



UNEMPLOYMENT AND ITS ANTECEDENTS IN THE NIGERIAN ECONOMY

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ABSTRACT

This study focuses on the causes and effect of unemployment in Nigeria and looks at potential interventions such as effective career guidance, technical and vocational education as well entrepreneurship education. A fundamental conclusion of this finding is that policymakers should make a deliberate effort to raise output in Nigeria by enhancing productivity/supply in order to reduce unemployment and increase the prices of goods and services (inflation) in request to animate economic development. Also, the government should use labor-intensive techniques rather than capital-intensive techniques, and shut the border to some extent, as this is the most likely way to minimize unemployment and inflation while increasing domestic output (GDP). Based on the study, it was recommended that government should revitalize the agricultural sector by providing modern equipment in agricultural facilities. Moreover, young people ought to be prepared to have abilities which are harmonious with genuine labour market interest, fostering an extraordinary spotlight on profession direction and guiding help in schools and presentation of business instruction into the school educational curriculum.

KEY WORDS: *unemployment, economy, government, gross domestic product*

INTRODUCTION

Unemployment has reached a very alarming state in Nigeria, with a greater number of the unemployed being primary, secondary school leavers and university graduates. The present circumstance has as of late been compounded by the expanding unemployed professional such as engineers, doctors and bankers. Meanwhile, unemployment is an economic situation where people who fall in the ages of working population, willing and able to work at a prevailing wage rate cannot get befitting jobs to do. The country's population is outpacing available work possibilities, resulting experiencing the same thing where the rate of birth is increasing, the death rate is declining, and the populace development rate is between 2.5 percent and 3 percent unemployment.

Furthermore, Adejumola and Tayo-Olajubul (2009) asserted that unemployment is one of the leading causes of social vices such as armed robbery, destitution, prostitution, political thuggery, kidnapping, and others. According to Musari (2009), around 4.5 million people enter the labor market each year with no possibility of finding work to support themselves. The precarious position has trapped the adolescents in a vicious circle of poverty, eroding their self-esteem and promising future on a daily basis.

Unemployment, according to Balogun (2003), is defined as the fraction of the labor force that is unemployed yet able and ready to work. Unemployment, according to Fajana (2000), is defined as a condition in which persons who are eager and capable of working are unable to obtain adequate paid labor. There is also a complete disregard for agricultural sectors, as well as youths migrating from provincial to metropolitan regions in quest of white collar work. This cuts agricultural employment even more, putting additional strain on existing metropolitan positions (Anyanwu, 1995). Unemployment is widely acknowledged as one of the Nigerian nation's macroeconomic evils.

STATEMENT OF THE PROBLEM

Joblessness has turned into a big issue in Nigerian youth's lives, leading to an upsurge in aggressiveness, vicious violations, kidnappings, restlessness, and socially deviant behavior (Fanimo & Olayinka, 2009). This has come about in dissatisfaction, dejection, and a reliance on family also, companions, who are dealing with their own challenges. Youth joblessness has a psychological and economic impact on both individuals and society in general, and it has been steadily increasing over

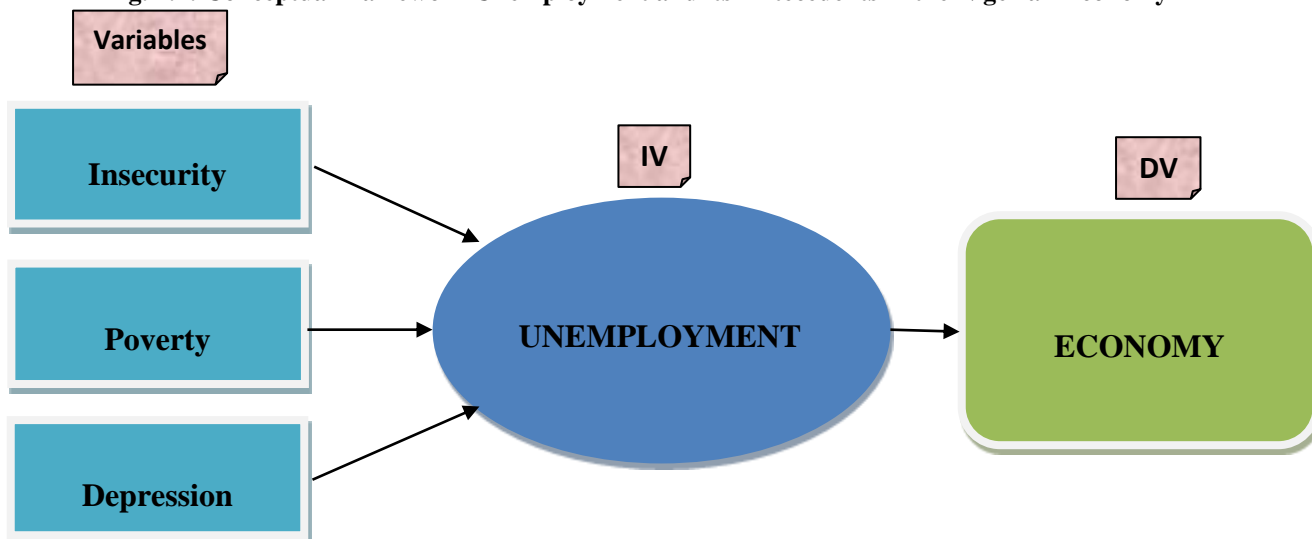
time. Unemployment affects people between the ages of 15 and 64. (Musari, 2009).

Accordingly, Nigeria's high level of youth joblessness has added to the nation's elevated degrees of destitution and uncertainty. Unemployment is a global economic problem that leads to poverty and a lack of resources. In recent years, Nigeria has experienced significant negative social, financial, and

political advancements because of youth joblessness and underemployment, as confirmed by rising aggressiveness, savage wrongdoings, grabbing, anxiety, and political unsteadiness. The Nigerian circumstance is exacerbated by the new worldwide monetary crisis, which has annihilated organizations and made it hard for youngsters to look for a job (Fanimu & Olayinka, 2009).

CONCEPTUAL FRAMEWORK

Fig. 1.1: Conceptual framework Unemployment and its Antecedents in the Nigerian Economy



Source: Desk research (2020)

To execute the research, the following dependent and independent variables are shown in the conceptual framework. Joblessness is the independent variable while economy is the dependent variable. These two variables have been chosen to see the relationship between these variables i.e. to see the impact of employment on the economy.

AIM AND OBJECTIVES

The aim of this study is to look into the causes and effects of unemployment in Nigeria. The objectives that will guide this study are as follows.

- (1) To find out the causes of unemployment in Nigeria and how it has impeded the economic development.
- (2) To discuss the factors affecting unemployment in Nigeria.
- (3) To proffer solution.

SCOPE OF THE STUDY

The extent of this study is focused on the conversation on joblessness and its predecessors in the Nigerian economy.

SIGNIFICANCE OF THE STUDY

The significance of this study lies on its usefulness. The study of this topic will be relevant and of interest to everyone. It would expose the factors that negatively influence the degree of joblessness in Nigeria. The finding of this research would add to the existing body of knowledge on this topic, which future researchers (students, authors, writers, etc.) would find relevant for their study.

CONCEPTUAL REVIEW

Overview of Unemployment

Calvin Coolidge, a Politician asserts that "When a great number of individuals can't look for a decent job, unemployment results." Joblessness rate in Nigeria rose by 4% from 23.1% in third quarter of 2018 to 27.1% in second quarter of 2020. National Bureau Statistics report shows Nigerian's underemployment rate has climbed to 28.6% from 20.1% in 2018. A person is considered to be employed if he or she is involved in the production of goods and services, so really adding to the Gross Domestic Product (GDP), which is a component of the national accounts, and receives pay in whatever form or amount for that activity. To boost employment and minimize unemployment in Nigeria,



goods (GDP) should be generated domestically. Anyone who is able to work but does not have a job is referred to as being unemployed. Unemployment is one of the most widespread and persistent issues in the globe. Individuals in addition global communities are concerned. Unemployment is measured as a extent of the complete accessible workforce that is unemployed but actively searching for work. This is known as the joblessness rate. Notwithstanding, noticing that the pace of unemployment is miserable has increased during last few years due the fallout from the economic challenges (Olawale 2016). Unemployment can also be characterized as the contrast between the quantity of individuals who could be employed and the quantity of individuals who are now working.

People who can work become unemployed when they can't obtain a suitable paid job for a specific length of time. As per the Bureau of Statistics, as of September 2016, 38 percent of the population of working age is unemployed, and 65 percent of Nigerian young are unemployed. Unemployment, according to Aguené (1991), is characterized as the amount of people in the population who are wanting to work but unable to do so due to the absence of available jobs.

TYPES OF UNEMPLOYMENT

The following categories of unemployment are identified by Fajana (2000), Alao (2005), and Wikipedia (2010).

Frictional Unemployment: The reason of this form of unemployment is industrial friction. There are positions available, but people are unable to fill them because they lack the necessary abilities or are uninformed of their existence. This arises as a result of ignorance, labor immobility, raw material shortages, and machinery breakdowns. Old age, physical or mental infirmity, reckless attitude toward the job, and inadequate training are all factors that contribute to this type of joblessness.

However, Andrea (2020) noted that Frictional unemployment is the lack of employment due to factors like the search for a new job or due to the entering of the workforce of students after finishing college. All of this takes time, which entails a time of temporary frictional unemployment.

Structural Unemployment: According to Olawale (2017), this sort of unemployment is produced by a mismatch between the skills demanded by employers and the skills presented by employees due to a shift in the country's economy. Moreover, Andrea (2020) stated that structural joblessness can be regarded as long-term unemployment due to a mismatch of demand and supply on the job market.

Cyclical Unemployment: According to Olawale (2017), cyclical unemployment is caused by a drop in demand for goods and services. It is frequently

caused by an economic downturn or a condition that requires corporations to lay off an enormous number of employees to cut costs. In the same vein Andrea (2020) opines that cyclical unemployment refers to a state where there are large swings in unemployment due to adverse economic conditions like recessions.

Seasonal unemployment: It is claimed to occur whenever individuals are laid off on a seasonal basis owing to the idea of their work. For instance, some businesses make the majority of their sales in only a few months. When firms provide items for Christmas, for example, this is a good illustration. Sales normally surge in the months leading up to Christmas. After Christmas, though, there are hardly no sales at all. Seasonal unemployment is a huge problem, especially in those kinds of organizations, because employers simply don't need their workers once the busy season is gone.

Voluntary Unemployment: There is additionally a subset of persons who do not wish to work by any means and prefer to spend their free time doing so. Those individuals add to the situation known as "voluntary unemployment."

Disguise unemployment: - This is claimed to happen when a huge number of workers are doing the work of a few people, i.e. the present work is shared by an enormous number of labourers, and the work will keep on being done even if some workers are withdrawn.

Causes of Unemployment in Nigeria

High and Rapid Population Growth: As the quantity of individuals who are searching for occupations is increasing, it is more difficult to arrange jobs for all these huge numbers of workers. The interest for work will be more noteworthy than the stockpile of available occupations experiencing the same thing. Therefore, the quantity of jobless individuals will rise.

Advancement in Technology: The continual technical advancements that have boosted mechanization or production techniques are to blame. It's vital to remember that technical advancements are always occurring, resulting in more mechanization of the manufacturing process. This, thus, results in labor displacement and, eventually, unemployment (Oladele, 2011).

Lack of Quality Education and Skills for Employment: This happens when the capabilities of an individual are not adequate to meet his work liabilities. As need might arise for talented and educated individuals grows, work choices for those without a school confirmation decrease, bringing about a higher joblessness rate (Morgan, 2015).

Rising Cost of Production: Companies are finding it difficult to give their employees the normal ideal compensation, or on the other hand lowest pay permitted by law in some situations, due to rising



costs. As a result, employees reject low-wage positions and abandon businesses.

Unstable and Corrupt Political Environment: In Nigeria, bad leadership and a high level of corruption are also major issues. The government's failure to satisfy its constitutional obligations has come about in a significant degree of unemployment.

Lack of Infrastructural Facilities: The economy has become hostile to investors due to a lack of decent roads and a consistent and reliable electricity supply. It is difficult to grow and thrive when there are no good roadways to move goods and services.

Tribalism and Nepotism: Because of tribalism and nepotism in Nigeria, criteria for the recruitment process are mainly based on tribalism, nepotism and god-fatherism. As a result of this, qualified candidates who are supposed to fill vacant positions are not given any opportunity; hence are given to those undeserving of it.

High Taxation: The job of the public authority is to establish an empowering climate for investors to come in by lowering the tax. As indicated by the SMEDAN, the vast majority of the Nigerian SMEs die before the 5th year anniversary. The economy has become hostile to investors due to a lack of decent roads and a reliable and long-term power supply. It is difficult for a country to expand and prosper if there are no excellent highways to carry goods and services.

EFFECTS OF UNEMPLOYMENT IN NIGERIA

Insecurity: There is a popular saying that 'an idle mind is the devil's workshop' meaning that an unemployed person can easily be initiated into criminal activities, cuts, kidnapping and rape. They can readily be utilized as political thugs by politicians searching for a quick buck. According to Katsina (2012), employment signifies the totality of individuals that are working for wages in cash or kind in public and private business enterprises. This also takes into account those that are gainfully engaged. Achumba, et al (2013) asserted that the outcome of the high level of joblessness and poverty amid Nigerians, especially the youths, unfavorably attracted violent crime.

Security is the course of action allied with the eradication of any sort of threat to man and his values (Adegoke, 2014). The idea of security is embedded in the freedom from threat and the society's aptitude to retain an independent distinctiveness in addition their functional integrity coupled with forces of change (Afolabi, 2014; Odekunle, 2005).

The deficiency in adequate and proficient security brings about the notion of insecurity. Nwagbosa (2012) attests that insecurity implies various implications, for example, nervousness, dread, flimsiness, vulnerability; risk; peril;

nonattendance of wellbeing; with a scarcity of protection. According to Beland (2005), insecurity brings about panic or unease springing from an actual or assumed deficiency in the arrangement of satisfactory protection. Insecurity can be viewed from two perspectives. First and foremost, insecurity is the condition that constitutes the threat or intimidation of being prone to mischief or harm.

The insecurity circumstance in Nigeria has the potential to interrupt commercial activities during moments of violent behavior, in addition prompt the outright closure of many businesses, particularly in areas where insecurity is prevalent, in order to protect business property and operators (Nwagbosa, 2012).

Since 1999 after Nigeria returns to civil rule, the electoral violent behavior appears to have taken a devilish height. This had been reported to have brought about political assassinations and other threats to the Nigeria security. Hired and Political Assassination is a further form of insecurity grappling Nigeria State. It is an additional dimension to the security crisis that is confronting the state of Nigeria security. Nwanegbo and Odigbo (2013) in their study listed a vast number of politicians that has been murdered since the emergence of democracy in the Nation.

Poverty: Unemployment, particularly long-term unemployment, can result in considerable poverty. Since most of the people depend on their work to take care of their bills, assuming they lose their positions, they may presently not have the option to bear the cost of the necessities of life and may confront significant poverty. Accordingly, while considering the reasons of insecurity in Nigeria, poverty, according to numerous researchers, is one of the variables contributing to the growing level of insecurity emerging from the Nigerian economic environment (Ajodo-Adebanjoko & Walter, 2014; Onoja, 2014; Osunyanmi, 2014).

Furthermore, it is common knowledge that we cannot purchase anything without cash; consistent revenue provides food, attire, and sanctuary. Unemployed people will not be able to satisfy their financial responsibilities due to a loss of pay. People who default on their mortgage or rent payments, for example, will lose their homes and become homeless. Unemployment also limits people from doing a variety of things and participating in other hobbies, such as traveling. Accordingly, the public economy suffers, resulting in poverty. Jobless individuals can't support an insignificant personal satisfaction because of the monetary emergency and a country's lower total purchasing power.

Poverty and unemployment are mutually beneficial. Joblessness is one of Nigeria's most persistent socioeconomic problems (Aighokham, 2008). One of the main causes of insecurity in



Nigeria, as indicated by Nwagboso (2012), is successive administrations' failure to zero in on the difficulties of poverty, unemployment, and unequal distribution of income among ethnic groups. The issue of joblessness has caused hunger and malnutrition. Volkova et al. (1986) stated that unemployment and price increase of food and the unceasing onslaught of jobless and their dependents have led to increase malnutrition and its associated diseases in the third world.

Depression: Joblessness has a psychological impact on a person. Several studies have found a link among joblessness and low self-esteem and confidence, which can contribute to depression. Furthermore, uneasiness and feelings of anxiety have increased, leading to psychosomatic disorders, a sense of individual uselessness, and impotence.

Furthermore, excessive unemployment frequently leads to greater marriage breakdown, societal divisions and prejudice, in addition higher self-destruction and crime percentages, especially among the youthful (Garry Ottosen & Douglas Thompson, 1996). Joblessness has likewise been connected to a breakdown in family functioning, since it impacts how guardians collaborate with their kids and life partner. Parents who are unemployed invest more energy with their kids, however the nature of those interactions is lower than for parents who are employed. (Barling 1990; Liker and Elder 1983). Notwithstanding, it is unclear how unemployment plays a part in these negative outcomes, in addition to the significance of other connected elements.

In addition, Graham (1992) maintained that some unemployed people, and their families, experience anxiety and despair, frustration and desperate unhappiness. He also stated that the psychological pressure of unemployment causes some people to suffer stress, and stroke. He also agrees that the evil effects of mass unemployment have cracked some families in the country. As a result of this, the disintegration of once-happy marriages. Also, according to "Awake Magazine" (July 22, 1984), families have broken up and the future of their children is grim due to unemployment.

Furthermore, the most severe effect on a jobless individual is the descending winding; it engulfs one's mental health. Unemployed people can feel worthless and helpless, and when they are the breadwinner in their family, this is compounded by the added pressure of having to accommodate those who rely on them. The longer unemployment lasts, the dreamier the scenario becomes.

SOLUTIONS TO UNEMPLOYMENT IN NIGERIA

Productive Work of the Government: To address Nigeria's joblessness circumstance, the government must be effective in carrying out its responsibilities. It is important to build a socioeconomic climate. The government must anticipate impending disaster and take all necessary steps to avoid it.

Reformation of Educational System: To generate skilled graduates, innovators, and entrepreneurs, the educational system must be overhauled. Practice and research, not simply theoretical learning, should be prioritized. In remote areas, the government must also build schools, good facilities, infrastructure, and job possibilities. This will reduce migration to cities, resulting in lower population and unemployment in cities.

Expansion of Agricultural Sector: More effort ought to be given to the horticultural area. Agriculture is the taproot of our economy. Government can encourage farmers by building agriculture estates like cassava, banana, cocoa plantation and also breeding of poultry, piggery, goat and fishery. This not only generates revenue to the public authority yet lessens high pace of joblessness.

Youth Empowerment on Creativity: There are a ton of creative people in Nigeria, but the issue is that they don't realize it. Some people will reassess their strategy and prepare their minds for exploitation. Mentoring can help cultivate a portion of the innovative attitudes that many Nigerians have. Mentors should have the option to guide youth in specific areas of life, as it takes someone who is willing to follow and make an influence in life.

Family Planning: When family planning is introduced and passed as a law with implementation in Nigeria, parents will maintain not having babies like that because of the plan, the created job opportunities will go to some extent and results to the reduction in the high joblessness rate in the country.

Industrial Development and Infrastructure: Construction of more industries in Nigeria will go a long way to reducing unemployment in Nigeria. The government of Nigeria should give more allocation to industrial development and infrastructure wherever they are making their yearly budget. Even if Nigerians don't know how to operate or manage the industries, a portion of the residents ought to be sent abroad to acquire the skills, come back and work for the country. The skills they acquire will be developed by their heeding in many industries in the country.

EMPIRICAL REVIEW

Achumba, Ighomereho and Akpor-Robaro (2013) in their study found insecurity to deter business activities. The researchers came to the conclusion that a safe company environment is needed to allow for effective commercial activities



and a long-term development process. Adegoke (2014) findings revealed that unemployment, poverty, and religion as the source of insecurity in the country.

Moreover, Achebe (1983) in his comparative analysis study on "The trouble with Nigerian" discovered that a need of patriotism among Nigerians have contributed very much to our unemployment situation. He pointed out that the evidence previously showed that unpatriotic act of most Nigerians in public industries on public properties, consideration of "self-first", the sweeping destruction of public property worsened Nigeria unemployment situation.

As per a recent report by Dr. Brenner on the "Impact of the Social Environment on Psychology," each 10% expansion in the quantity of jobless individuals causes a 1.2 percent increment in all out mortality, a 1.7 percent increment in cardiovascular illness, 1.3 percent more cirrhosis cases, 1.7 percent more suicides, 4.0 percent more captures, and 0.8 percent more attacks answered to the police. Moreover, long periods of unemployment have been shown to lower workers' life expectancy by around 7 years (Anderson 2006).

According to a World Bank study on the investment climate report for nine African nations, insecurity was cited by 36 percent of company operators in Nigeria as a major barrier to investment. Insecurity is a powerful disincentive to business venture investment because it scares away potential investors and financiers. 2015 (Owolabi & Ayenakin).

Kidnapping and hostage taking as reported by Ngwama (2014) started off in the South-south province and it has spread over Niger-Delta states as a notorious act in Oil rich Niger Delta.

THEORETICAL FOUNDATION

➤ The Keynesian theory of employment

Keynesian theory of employment was a reaction against the classical economics. In his paper titled "The General Theory of Employment, Interest and MONEY," Keynes became an outspoken proponent of full employment and government intervention as a way to stop economic recession. Features of the Keynesian theory are listed below;

- a) Output employment and income are interchangeable terms
- b) Employment and income depend on effective demand
- c) Effective demands is governed by aggregate demand and aggregate supply
- d) Since aggregate supply remains constant in the short-run, Keynes concentric on the aggregate demand.

➤ Classical Theory of Employment

The premise of full employment of labor and other economic resources underpins classical theory. Classical economics thought that a stable equilibrium at full employment was a normal state of affairs. There is always a tendency toward full employment if there isn't full employment in real life. Not exactly full work is an anomaly that will be resolved in the long run by the economic system's automatic mechanisms. The presence of a specific measure of intentional joblessness is steady with a situation of full work. Labourers won't acknowledge the going wage rate, resulting in voluntary unemployment. Thus, classical economists define full employment as the absence of involuntary unemployment. "Full work" is characterized by Prof. A.P. Lerner as a condition in which "every one of the people who want to work at the overall compensation rate get work easily." so, when the traditional financial specialists expect full business, they mean to say-(a) that compulsory joblessness doesn't exist; (b) that there is plausible of some measure of frictional joblessness, and (c) that such frictional joblessness will vanish over the long haul i.e., there is generally an inclination towards full work.

PHILOSOPHICAL FOUNDATION

Philosophical foundations of employment law are emerging as a new field of scholarship. The case that it is a great time for philosophical thought isn't to reject that at last the mark of business regulation is to follow through with something. One of business regulation's key assignments is to give a balancing force against the force of proprietors of business associations on the side of laborers, who, since they have nothing to sell except for their work, experience the ill effects of an innate shortcoming of bartering power that can prompt abuse.

Although there is much to be claimed for the idea that employment law requires action rather than reflection, there are some compelling reasons to believe that the goals of labor law cannot be realized until its philosophical roots are articulated.

GAP IN LITERATURE

The views of most economics always go with their thinking at that particular time. The two major schools of thought were the "classical and Keynesian" the two have different ideas on the causes and the effects of unemployment. The classical were the school of thought that emphasized the role of money in explaining short term changes in national income. Traditionally, this theory has been that unemployment has been looked upon in terms of aggregate. Their view was that involuntary unemployment was a short term phenomena resulting from a discrepancy between the price level and the wage level.



Unemployment was the result of too high real wages. At times the wage level in the classical view would be reduced and there would be no unemployment. According to Olueye (2006) classical economist argued that unemployment exists when unions maintain wages above their equilibrium level. When this happens, we have a situation of involuntary employment. Cyclical unemployment differs from structural and fractional unemployment (Lindbeck et al; 1999). It is unemployment that results from lack of aggregate demand in a down swing in the business cycle (Bannock et al., 1998) Professor A.C. Pigou in his theory of unemployment (1934) makes the volume of employment to depend on the real rates of wage and the real rates of wages and the real demand function for labour.

CONCLUSIONS

Joblessness can be a not kidding issue, particularly in basically frail geographic areas where firms don't have appropriate impetuses to open branches. There are a few various types of joblessness. Certain individuals just don't have any desire to work, other direly look for a task however can't get one. To have the option to battle elevated degrees of joblessness, state run administrations need to take reasonable measure. This could mean giving firms the motivation to utilize more individuals or likewise to give better instruction to the overall population with the goal that joblessness diminishes normally. Thusly, more individuals can get once again into work and the general personal satisfaction for individuals is probably going to increment. Purposeful exertion ought to be made by strategy creators to expand the degree of result in Nigeria by further developing usefulness/supply to lessen joblessness and the costs of labor and products (expansion) to support the development of the economy and the general public at large.

Recommendations

1. There is need for the government to revitalize the agricultural sector, modern equipments in agricultural facilities is likely to entice the youths into that sector, the sector have been left in the hands of the aged men and women.
2. Government should embark on provision of social amenities in the rural areas so as to reduce the urban-rural drift which have the capacity of reducing the rate of unemployment.
3. The government should urgently provide more infrastructural facilities like expanding the telecommunication network to the rural part of the country good roads and electrification projects which can create employment for its citizens.

4. Government should formulate monitoring policy to check the channel of increase government spending to find out why the huge spending has not transmitted into amiable economic growth.
5. The government should embark on social security program that would help in elevating the unemployment condition of the people in Nigeria.

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