertaining and creative industries.
- Third, the EGRP builds on existing sectorial strategies and plans such as the National Industrial Revolution Plan (NIRP), and the Nigeria Integrated Infrastructure Master Plan (NIIMP). Rather than re-inventing the wheel, the EGRP supports the successful components of these previous strategies and plans while addressing challenges observed in their implementation.
- Fourth, the EGRP is ingenious as it signals a changing affiliation between the public and private sectors based on a close partnership. In implementing the Plan,

the Government will collaborate closely with firms to extend their investments in the agriculture, manufacturing, power, solid minerals and services sectors, and backing the private sector to become the engine of national growth and development. Also science and technology will be effectively harnessed to drive national productivity, competitiveness and economic activities in all sectors.

- Fifth, the Buhari's Administration has combined the Budget and Planning functions into one Ministry to create a better and stronger relationship between annual budgets and the EGRP. This is expected to facilitate the EGRP's preparation process and will also expedite its implementation. Thus, it will strengthen the macro framework which underpins the EGRP, ensuring that budgets are properly aligned with planning, therefore promoting effective implementation.
- Finally, the EGRP provides for effective partnership and coordination with the States to ensure that the Federal and State Governments work towards the same goals. The States have a substantial role to play in the success of the EGRP and some have already adopted a number of the initiatives being promoted in this Plan.

The Vision of the EGRP

The vision of the ERGP is one of sustained inclusive growth, which entails that there is an urgent need as a nation to drive a structural economic transformation with an emphasis on enhancing both public and private sector effectively. The vision of the ERGP is aimed

at snowballing national productivity and attaining sustainable divergence of production, to significantly grow the economy and achieve maximum welfare for the citizens, beginning with food as well as energy security. This Plan is an indicator to the type of Nigeria that the people desire in the short to medium-term, and reassures the use of science, technology as well as innovation to drive economic growth. The Plan provides a blueprint for the type of foundation that needs to be laid for future generations, and emphasizes on building the capabilities of the youth of Nigeria to be able to take the country into the future (FGN, 2017).

2.2.6.1 Principles of the EGRP

Several ideologies have driven the thinking and the development of the EGRP:

- **Focus on tackling constraints to growth.** Economic growth in Nigeria faces numerous supply constraints including power, fuel, foreign exchange, as well as poor business regulations. In addition, there is a shortage of requisite skills and suitable technology essential to drive growth. The ERGP focuses on overpowering and resolving these challenges.
- **Leverage the power of the private sector.** Economic recovery and transformative growth cannot be attained by the government alone. It is indispensable to harness the dynamism of business and the entrepreneurial nature of Nigerians, from the MSMEs to the large domestic and transnational corporations to attain the objectives of the

ERGP. The ERGP prioritizes the provision of a more business-friendly and economic conducive environment.

- **Promote national cohesion and social inclusion.** Nigerians are the absolute beneficiaries of more inclusive growth and therefore, the initiatives set out in the ERGP are aimed at ensuring social cohesion and inclusion and the strengthening of national ideologies.
- **Allow markets to function.** The ERGP identifies the power of markets to drive ideal behaviour among market participants. The ERGP prioritises the use of the market as a means of resource distribution, where suitable. However, the ERGP also identifies the need to strengthen regulatory oversight to reduce market abuse.
- **Uphold core values.** The Plan is rooted in the core values that define the Nigerian society as preserved in the 1999 Constitution, notably discipline, integrity, social justice, religious tolerance, dignity of labour, self-reliance as well as patriotism. It requires all citizens and stakeholders to obey these principles.

2.2.6.3 Broad Objectives of the ERGP

The ERGP has three (3) comprehensive strategic objectives that will help accomplish the vision of inclusive growth outlined above: (i) restoring growth, (ii) investing in our people, and (iii) building a globally competitive economy.

- **Restoring Growth:** To restore growth, the ERGP focuses on growing macroeconomic; stabilizing and economic diversification. Macroeconomic stability

will be realised by undertaking fiscal stimulus, ensuring monetary stability and enhancing the external balance of trade. Similarly, to attain economic divergence, policy focus will be on the key sectors driving and enabling economic growth, with particular focus on power, agriculture, energy and MSME led growth in industry, manufacturing and key services by leveraging science and technology. The revival of these sectors, amplified investment in other sectors, less reliance on foreign exchange for intermediate goods and raw materials and greater export orientation will expand macroeconomic conditions, restore growth in the short term and help to create jobs and bring about structural change.

- **Investing in our People:** Economic growth is beneficial for society when it creates opportunities and provides support to the vulnerable. The ERGP will invest in the Nigerian people by increasing social inclusion, creating jobs and improving the human capital base of the economy.
 - **Social inclusion.** The Federal Government will continue to provide backing for the poorest and most vulnerable members of society by investing in social programmes and providing social amenities. Targeted programmes will reduce regional inequalities, especially in the North East and Niger Delta.
 - **Job creation and youth empowerment.** Interventions to create jobs are a core part of the ERGP, which aims to reduce unemployment and under-employment, especially among youth. The Plan accordingly prioritizes job creation through the adoption of a jobs and skills programme for Nigeria

including expands the existing N-Power programmes, and launching other public works programmes. The collaboration for job creation will also focus on the policies required to support growth and diversification of the economy by emphasising on Made-in-Nigeria products, public procurement which takes account of local content as well as labour intensive production processes. All initiatives under job creation would prioritize youth as beneficiaries. All capacity building as well as skills acquisition interventions will be targeted at youth-dominated sectors such as ICT, creative industries, as well as services. Furthermore, strenuous efforts would be made to encourage youth to venture into other labour intensive sectors such as construction and agriculture.

- **Improved human capital.** The Federal Government will invest in health and education to fill the skills gap in the country, and meet the international targets set under the UN’s Sustainable Development Goals (SDGs). The ERGP will enhance the affordability, accessibility, and quality of healthcare and will roll out the National Health Insurance Scheme across the entire country. It will also guarantee access to basic education for all, enhance the quality of secondary and tertiary education, and encourage students to enrol in science and technology-related courses.
- **Building a Globally Competitive Economy:** Reviving Nigeria’s economic growth and laying the foundations for long-term development requires a dynamic, agile private sector that can innovate and respond to global

opportunities. The ERGP aims to tackle the hindrances hindering the competitiveness of Nigerian businesses, notably poor or non-existent infrastructural development or facilities and the difficult business environment. It will upsurge competitiveness by investing in infrastructure and improving the business environment.

- **Investing in infrastructure:** The ERGP emphasizes investment in infrastructure, especially in roads, rail, power, ports and broadband networks. It builds on ongoing projects as well as identifies new ones to be implemented by 2020 to improve the national infrastructure backbone. Given the enormous capital layout essential to address the massive infrastructure deficit in the country, the private sector is expected to play a key role in providing critical infrastructure, either directly or in partnership with the Government under public-private-partnership (PPP) arrangements.
- **Improving the business environment:** Nigeria's challenging and often impenetrable business environment adds to the cost of doing business, and is a disincentive to domestic and foreign investors alike. Regulatory requirements must be more translucent, processing times must be faster, the whole economy must be more business-friendly. The ERGP will build on the efforts of the Presidential Enabling Business Environment Council (PEBEC) and track progress using the indicators of the World Bank's

Doing Business Report. The target is to attain a top 100 ranking in the World Bank's Doing Business index by 2020 (up from the current ranking of 169).

- **Promoting Digital-led growth:** To make the Nigerian economy more competitive to meet the 21st-century global economy challenges, its industrial policy must be related to a digital-led strategy for growth. The Plan will build on The Smart Nigeria Digital Economy Project to upsurge the contribution from ICT and ICT-enabled activity to GDP. The overall goals of a digital-led strategy for growth centre on the establishment of an ICT ecosystem in Nigeria. This is enabled through significantly expanding broadband coverage, increasing e-government, and establishing ICT clusters, starting in the SEZs. Government will also drive a programme to build the skills in this sector, focusing on training IT Engineers in programming, network development software development, and cyber security (FGN, 2017).

Key Execution Priorities

To achieve the objectives of the ERGP, the key execution priorities, as illustrated in Figure A, are:

- Stabilizing the macroeconomic environment
- Attaining agriculture and food security

- Ensuring energy sufficiency (power and petroleum products)
- Enhancing transportation infrastructure
- Driving industrialization focusing on Small and Medium Scale Enterprises (FGN, 2017)

2.3 Theoretical Framework

This work will be anchored on the Human Capital Theory (HCT)

2.3.1 The Human Capital Theory (HCT)

This study is anchored on the human capital theory (HCT). A core proposition of human capital theory is that education solidifies people more productive. Human capital means the knowledge, skills, competencies, experience and attributes that individuals have which contribute to the achievement of organisational goals and improve individual value in the market place (Fugar, Ashiboe-Mensah, & Adinyira, 2013). While, human capital development is any activity which upsurges the quality of the employee. Training is a main tool by which human capital is developed. Marimuthu et al. (2009) explained that the knowledge and training required and undergone by an employee that increases the individual's capabilities in performing activities of economic values. The theory of human capital was proposed by Schultz (1961) and later developed by the Nobel prize-winning economist Gary S. Becker in his seminal work on the economics of employer-provided training 1962, and 1964) (Becker, 1964; Becker, 2009; Fugar et al., 2013).

Human capital theory posits that education or training can impart useful knowledge and skills in individuals which in turn improves their productivity and incomes (Becker, 2009). The theory of human capital informs us about the positive relation between educational qualifications and higher earnings during the period of employment by the person. This encourages people to invest in education due to the returns. The basic principle of the human capital theory is that education and training improves an individual's human capital and consequently raises the individual's skill, knowledge to be productive at work. The human capital theory believes that education expands the ability of workers on being productive. This is attained through knowledge and skills. Individuals' human capital expect returns through higher earnings. Barker (2007) concurs with this view by emphasising that such investment leads to improvements and better standards of living in the labour market. One would then note that there are short and long term benefits that come as a result of the human capital theory such as satisfaction when employ, the status that comes as a result of qualifications attained and employment. The monetary value comes as a long term benefit of human development. This creates a desire for many individuals to invest in education and can be view on the large number of people that apply to further their studies.

Human capital is a means of production, into which supplementary investment produces extra output. A number of scholars have criticised the theory for being too simplistic in its analysis of employee productivity and have argued that education or training alone cannot bring about organisational productivity but must be augmented by other variables.

Levin and Kelley (1994) explained that economists, social as well as public analysts have overestimated the gains from enhanced education and ignored complementary inputs such as, education, training, contract terms, and management practices which must exist for education to enhance productivity. Thurow (1975), explained that output is largely characteristic of jobs rather than of workers; employers use education credentials to select workers, because it is easy to train workers who are educated, or skilled, more quickly and at a lower cost, than workers who are less educated or less skilled. Spence (1973) had earlier noted that education may simply be a market signal of the potential output of a worker since there is hardly any other way for firms to assess the productive attributes of a worker. Despite the criticisms, the human capital theory has been resilient and still remains a major theoretical construct that is used for understanding human capital investment, both from the perspective of the individual as well as the organisation level (Bassi & McMurrer, 2006). The theory has repeatedly been used to promote and explain the enormous investments in education as an instrument that enhances economic development and growth. For those who are getting educated the theory brings good future prospects, however, for the unemployed graduates all is gloom.

The investments made by many youths and graduates have not matched employment which would lead to returns in investments. This can be testified by the high rate of unemployed youth as well as graduates whose investment seems to be without returns. The skills attained are not finding a match in the corporate world. One wonders whether the issue is really on skills mismatch or the economy does not create enough jobs to

match the graduate output. This therefore means there is a large proportion of people who are willing to work, who have the ability to be productive but there are limited job opportunities. The mere presence of graduate unemployment opposes the prophecy of human capital. Rather than the gain there is pain from a number of unemployed graduates. Furthermore, the model implies that there will be no gap between transitions from tertiary to getting into the labour market. It further indicates that after employment the likelihood is that one would be employed until retirement. This is far from reality. The challenge of graduate unemployment is real and the theory does not address it (Maciko & Siswana, 2017).

2.3.2 Relevance of the Human Capital Theory

The human capital theory believes that investment in individuals make them more productive in the chosen line of work. But how can an individual get a good job or get employed, if they are not properly equipped with the right skills and training. There is a growing trend of unemployment and underemployment, therefore, youths first, must have the proper and rightful skills required for any job or employment opportunities. This assertion is enshrined in the National Employment Policy (NEP) of President Buhari Administration. This is particularly important because policy document portray of human capital development among youths and graduates are a way to prepare them for the labour market.

Another important application of the human capital theory, is that can be used to support educational related policies as well as the process of entrepreneurship. Both federal and state education initiatives have increasingly relied on economic perceptives to gain popular support for educational programmes, while such economic perceptives have been logical and politically appealing, it has been simultaneously devoid of empirical socio-economic analysis. Hence, the analytical framework supporting the human capital theory includes alternative socio-economic approaches that may be used to empirically inform and support education policymakers. In this regard, the potential value of the theory-as a means to inform and support education policy represents the underlying assumption supporting the importance of this field of inquiry (Sweeland, 1996).

In simpler terms, while it is important for youths to be gainfully employed, they must possess the needed skill and knowledge for such job or what such employment may require. It is not enough to be a youth, but a youth that is employable with specific qualities and qualifications. Part of the unemployment problem in Nigeria has been attributed to the government failure providing good and practicable policies in the education sectors, in order to produce youths with enough potentials. The trainers, educational institutions, as well as government agencies should ensure the right sets of education or training are giving to the youths, so when it is time, they will have what it takes to be employed. The problem of youth employment or unemployment is a systemic problem with multi-faceted issues. However, with the application of human capital theory,

government do not necessary need to create jobs for the youths, as majority of the youths can be on their own self-sufficient, especially with the needed skills.

CHAPTER THREE

RESEARCH METHODOLOGY

This chapter deals with the research methodology that will be used in the study. It will also presents type of research design used, the population of the study, the sample and sampling technique used, instrumentation, validation of instrument, reliability of instrument, the method used in the collection of data and lastly the method used in analyzing the data.

3.1 Research design

Research design is the plan or blueprint indicating the way data relating to a particular problem is to be collected and analysed (Ajoku, 2006). This study will adopt the descriptive survey method. This type of research design focus on the state of what is happening, where it is happening, and how it is happening in order to discover behaviour pattern and possible trends of the subject understudy. Hence, the researcher chose this research design because it is appropriate for this study. This design helps to identify the method and procedure adopted in this research work, and as well gives the reader background information on how to evaluate the findings and conclusion.

3.2 Population of the Study

The population of this study comprised all workers in the Federal and State Ministries of Works, Labour and Productivity, Youth Development, as well as N-Power employees, all

in Edo State. Target population is all the workers aged between 18 years and 65years old. The population include all workers in the Ministries of Works, Labour and Productivity, Youth Development N-Power employees respectively, in Edo State. The target population of this study is 520 staff.

3.3 Sample and Sampling Technique

A sample according to Nwabueke (1993) is the population of the total population of the census to the studied. The sample size for this study is 226. Purposive sampling technique will be used.

3.3.1 Sample Size Determinations

The sample size will be determined by using the Taro Yamane’s Formula. The sample size at the individual employee level for this study was computed using the Yamane (1967) formula, with its acceptable level of accuracy in generating a representative sample size at 5 percent level of confidence. In computing the sample size, a 5 percent margin of error (confidence interval), 95 percent confidence level and 50 percent response distribution were used. The equation is thus computed:

$$n = \frac{N}{1 + N (e)^2}$$

Where n = Sample size

 N = Population of the study

e = Tolerable error (5%)

$$n = \frac{520}{1 + 520(0.05)^2}$$

$$n = \frac{520}{1 + 0.8} = 226.08 \Rightarrow 226$$

3.4 Instrument for Data Collection

A self-structured questionnaire titled the “**Government Policy on Youth Employment in Nigeria, taking an appraisal of President Buhari’s administration from 2015-2022 (GPYE-2022)**” will be developed by the researcher for data collection. The questionnaire is designed to elicit modified four (4) point Likert scaled statements of “Strongly Agree (SA) = 4, Agreed (A) = 3, Disagreed (D) = 2, Strongly Disagreed (SD) =1. The research instrument was divided into sections and the research questions guided the study, this was done to elicit information appropriately from the respondents:- (See Appendix A). Section “A” contains demographic information of the respondents while section “B” contains the responses to statements raised in the research questions for the study.

3.5 Validity of the Instrument

Copies of questionnaire which the researcher developed will be submitted to my project supervisor and other experts in the area of measurement and evaluation, to make some corrections, suggestions, inclusion of others relevance questions or remove irrelevance

question from the research instrument. My supervisor will review the final questionnaire submitted and confirmed the content for validity.

3.6 Reliability of the Instrument

Reliability refers to the degree of consistency between two, or among more measures of the same thing. A Cronbach Alpha will be used to determine the reliability of the instrument. Cronbach Alpha is used for the measurement of the reliability of a psychometric instrument. It is a coefficient of consistency and measures how well a set of variables or items measures a single, unidimensional latent construct. It will be used to ascertain the reliability of the study instrument. To ascertain the reliability, 10 copies of questionnaires will be distributed to some Ministry of Environment, Edo State, the ministry will not be part of the original work. A repeat administration will be done after two weeks. Then data will be correlated for reliability index. The data collected will be analyzed using the Cronbach Alpha coefficient measure reliability.

3.7 Administration of the Study Instrument

The researcher will personally administer the questionnaire to the respondents with the assistance of few colleagues who were briefed on the importance and content of the questionnaire. A total of 226 copies of questionnaires will be distributed among the respondents, for the purpose of this research a letter will be attached to the questionnaires

explaining the purpose of this research. The respondents will be assured of total anonymity and that this study is strictly an academic exercise.

3.8 Method of Data Analysis

In analysing the data collected using questionnaire, the researcher will use descriptive statistics of mean, standard deviation, frequency, percentage, while the spearman's Rank Correlation will be used to test the hypotheses. The Pearman's Product Moment Correlation Co-efficient (r) at 0.05 level of significance.

CHAPTER FOUR

RESULTS PRESENTATION AND DATA ANALYSIS

This chapter deals with the presentation of data, analysis of results and discussion of the findings. The study was analysed using descriptive statistics of mean, standard deviation, frequency, percentage, while the spearman's Rank Correlation will be used to test the hypothesis. Other relevant items to the research questions and hypothesis were presented in the tables below and contextually discussed under these following headings:

- 4.6 Distribution and Retrieval of Questionnaires
- 4.7 Socio-demographic Information of Respondents
- 4.8 Analysis of Research Questions
- 4.9 Testing of Hypothesis
- 4.10 Discussion of Findings

4.1 Distribution and Retrieval of Questionnaires

Table 4.1 Distribution and Retrieval of Questionnaires

Questionnaire				
	Number of questionnaire distributed	Number of questionnaire successfully retrieved	Number of questionnaire correctly filled	Percentage of correctly filled
	226	213	204	90.3%

A total of 226 copies of questionnaires were distributed as displayed in Table 4.1, out of which 213 were successfully retrieved, however, it was only 204 copies of the

questionnaires that were correctly filled therefore valid for the computation of the result for this study. From the analysis in Table 4.1 above, it is clear that out of the of 200 copies of questionnaires that were administered, it was only 183 were successfully retrieved, and 175 were correctly filled, therefore was valid for computation, which represents 87.5% of the total questionnaire distributed, with attrition rate of 9.7%.

4.2. Socio-demographic Information of Respondents

Table 4.2 Socio-demographic Information (N=204)

S/N	Variable	Frequency	Percentage
1	Status of Employed		
	Full Time	63	30.9
	Part Time/Ad Hoc	112	54.9
	Others	29	14.2
2	Gender		
	Male	67	38.3
	Female	108	61.7
3	Age (years)		
	Less than 20	2	1.0
	21-30	44	21.6
	31-40	121	59.3
	41-50	34	16.7
	51 and Above	3	1.5
4	Educational Level		

Some Primary/Primary	2	1.0
Some Secondary/Secondary	25	12.3
Some Tertiary/Tertiary	175	86.8

5 Marital Status

Married	115	56.4
Single	86	42.2
Divorced	2	1.0
Widowed	1	0.5

Table 4.2 above, show the socio-demographic distribution among the respondents in the study area. In the distribution of the employment status of the respondents, out of a total of 204 respondents, 30.9% were fully employed, 54.9% had part-time/Ad hoc employed, while 14.2% are categorised as others. In the gender, over half of the respondents are females representing 61.7%, while the male respondents represent 38.3%. The age distribution in the study area shows that those that are 20 years and below had the lowest 2 (1.0%) number of the respondents. Those within the age bracket of 31-40years represents a total of 121 (59.3%), this is followed by those within the age bracket of 21-30years 44 (21.6%), while the age group between 41-50 and 51years and above, attract about 16.7% and 1.5% respectively. The educational level of the respondents shows that majority (n=175, 86.8%) of the study population have had tertiary education. Those with secondary level of education or its equivalent represents about 25 (12.3%), while those with primary represents 2 (1.4%). In the marital status category, more than half of the respondents were married, this represents 56.4%, and this was followed by those who are

single, representing 42.2%, while those that are divorced and widowed represent 1.0% and 0.5% respectively.

4.3 Research Questions and Analysis

Research Question 1: What are the current government policies on youth employment in Nigeria?

Table 4.3: The current government policies on youth employment in Nigeria (N=204)

S/N	Statement	Responses				Total	Mean (\bar{x})
		SA	A	D	SD		
1	There is a national employment policy [NEP]	39	95	54	16	204	2.77
2	There is N-Power Programme	100	91	9	4	204	3.41
3	There is the P-YES	31	54	83	36	204	2.39
4	There is the Economic Growth and Recovery Plan	22	62	112	8	204	2.48
	Grand Mean						2.76

SA=Strongly Agree; A=Agree; D=Disagree; SD=Strongly Disagree

Table 4.3 shows the means and grand means of responses among workers in Federal and State Ministry of Works, Labour and Productivity, Youth Development, as well as N-Power employees in Edo State to the research question 1. This result is displayed in

Appendix (II-IV) which gave the raw data collated. This was done to avoid confusion in numbering. A criterion of **2.5** was used to either accept or reject the grand mean for all the research questions. The research question one addressed the current government policies on youth employment in Nigeria. The response to item 1, on “if there is a national employment policy [NEP]”, shows that majority of the respondents agreed that there is a national employment policy in Nigeria, this is represented with mean score of 2.77, which is higher than the criterion mean of 2.5, therefore the response to the question is agreeable. In item 2, on “ if there is N-Power Programme”, majority of the respondents strongly agree or agree that there is a government programme called “N-Power Programme”, this is represented with a mean score of 3.41. In item 3 on “if there is the P-YES”, majority of the respondents disagree or strongly disagree that there is a government empower programme called “the P-YES programme”, this is represented with a mean score of 2.39 which lesser than criterion mean of 2.5. In item 4, on “if there is the Economic Growth and Recovery Plan” majority of the respondents disagree and strongly disagree that there is a programme called the “Economic Growth and Recovery Plan”, with a mean score of 2.48 which higher than criterion mean of 2.5. With a grand mean of 2.76 which is higher than the criterion mean shows that the current government have policies on youth employment in Nigeria.

Research Question 2: What is the role youth employment and empowerment on national development in Nigeria?

Table 4.4: The role youth and employment on national development in Nigeria (N=204)

S/N	Statement	Responses				Total	Mean (\bar{x})
		SA	A	D	SD		
5	Employment among youths could lead to economic stability	57	112	26	9	204	3.06
6	Employment among youths could lead to poverty reduction	85	95	18	6	204	3.27
7	Employment among youths promotes social integration, intergenerational dialogue and solidarity	27	95	61	21	204	2.61
8	Unemployment among youths could lead to frustrations, instability and low self-esteem	90	88	18	8	204	3.27
Grand Mean							3.05

SA=Strongly Agree; A=Agree; D=Disagree; SD=Strongly Disagree

Table 4.4 shows the means and grand means of responses among respondents to the research question 2. The research question two (2) addressed the role youth employment and empowerment on national development in Nigeria. The response to item 5, on “if employment among youths could lead to economic stability”, shows that majority of the respondents agreed that employment among youths could lead to economic stability, with mean score of 3.06, which is higher than the criterion mean of 2.5, therefore the response to the question is agreeable. In item 6, on “if employment among youths could lead to

poverty reduction”, majority of the respondents strongly agree or agree that employment among youths could lead to poverty reduction, with a mean score of 3.27. In item 7 on “if employment among youths promotes social integration, intergenerational dialogue and solidarity”, majority of the respondents strongly agree or agree that employment among youths promotes social integration, intergenerational dialogue and solidarity, this is represented with a mean score of 2.61. In item 8, on “if unemployment among youths could lead to frustrations, instability and low self-esteem” majority of the respondents strong agree and agree that unemployment among youths could lead to frustrations, instability and low self-esteem, with a mean score of 3.27. With a grand mean of 3.05 which is higher than the criterion mean of 2.5 shows that youth employment and empowerment plays significant role on national development in Nigeria

Research Question 3: What are the causes of youth unemployment in Nigeria?

Table 4.5: The causes of youth unemployment in Nigeria (N=204)

S/N	Statement	Responses				Total	Mean (χ)
		SA	A	D	SD		
9	Poor implementation of existing policies and programme	85	82	25	12	204	3.18
10	Lack of efficient policies on youth employment	67	118	12	7	204	3.20
11	Lack of social infrastructures make rural life unattractive	51	84	46	23	204	2.80
12	Rural urban migration					204	2.70

		43	86	46	29		
13	Concentration of social amenities in the urban centers	42	84	44	34	204	2.65
14	Lack of Employable Skills and Experience among Youths	45	78	43	38	204	2.64
15	Uncontrollable population growth	6	87	48	63	204	2.18
16	Corruption	51	141	7	5	204	3.17
	Grand Mean						2.82

SA=Strongly Agree; A=Agree; D=Disagree; SD=Strongly Disagree

Table 4.5 shows the means and grand means of responses among respondents to the research question 3. The research question three (3) addressed the causes of youth unemployment in Nigeria. The response to item 9, on “if poor implementation of existing policies and programme”, majority of the respondents strongly agree or agree that there is poor implementation of existing policies and programme, with a mean score of 3.20. In item 10 on “if lack of efficient policies on youth employment”, shows that majority of the respondents agreed that there is lack of efficient policies on youth employment, with mean score of 3.18, which is higher than the criterion mean of 2.5, therefore the response to the question is agreeable. In item 11 on “if lack of social infrastructures make rural life unattractive”, majority of the respondents strongly agree or agree that there is lack of social infrastructures make rural life unattractive, this is represented with a mean score of 2.80. In item 12, on “if rural urban migration” majority of the respondents strong agree

and agree that rural urban migration is one of the causes of youth employment problems in Nigeria, with a mean score of 3.27. In item 13 on “if concentration of social amenities in the urban centres” majority of the respondents strong agree and agree that concentration of social amenities in the urban centres in Nigeria, with a mean score of 2.65. In item 14 on “if lack of employable skills and experience among youths” majority of the respondents strong agree and agree that there is lack of employable skills and experience among youths, with a mean score of 2.64. In item 15, on “if uncontrollable population growth” majority of the respondents strong agree and agree that uncontrollable population growth is also one of the cause of youth employment problem in Nigeria, with a mean score of 3.27. In item 16 on “corruption” majority of the respondents strong agree and agree that corruption is one of the major causes of youth employment problems in Nigeria, with a mean score of 3.27.

With a grand mean of 2.82, the results reiterated that employment problems among youth is caused by poor implementation of existing policies and programme, lack of efficient policies on youth employment, lack of social infrastructures make rural life unattractive, rural urban migration, concentration of social amenities in the urban centres, lack of employable skills and experience among youths, uncontrollable population growth, and corruption among others.

Research Question 4: To what extent has current government policies have help in solving the problems of youth employment in Nigeria?

Table 4.6: The extent to which the current government policies have helped in solving the problems of youth employment in Nigeria (N=204)

S/N	Statement	Responses				Total	Mean (\bar{x})
		VHE	HE	LE	VLE		
17	The government policy has not helped increase youth employment	46	91	51	16	204	2.82
18	Government policy has failed to create job	63	112	21	8	204	3.13
19	Government policy has failed to create enabling environment to encourage entrepreneurship among youths	60	116	20	8	204	3.12
20	Government policy has failed to involve youths in decision making process	56	110	28	10	204	3.04
Grand Mean							3.03

VHE=Very High Extent; HE=High Extent; LE=Low Extent; VLE=Very Low Extent

Table 4.6 shows the means and grand means of responses among respondents to the research question 3. The research question four (4) addressed the extent to which the current government policies have helped in solving the problems of youth employment in Nigeria. The response to item 17, on “if the government policy has not helped increase youth employment”, majority of the respondents to very high extent or high extent affirmed that government policy has not helped increase youth employment, with a mean

score of 2.82. In item 18 on “if government policy has failed to create job”, shows that majority of the respondents to very high extent or high extent affirmed that government policy has failed to create job, with mean score of 3.13. In item 19 on “if government policy has failed to create enabling environment to encourage entrepreneurship among youths”, majority of the respondents to very high extent or high extent affirmed that government policy has failed to create enabling environment to encourage entrepreneurship among youths, this is represented with a mean score of 3.12. In item 20, on “if government policy has failed to involve youths in decision making process” majority of the respondents to very high extent or high extent affirmed that government policy has failed to involve youths in decision making process, with a mean score of 3.04. With a grand mean of 3.03, the results reiterated that to a very high extent the current government policies have failed to help in solving the problems of youth employment in Nigeria.

Research Question 5: What are the effective and efficient ways to overcome the problems of youth employment problem in Nigeria through the various strategies?

Table 4.7: The effective and efficient ways to overcome the problems of youth employment problem in Nigeria through the various strategies (N=204)

S/N	Statement	Responses				Total	Mean (x)
		SA	A	D	SD		
21	Full implementation of existing policies especially the national employment policy	41	98	47	18	204	2.79

22	Government should provide social infrastructures in rural areas	53	106	33	12	204	2.98
23	Government should invest in human capital development	47	104	38	15	204	2.90
24	Government should involve youths in the decision making process	64	95	33	12	204	3.03
Grand Mean							2.92

SA=Strongly Agree; A=Agree; D=Disagree; SD=Strongly Disagree

Table 4.7 shows the means and grand means of responses among respondents to the research question 3. The research question five (5) addressed the effective and efficient ways to overcome the problems of youth employment problem in Nigeria through the various strategies. The response to item 21, on “if full implementation of existing policies especially the national employment policy”, majority of the respondents strongly agree or agree that full implementation of existing policies especially the national employment policy, with a mean score of 3.20. In item 22 on “if government should provide social infrastructures in rural areas”, shows that majority of the respondents agreed that government should provide social infrastructures in rural areas, with mean score of 3.18. In item 23 on “if government should invest in human capital development”, majority of the respondents strongly agree or agree that government should invest in human capital development, this is represented with a mean score of 2.80. In item 24, on “government should involve youths in the decision making process” majority of the respondents strong agree and agree that government should involve youths in the decision making process,

with a mean score of 3.27. With a grand mean of 2.92, the results suggests that government should fully implement the existing policies especially the national employment policy, also the government should provide social infrastructures in rural areas invest in human capital development and involve youths in the decision making process.

4.4 Testing of Hypothesis

Ho₁: Current government’s policies have not significant influenced youth employment in Nigeria

Table 4.8: Pearson Product Moment Correlation Co-efficient Test on the mean rating of responses on current administration’s policies and its influence youth employment in Nigeria

Variable	N	Df	S/Level	r-cal	r-crit	Decision
Current administration’s policies does not influence youth employment in Nigeria	204	2	0.05	0.865	0.95	Accepted

The result of the analysis on table 4.8 shows that at 0.05 significance level and 2 degree of freedom, 2-calculated value 0.867 lesser than the r-critical value of 0.95. Since the r-calculated value 0.865 is lesser than the r-critical value of 0.95, we accept the null hypothesis of which states that current government’s policies have not significant influenced youth employment in Nigeria

4.5 Discussion of Findings

This present study examined the role of government policy on youths employment in Nigeria, taking an appraisal of President Buhari's administration from 2015-2019. The findings in this study showed that in the socio-demographic information among the workers in the study area showed that more than half (54.9%) the respondent are not fully employed. These workers were given part-time employment or Ad hoc employment, also it was only 30.9% were fully employed, while 14.2% have contracted employed or otherwise. This finding is not alien to the Nigerian populace, because getting a full time employment even in government institutions is now a major problem. Probationary, contract, Ad hoc or part-time employment have become the only viable means to get job. This has been attributed factors chief among them is the government failure to implement the national employment policy. In our study the gender distribution showed that over 60% of our study population were female. This findings is suggestive of the fact women are more incline to working for government institution when compare to male. The age distribution showed that majority of the respondents were between the age groups of 31-40years, which represents 59.3% of the study population. The average age group that is active in workforce or the labour still falls into this category hence, the age group represents a huge population of workers. Our reiterated this point. Over three quarters (86.8%) of the study population have had attained tertiary education level. More so, more than half (56.4%) the respondents were married.

4.5.1 The Current Government Policies on Youth Employment in Nigeria

In our study research question one addresses the current government policies on youth employment in Nigeria. The findings of our study showed that there are government policies and programmes on youth employment, empowerment and development in Nigeria. The current policies and programmes include the national employment policy [NEP], N-Power, the P-YES, as well as the Economic Growth and Recovery Plan. Though, the national employment policy (NEP) was established and updated by various administration before the current (Buhari) administration. Some adjustments and reviews were done by this president Buhari's administration, however, programmes like N-Power, the P-YES, and the Economic Growth and Recovery Plan were drafted by the current (president Buhari) administration. Majority of our respondent have knowledge of these programme. Past administrations such President Olusegun Obasanjo, Late President Umaru Musa Yar'adua, Pesident Goodluck Jonathan as well as the current President Muhammadu Buhari, have all made efforts to review, update and implement policies for youth employment (Umaru, 2018).

These policies and programmes exist yet the problems of youth employment has persisted. Thus, it is obvious that both the past and current administration have all failed to actualise the singular goal of providing enabling policies to empower and employ youth in Nigeria. Our findings is in line with earlier reported that affirmed that the continuing rise in unemployment rate is an evidence of the failure of the Nigerian government employment policies to achieve its set goals and objectives (Mbah & Agu, 2013). In his opinion Oduwole (2015) posited that though there are a myriad of policies and programmes

initiated by successive Nigerian government and that these programmes as lofty and laudable as they seem, their inability to affect the real target (youth), reflects the lacuna between policy formulation and implementation. (Oduwole, 2015).

In his view, Okafor (2011) opined that the problem of chronic youth unemployment is very evident in Nigeria. He added the Nigerian streets is littered with youth hawkers who ordinarily would have found gainful employment in some enterprise. These large number of youths who are unemployment is capable of undermining democratic practice as they create a serious threat if engaged by the political class for clandestine activities (Adepegba, 2011; Ibrahim, 2011; Lartey, 2011; Olatunji & Abioye, 2011). In the same vein, Surajo, and Karim (2016) stressed that youth unemployment threatened peace and national security which shows that the country needs to re-consolidate, educate, as well as be dedicated to youths by developing policies and programmes that address their problems. Hence, the continuous rise of youth unemployment and social vices as witnessed in Nigeria today is testimony of this.

4.5.2 The Role Youth Employment on National Development

In our study, the research question addresses the role youth employment on national development in Nigeria. Our findings affirmed that the role of youth employment and empowerment play significant role in national development. Further results revealed that employment among youths could lead to economic stability, poverty reduction,

promotion social integration, intergenerational dialogue as well as solidarity, while unemployment lead to frustrations, instability and low self-esteem. Our findings have corroborated several experts' assertions on youth of a nation. In line with this, Ndamu (2017) added youths are the driving force for economic development in low and middle income countries. In the same vein, Usman (2015) noted that youth possess the potentials to promote economic, cultural, socio-political values in a society, if they are properly empowered. Whereas to Gwary, Kwaghe, Ja'afar-Furo and Dennis (2011), youths are the young individual in our society that have ample ideas, energy as well as seek new ways to address the problems we are facing today. Isah (2015) submits that the youths are a cross-section of our nation's population who have abundant energy that is needed in proper channelling and harnessing our common resources for increase productivity.

The role of youths in Nigeria today cannot be overemphasised nor can it be undermined. Therefore, the increasing underemployment rate can portend danger to our collective resource and our society as evidence in the findings of our study. There is no doubt, that this present study have reiterated the important of youths in our country Nigeria. Youths are the bedrock of this nation and if proper they are empowered with knowledge, and given rightful employments they could be the roadmap to our economic fortunes and even become better leaders to more prosperous society and country.

4.5.3 The Causes of Youth Unemployment in Nigeria

In research three (3), our study addresses the causes of youth unemployment in Nigeria. Our findings showed that the causes of youth unemployment in Nigeria are countless. However, some of the major causes found in the course of our study showed that poor implementation of existing policies and programme, lack of efficient policies on youth employment and lack of social infrastructures make rural life unattractive. Others include the rural urban migration, lack of employable skills and experience among youths, uncontrollable population growth, and corruption among others.

Our findings is in agreement a study conducted by Ongbali et al. (2019) on the factors causing youth unemployment problem in Nigeria. Ongbali et al. (2019) reported that fast population growth, rural to urban migration as well as lack of employable skills and experience among the youth are major factors of employment in Nigeria. Similarly, Uddin and Uddin (2013) conducted a study on the causes, effects and solutions to youth unemployment problems in Nigeria. Their study reported corruption, rural urban migration, low standard of education, lack of steady and sustainable power supply, and the rapid expansion of the educational system as the major causes of youth employment. Another study Ndamu (2017) explained further added that problems include poor human capital development, lack of adequate youth's development programme, and inadequate funding among others. Surajo, and Karim (2016) listed the problems related to youth unemployment in Nigeria, to include government failure to empower youths to sustain a living, high rate of crime, the rapid growth of ethnic militias and Boko Haram insurgency, youth involvement in political violence as well as drug trafficking. Thus, our findings

have reiterated these earlier reports where causes of unemployment is traced to the government inability to provide adequate jobs and the enabling environment for youths flourish in entrepreneurship and self-employment and development.

4.5.4 The Current Government Policies have helped in solving the Problems of Youth Employment in Nigeria

In research question four (4) which addresses the extent to which the current government policies have helped in solving the problems of youth employment in Nigeria. The findings in our study showed that the current government policies have not helped increase youth employment, have failed to create job or to create enabling environment to encourage entrepreneurship among youths. Further results showed that government policies have failed to involve youths in decision making process. This findings is line with a previous study by Ndamu (2017) who reported that in Nigeria lack of involvement of stakeholders and social partners, policy inconsistency, corruption, poor governance as the major challenges of youth employment and empowerment. The results in our study suggest that major drive of FG employment policies has hindered by recurrent adjustments in the job creation strategies prompted by discontinuity in FG employment policies as well as possible shift in emphasis.

The results in our findings are also reflected in the deseasonalized and segmented job creation values which indicate that discontinuity in FG employment policies resulted to losses and gains in thousands of jobs in Nigeria (Mbah & Agu, 2013). Each successive

government comes with different agendas and focus making job creation extremely difficult. That apart, the current administration brought in the N-Power programme to help train graduates so they can be employable, three after, nothing significant can be said to have achieved with the programme. The graduates employed by N-Power are all Ad hoc staff with little monthly stipend that could barely cover their transports not to talk of rents, feeding and other social responsibilities. All these collectively breed corruptions and other social vices which do not encourage good moral and ethical practice in the workplace. Thus the current government policies have failed creating jobs and fall short of expectation of youths in Nigeria.

4.5.5 The Effective and Efficient ways to overcome the Problems of Youth Employment Problem in Nigeria

The research question five (5) addressed the effective and efficient ways to overcome the problems of youth employment problem in Nigeria through the various strategies. Having created examined the role of government policy on youths employment in Nigeria, taking an appraisal of President Buhari's administration from 2015-2019. It is important to note the problems bordering on youth employment is topic issues that sparks the interest of the several scholars, researchers, stakeholders and labour leaders. This present study made a decent effort to contribute the existing contributions to the discourse of youth employment. Based on the issues raised several suggestions were supported by majority of the respondents in the study area. Majority of our respondents believed that the full implementation of existing policies especially the national employment policy,

provision social infrastructures, invest in human capital development, as well as the involvement of youths in the decision making process will help ameliorate the problems of youth employment in Nigeria.

These suggestions are in agreement with an earlier study by Surajo, and Karim (2016) who suggested that the Nigerian government should provide funding for youths, such as initiating micro credit scheme to empower youths, establish well-articulated policies on youth employment, changing the educational system by establish vocational and entrepreneurial skill acquisition centres, embark on creation of employment, and reinforce responsibility and transparency in the administration among others. Mbah and Agu (2013) made similar suggestion on which they recommended that the Nigerian should provide socio-economic and infrastructure development such as electricity, access roads, telephone, as well as housing in the rural areas to stimulate economic activities that would enhance the productivity of the youth and increase their contribution to national development. It is obvious, that for Nigeria to overcome this problem, the government have to do it right by the people that by providing the basic social amenities which in turn can stimulate economic activities as well as self-reliance and self-employment across the country.

The findings of this study was also put to test using the Pearson product moment correlation co-efficient (r). The results from the hypothetical testing affirmed that the current government's policies have not significant influenced youth employment in Nigeria. By examining the condition of the youths, it indicates that there is no concrete

attempt by the government to connect, organize and improve the dynamisms of its youths towards sustainable national development

CHAPTER FIVE

SUMMARY, CONCLUSION AND RECOMMENDATIONS

This chapter deals with summary of findings, conclusion, implications of the findings, recommendations, limitation of the study and suggestions for further research.

5.1 Summary of Findings

The findings in this study is summarised as follows:-

1. The analysis of the findings in this study revealed that the workers and ad hoc staff in the studied areas that Nigeria government have policies on employment and youth empowerment in Nigeria (items 1-4).
2. Other results revealed that youth employment and empowerment plays significant role on national development in Nigeria (items 5-8).
3. No progress comes with ease, the result revealed that the problems that militate against the youth employment include poor implementation of existing policies and programme, lack of efficient policies on youth employment, lack of social infrastructures make rural life unattractive, rural urban migration, concentration of social amenities in the urban centres, lack of employable skills and experience

among youths, uncontrollable population growth, and corruption among others (items 9-16).

4. The results in our findings showed that to a very high extent the current government policies have failed to help in solving the problems of youth employment in Nigeria (items 17-20).
5. Finally, from results, it was revealed that some of the ways forward is that government should fully implement the existing policies especially the national employment policy, also the government should provide social infrastructures in rural areas invest in human capital development and involve youths in the decision making process (items 21-24).

5.2 Conclusion

This study discussed government policy on youths employment in Nigeria, taking an appraisal of President Buhari's administration from 2015-2022. The study have made efforts to establish the linkage between youth employment and government failed policies by highlighting the implication of youth unemployment in Nigeria. The findings of the study served as a sign that the ineffectiveness of government policies to create jobs and find solutions to the unemployment has contributed to the static nature of the socio-economic development in Nigeria. The important findings in our study is the establishment that youth employment is indeed an integral part of the transformation of any nations. This study has also clearly demonstrated that youth employment brings

about a great sense of self-esteem, respects, dignity and the ability to take absolute control over one's personal life and the society at large. To this end it is imperative for the government to vigorously provide jobs for the youths in order to ameliorate the social vices that are associated with youth unemployment in Nigeria. Indeed, the need and urgency of engaging our youths positively so as to empower them cannot be overemphasized nor undermined.

5.3 Recommendations

This study made the following recommendations:

1. The federal and state government should endeavour to fully implement the existing policies especially the national employment policy.
2. The federal and state government should endeavour to provide basic social amenities and infrastructures development in rural areas. This will decentralised the concentration infrastructural development in urban cities which often attracts unemployed youths from their rural settings to urban areas in search for greener pastures when they can be self-sufficient and self-employed.
3. The federal and state government should endeavour to invest in human capital development by way of developing entrepreneurship and skill acquisition programmes in order to equip youths with the needed skills, knowledge and ability to engage in money making ventures without necessary waiting for government or white collar jobs.

4. The federal and state government should endeavour to develop workable programmes that have real practical solutions to the teeming population of unemployed youths in Nigeria. The government must change the usual way of doing business and be more committed to the service of the people for a better and healthier society.
5. The federal and state government should endeavour to involve youths in the decision making process. This is important in addressing key issues bordering youth unemployment in Nigeria.

5.4 Implication of the Study

The findings of this study confirm and reaffirm that youth unemployment is a problem in Nigeria and might have contributed to the promotion of some social vices. And that youth employment is vitally important as it could help promote socio-economic development and nation building. The study implies that youth employment and empowerment is the way out some of Nigerian social problems. Youth employment is one of components that will help in eradicating poverty and unemployment, as well as elevate the standard of living among Nigerians. The implication of this is that entrepreneurship education should be a component for youth empower in order to help young individuals to acquire relevant knowledge and skills that will enable them to engage in job and wealth creation in their various communities and Nigeria at large.

Findings from this study also revealed that youth employment in Nigeria is essential for the rural and national development, as well as a key component in manpower development in Nigeria. Hence, adequate funding and commitment from both the Government, labour leaders, and policy makers will go a long way to help to promote youth employment and national development.

5.5 Limitation of the Study

No study is without its peculiar challenges, especially in Nigeria, where almost everything is a challenge. The researcher found difficulties in convincing respondents to fill the questionnaire due to insecurity. They expressed fear that the research may not be in their interest in terms of upgrading their status or improving their living standard. Due to finance and other constraints, the study was limited to Federal and State Ministry of Works, Labour and Productivity, Youth Development, as well as N-Power employees, all in Edo State, when it could have been extended to other ministries areas in the state. The high cost of transportation and other social vices also delayed the work, as well as access to the workers as most of these workers are either busy or not in their sit which led to continuous revisiting of these offices.

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Dear Respondent,

Letter of Introduction

I am currently undergoing a Degree programme in the Department of Public Administration, Faculty of Social Sciences, University of Benin, Edo State. I am conducting a research on the **“Government Policy on Youth Employment in Nigeria, taking an appraisal of President Buhari’s administration from 2015-2022.**

Please, feel free to answer the questions attached to this letter and be rest assured that the information you give will be handled with strict confidentiality and will be used for academic purpose only.

Thank you for anticipation co-operation

**QUESTIONNAIRE ON GOVERNMENT POLICY ON YOUTH EMPLOYMENT
IN NIGERIA, TAKING AN APPRAISAL OF PRESIDENT BUHARI'S
ADMINISTRATION FROM 2015-2022**

*Please, kindly complete the following section by ticking (√) in the appropriate box you
have chosen as a response to the statements below:*

Section A: Demographic Information

1. Are you Employed: (a) Yes () (b) No ()
2. Status of Employed: (a) Full time () (b) Part time/Ad Hoc () (c) Others ()
3. Gender: (a) Male () (b) Female ()
4. Age: (a) less than 20years () (b) 21-30 () (c) 31-40years ()
(d) 41-50years () (e) 51 and above ()
5. Educational Level:
 - (a) Some Primary/Primary Education ()
 - (b) Some Secondary/Secondary Education ()
 - (c) Some Tertiary/Tertiary Education ()
6. Marital Status: (a) Married () (b) Single ()
(c) Divorced/Separated () (d) Widowed ()

SECTION B: RESEARCH QUESTIONS

Instruction: Please to the statements below kindly indicate by ticking ()

	The current government policies on youths employment in Nigeria	SA	A	D	SD
1	There is a national employment policy [NEP]	()	()	()	()
2	There is N-Power Programme	()	()	()	()
3	There is the P-YES	()	()	()	()
4	There is the Economic Growth and Recovery Plan (EGRP)	()	()	()	()
	The role of youth employment and empowerment on national development in Nigeria				
5	Employment among youths could lead to economic stability	()	()	()	()
6	Employment among youths could lead to poverty reduction	()	()	()	()
7	Employment among youths promotes social integration, intergenerational dialogue and solidarity	()	()	()	()
8	Unemployment among youths could lead to frustrations, instability and low self-esteem	()	()	()	()
	The causes of youths unemployment in Nigeria	()	()	()	()
9	Poor implementation of existing policies and programme	()	()	()	()
10	Lack of efficient policies on youth employment	()	()	()	()
11	Lack of social infrastructures make rural life unattractive	()	()	()	()
12	Rural urban migration	()	()	()	()
13	Concentration of social amenities in the urban centers	()	()	()	()
14	Lack of Employable Skills and Experience among Youths	()	()	()	()
15	Uncontrollable population growth	()	()	()	()
16	Corruption	()	()	()	()

	Government policies on youth employment in Nigeria.				
17	The government policy has not helped increase youth employment	()	()	()	()
18	Government policy has failed to create job	()	()	()	()
19	Government policy has failed to create enabling environment to encourage entrepreneurship among youths	()	()	()	()
20	Government policy has failed to involve youths in decision making process	()	()	()	()
	Effective and efficient ways to overcome the problems of youth employment problem in Nigeria through the various strategies				
21	Full implementation of existing policies especially the National employment policy	()	()	()	()
22	Government should provide social infrastructures in rural areas	()	()	()	()
23	Government should invest in human capital development	()	()	()	()
24	Government should involve youths in the decision making process	()	()	()	()