ASSESSMENT OF THE ROLE OF THE NATIONAL DIRECTORATE OF EMPLOYMENT (NDE) IN REDUCING GRADUATE UNEMPLOYMENT IN SELECTED LOCAL GOVERNMENT AREAS IN KADUNA STATE, 2010/2015

BY

DANJUMA, HELEN
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BEING A DISSERTATION SUBMITTED TO THE SCHOOL OF POSTGRADUATE STUDIES NASARAWA STATE UNIVERSITY, KEFFI IN PARTIAL FULFILMENT OF THE REQUIREMENTS FOR THE AWARD OF MASTER OF SCIENCE (M.Sc.) DEGREE IN PUBLIC ADMINISTRATION

DEPARTMENT OF PUBLIC ADMINISTRATION,
FACULTY OF ADMINISTRATION,
NASARAWA STATE UNIVERSITY, KEFFI
NIGERIA

DECLARATION

I hereby declare that this dissertation entitled “An Assessment of the Role of the National Directorate of Employment in Reducing Graduate Unemployment in Kaduna State” has been written by me, that it is a record of my own research work. It has not been presented in any previous application for a Master’s Degree in Public Administration. All quotations are indicated and the sources acknowledged by means offend notes and bibliography.

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DANJUMA, Helen **Date**

CERTIFICATION

This dissertationentitled, “An assessment of the Role of the National Directorate of Employment (NDE) in reducing Graduate Unemployment in Kaduna State”, meets the regulations governing the award of Master of Science (M.Sc.) Degree in Public Administration of the school of Postgraduate Studies of Nasarawa State University, Keffi for its contribution to knowledge and literary presentation.

_____	_____
Prof. R. A. Akindele (Supervisor)	Date
_____	_____
Dr. Charles Nwekeaku (Internal Examiner)	Date
_____	_____
Dr. Abdullahi Mohammed (Head of Department)	Date
_____	_____
Prof. S. A. S. Aruwa (Dean Postgraduate)	Date
_____	_____
Prof. John A. A. Ayoade (External Examiner)	Date

DEDICATION

This work is dedicated to the Almighty God for his mercies, protection and grace throughout this programme.

ACKNOWLEDGMENTS

My deepest gratitude is to the Almighty God for giving me the strength and providing the resources to carry out this research.

I am very grateful to my supervisor, Professor R. A. Akindele, for his understanding and his constructive correction throughout the process of this research work. May God Almighty shower His blessing on you.

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A river that forgets it source will definitely dry up, says an old adage. I'm greatly indebted to my beloved husband, Barr. A. D. Adamu, my parents, Mr. and Mrs. Danjuma Joseph Odaudu. Thanks for your love, support and may you live to eat the fruit of your labour.

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ABSTRACT

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

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CHAPTER ONE

INTRODUCTION

1.1 Background of the Study

With the recent global economic recession experienced at both household and national levels, unemployment is no longer an alien word, as it has become a common word in the language of everyone. Even the western world has for some years now experienced a notable rise in unemployment rate. Welle (2010) maintains that official unemployment rate in the 16 European countries that use the euro rose to 10% in December, 2009.

Comments and characterization abound on the various dimensions of unemployment. To the International Labour Organization (1982), unemployment can be said to occur when a person is available and willing to work but is currently not being employed. One is forced to ask how many Nigerians are willing and available to work but are currently without job.

Frank and Bernard (2001) note that the unemployment rate in a nation is too significant to be ignored as it is necessary in assessing the level of economic activity in a country. Besides real GDP, one statistics that receives a great deal of attention from both economist and the general public is the rate of unemployment. The unemployment rate is a sensitive indicator to the conditions of the labour market. When the unemployment rate is low, jobs are secure and relatively easier to find. Low unemployment is often associated with improving wages and working conditions as well as employers competing to attract and retain workers.

In nations, most especially in developing countries like Nigeria, unemployment serves as a major yardstick for development, as was rightly portrayed in Seer's (1969) following definition of development; the questions

to ask about a country's development are therefore, what has been happening to poverty? What has been happening to inequality? What has been happening to unemployment? If all the three have declined from high level, then there is no doubt that this has been a period of development for the country concerned. If one or two of these central problems have been worse, especially if all three have, it would be strange to call the result "development, even if per capital income doubled.

Consider the situation of an able-bodied young man who is a graduate and currently unemployed, with a lot of dependents waiting on him for survival, or a young family man who was doing very well in a leading financial institution and was suddenly laid off due to the economic recession. The right-sizing as well as the resulting downsizing in federal parastatals has to also lead to a considerable loss of job. Victims of all aforementioned situations are likely to pass through psychological trauma due to job losses, even if they are strong enough to withstand the embarrassment of being laid off and subjected to subsequent unemployment.

In an analysis of unemployment problems in Nigeria, Onosede (1982) stated that, economic development is about people and people are the most important resources required to bring about development. When a large number of people suffer hardship and deprivation because of inadequate opportunity in the national economy for gainful employment, whatever level of development is achieved becomes of questionable value. Besides, when able-bodied men and women are involuntarily unemployed, the nation is underutilizing its most important resources and realizing less than its full potential in development. Finally, when the rate of unemployment is intolerably high, it may be impossible to prevent the desperate unemployed from disrupting productive processes and thereby making the employed less

productive apart from the threat it poses for the maintenance of law and order except perhaps under threat of grossly repressive laws.

The effect of unemployment, as noted by Onosede (1982), which ranges from Underutilization of human resources, economic hardship, social and civil unrest, poses a threat to the much-desired development. How then did this situation emanate? What are the causes of unemployment? The cost of unemployment in any society cannot be overlooked or overemphasized as every preferred remedy has to look at the root cause of unemployment in the nation.

In a bid to address the menace of unemployment, various policies have been put in place by the Federal Government of Nigeria. Notably among these is the establishment of the small and medium enterprises Development Agency of Nigeria (SMEDAN) in 2003 to promote the development of micro small and medium enterprises (MSME) sector of the Nigerian economy, which is to source, process and disseminate business information, develop policy, establish business support programs and build capacity and promote service as well as to enhance MSME access to finance.

Another of such progress is the Nigerian Agricultural Co-operative and Rural Development Bank (NACRDB) Limited which is dedicated to financing agriculture at both micro and macro levels. They are to provide affordable financial and advisory services to the farm and non-farm enterprises in the Nigerian economy, using well-trained and highly motivated staff, backed by appropriate technology. Others which were established but later scrapped include the Directorate for Food Road and Rural Infrastructure, otherwise known as (DFRRI), Mass Mobilization Self Reliance and Economic Reconstruction (MAMSER) and the National Agricultural Land Development Project (NALDA), created by the Babangida regime but scrapped by the Abacha regime.

The average unemployment rates in Nigeria for the decades of the 1960s and 70s were about 2% and 4.5% respectively (National Bureau of Statistics) (1960-1970), which was considered both physically and economically sustainable. Unfortunately, in 1985 it rose to 8.5% which was considered high. Thus, as a result of the rising rate of unemployment and its possible consequences, the federal government of Nigeria established a committee in 1986 to proffer solution to the menace of unemployment. The committee's recommendations formed the basis for the establishment of the "National Directorate of Employment (NDE) in 1986 with the aim of curbing and reducing the rate of unemployment through skills acquisition, self-employment and labour intensive work scheme.

1.2 Statement of the Problem

Reoccurring incessant unemployment in Nigeria have raised seripous questions as to the effect of National Directorate of employment in Nigeria, particularly in Kaduna state. Previous study done in this area has opened some gaps to as to how well the agency has been responding to unemployment and tools of addressing them.

In a study carried out by Adebisi and Oni (2005) using survey design in Ekiti, Lagos, Ogun, Osun and Oyo. The study reviewed that NDE has 11 operational scheme and 30 job categories, it also revealed that the NDE training program met the need of the trainees as 99.2% of the trainees and 98.3% of ex-trainees said that they learnt the jobs they had wanted to learn at NDE. Furthermore, all the 120 ex-trainees sampled (100%) said the jobs they are now doing were the ones they learnt at the NDE. In conclusion, results of the study indicated that NDE has impacted positively on the previous unemployed Nigerians by providing them with gainful training. This study is going further beyond the Adebisi and Oni (2005) to Kaduna state to find out

the effect of NDE on unemployment situation in Kaduna state. In a different study, Obike, Ukohaa, and Nwajiuba [2010] investigated the role of National Directorate of Employment (NDE) in poverty reduction among farmers in Nigeria, using Abia state as a case study. This simple random sampling technique was adopted for the study, and structured questionnaires were used to obtain information, the findings of the study, Obike et al [2010] concluded that NDE beneficiaries enjoyed better agricultural packages than non-beneficiaries and that the NDE plays a vital role in the poverty reduction of farmers in Abia state, Nigeria. The study also shows that farmer's income is significant in poverty reduction. This shall concentrate on employment and unemployment issues in Kaduna state.

This study shall fill the gap created by the two previous studies by extending the scope of this study to Kaduna state, the study shall concentrate on employment issues other than Agricultural contribution of the agencies as one of the previous studies admitted. While one of the previous studies was on training, this study shall focus on employment. The study is out to interrogate; **What effect does NDE has on Unemployment in Kaduna state?**

1.3 Research Questions

1. To what extent has National Directorate of Employment role of reducing graduate unemployment affected Kaduna South and Zaria Local government Areas of Kaduna State?
2. To what extent has National Directorate of Employment role of skill acquisition Programme affected graduate unemployment Kaduna South and Zaria Local government Areas of Kaduna state?
3. To what magnitude has National Directorate of Employment affected entrepreneurship development of Kaduna South and Zaria Local government of Kaduna state?

1.4 Objectives of the Study

1. To examine the effect of National Directorate of Employment role in reducing graduate unemployment Kaduna south and Zaria Local Government Areas of Kaduna State
2. To examine the effect of National Directorate role of skill acquisition Programme Kaduna south and Zaria Local Government Areas of Kaduna state
3. To examine the effect of the National Directorate of Employment role of entrepreneurship development Kaduna south and Zaria Local government Areas of Kaduna State.

1.5 Significance of the Study

This study seeks to assess the role of the NDE, considering it as an autonomous government agency established in 1986 by Degree No. 24 of 1989. It is not a department under the Ministry of Labour, Employment and Productivity.

The study provides vital information on the National Directorate of Employment and graduate unemployment, thereby helping not just students of Public Administration but the general public, policy makers and politicians who are either affected in one way or the other or charged with the task of making developmental policies to set their priorities right. This study is motivated by the pandemic of unemployment and the desire to make scholarly contribution to the search for a more viable and workable approach to reduction of unemployment. The study also highlights the areas of constraints of the National Directorate of Employment and proposing possible solutions as to what should be done to make the unemployed populace feel the impact of the scheme especially the unemployed graduates. It examines already existing measure which can be improved upon or substituted with innovative ones.The information that the study offers adds to

the existing literature on the subject of graduate unemployment intervention alleviation strategies in Kaduna State andNigeria in general.Thus, given the importance of the task the National Directorate of Employment was established to perform, it is therefore expedient to assess periodically the organization to confirm if it is really achieving its set objectives.

1.6 Scope of the Study

The time frame of this research work is 2010-2015. This study is on graduate unemployment in Kaduna state with two local governments which are Zaria and Kaduna South local governments, used as case studies. Both of them were chosen because they have the largest number of beneficiaries.

A limitation to this work encountered is the lack of cooperation as regards to the data provision on the part of some members of staff and beneficiaries of the National Directorate of Employment was also a constraint. Importantly, persistence and persuasion formed part of the researcher's arsenal.

1.7 Definition of Terms

Graduate: In the United States, a graduate or a "grad student" is a student who having obtained a bachelor's degree, is now pursuing a master's or "graduate degree" in a 1-6 year graduate school program that is typically completed in 2-3 years (Bureau of Labour Statistics).

Graduate may also refer to: a person who has completed an academic degree in any discipline.Thus, in the context of this study, anyone who has graduated from a tertiary institution, be it Polytechnic, Monotechnic, College of Education or the University and obtained a Diploma, National Certificate of Education (NCE) or a Degree is considered a graduate.

Unemployment: To the International Labour Organization (ILO), unemployment occurs when a person is available and willing to work but

currently is without work. Thus, for the purpose of this study, unemployment is defined as a situation whereby an educated person is currently without a means of livelihood.

Labour force: Thomas defines labour force as the non-institutional population who are working. It is in this sense that the term is used in this study.

Empowerment: Rappaport's (1984) definition includes: "Empowerment is viewed as a process: the mechanism by which people, organizations, and communities gain mastery over their lives".

CHAPTER TWO

LITERATURE REVIEW

2.1 Introduction

This chapter begins with a review of the scholarly works literatures that discuss concepts relevant to this study. Concepts like unemployment, employment and underemployment were articulated and clarified. Types and cause of unemployment are also discussed; government policies and strategies for reducing unemployment were discussed and finally, Keynesian theory is presented as the theoretical framework of analysis for the study.

2.2 Conceptual Framework

2.2.1 Unemployment

Unemployment, as defined by International Labour Organization (ILO) (1982): "occurs when a person is available and willing to work but currently without work". Thus, ILO agrees that only a person who is willing and available to work but without it can be referred to as unemployed. This implies that everyone who is willing and accepts to work but presently without work is unemployed. To Colander (2001), unemployment occurs when people are looking for a job and cannot find one.

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

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

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

Unemployment in Nigeria has actually become a menace, a vivid picture of which was painted by former Executive Secretary, National Manpower Board (NMB), Umo (1998), who, in the *Guardian* Newspaper of September 22, remarks that; the problem of unemployment amongst our tertiary graduates is of recent vintage, if situated in a historical perspective, it is not more than two decades since it started, but since then, it has become unabated and cumulative.To him, many young graduates move from long spells of unemployment to high crime, including armed robbery, while others have become handy tools for unscrupulous politicians.

The word unemployment can be a situation in which persons who are actively seeking for job are not able to secure them. Mustapha, in his work quoted by Aigbokhan (199:52), argued that examining unemployment in this way immediately throws up two problems of distinction. One is the distinction between joblessness and unemployment. To him, a jobless person

may not necessarily be unemployed if he is not seeking for a job. Secondly, there is the distinction between seeking for a job and actively seeking a job because a "discouraged worker" or a job seeker may be passively seeking for a job out of frustration from past search efforts. These are good and important observations but, either way, they are still without work and will be willing to do one if they find it.

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

2.2.2 Employment: Stephen Dallin's (1989:72) definition includes: "Employment as a relationship between two parties, usually based on a contract where work is paid for, where one party, which may be a corporation, for profit, not-for-profit organization, co-operative or other entity is the employer and the other is the employee".

Frank and Bernard (2001) define employment in term of being employed. To them a person is employed if he or she works full-time or part time (even for a few hours) during the past week or is on vacation or sick leave from a regular job. Achegbolu (2008) averts that there are basically two domains of employment namely; public sector employment and private sector employment. Public sector employment could be summarized as comprising

employee/workers who are paid with public funds. They include workers of federal, states and local governments: ministries, extra-ministerial departments or parastatals, agencies, commissions, boards, armed forces and paramilitary organizations.

The private sector equally consists of two variants: the organized private sector and the non-organized private sector. The organized private sector consists of usually big/large business organizations and it incorporated as legal and corporate entities. The non-organized private sector is made up of one-man business or sole proprietorship and partnership businesses which are relatively small in size, paid up capital and workers employed. It is worthy of note that all the aforementioned domains of employment are all employers of labour. In a nutshell, an individual in employment could be defined as a person who is currently working for wages.

2.2.3 Labour Force

Hailstones, Martins and Mastrianna (1970:18) define labour force "as the non-institutional population who are working or looking for work". That is, it includes the unemployed, the employed, proprietors, the self-employed and members of the armed forces. To him, the labour force excludes all persons engaged exclusively in housework in the home. Accordingly, a student is not a member of the labour force unless he is working in addition to attending school. It is worthy of note that "non-institutional populations" refers to all persons 16 years of age and older including members of the armed services but excluding persons in institutions.

As defined by Badamosi (1999:67), labour force is "the totality of employed, the self-employed and the unemployed". That is those who have job plus those who are looking for work. The labour force, according to Schiller (2004:56), "includes everyone age 16 and older who is actually working plus

all those who aren't working but are actively seeking employment." Individuals who, in a particular week, fail to work due to vacation, illness or labour dispute are also counted as employed and so, they are referred to as "with job but not at work". People who are neither employed nor actively seeking work are not counted as part of the labour force; they are referred to as "non- participant". As earlier reported "discourage workers" (job seekers who become frustrated after repeated rejections) are not counted as part of unemployment problem because they are technically out of labour force. However, within the Nigerian context, this withdrawal posture is not applicable to the Nigerian environment.

2.2.4 Full Employment

The Classical View and the Keynesian view: classical economists believe in the existence of full employment in the economy. Full employment to them is a normal situation any deviation from this was regarded as abnormal. To the classical economist, unemployment resulted from the rigidity in the wages structure and interference in the working of free market system. This comes in the form of trade union legislation, minimum wage legislation etc. On the other hand, full employment exists "when everybody who at the running rate of wages wishes to be employed. According to Pigou (2003:6), those who are not prepared to work at the existing wages rate are not unemployed because they are voluntarily unemployed. To them, there should be no possibility of involuntary unemployment in the sense that people are prepared to work but they do not find work.

According to classical economist, the above view only operates in an ideal economy. This far differs from the reality in which involuntary unemployment is prevalent. The Keynesian View**:** To Keynes (1936), full employment means the absence of involuntary unemployment. That is, full

employment is a situation in which everybody who wants to work gets work. He assumes that with a given organization, equipment and techniques, real wages and the volume of output are uniquely co-related so that, in general, an increase in employment can only occur to the accompaniment of a decline in the rate of wages.In order to achieve full employment, Keynes advocates increases in effective demand to bring about reduction in real wages.

2.3 Types of Unemployment

Economists have distinguished between various types of unemployment which include cyclical, frictional, structural and classical unemployment. The aforementioned types are the most widely accepted by scholars. Other additional types that are occasionally mentioned are seasonal, hardcore, migrated unemployment. Babatunde (1989), in the *Guardian* Newspaper of August 29, 1989 identifies three major types of unemployment as primary, secondary and post-secondary unemployment. First to be considered is those most widely accepted by renowned scholars. It is worthy of note that though there have been several definitions of voluntary and involuntary unemployment, a simple distinction between them, as given in the Wikipedia, is that "voluntary unemployment is attributed to the individual's decisions, whereas involuntary unemployment exists because of the socio-economic environment, which include the market structure, government intervention and the level of aggregated demand in which individuals operates.

2.3.1 Cyclical or Keynesian Unemployment:

Cyclical or Keynesian unemployment is also a demand-deficient unemployment. It occurs when there is enough aggregate demand in the economy. Cyclical unemployment exists when the number of workers falls short of the number of persons supplied in the labour force (Wikipedia). It gets its name because it varies with the business cycles which consist of

alternating period of booms and depression. It is during the downsizing of the business cycle that income and output fall, leading to widespread unemployment. That is not a cause of mobility between job seekers skills; it is simply an inadequate level of demand for goods and service and thus for labour. Frank and Bernanke (2001) assert that it could be likened to the most familiar form of musical chairs, in which the number of chairs is always less than the number of players.

The Great Depression of the 1930s is a striking example of cyclical unemployment. Another example can be found in the Nigerian economy where there are few available jobs for thousands of graduates produced by the various tertiary institutions in the country. Keynes (1936) argued that this type of unemployment exists due to inadequate effective demand. When demand for most goods and service falls, less production is needed and consequently fewer workers are needed, wages do not fall to meet the equilibrium level, and mass unemployment results.

2.3.2 Frictional Unemployment:

Frictional unemployment occurs when a worker move from one job to another. The time period between jobs is considered "frictional unemployment" (www.google.com). Frictional unemployment is an example of a productive part of the economy, increasing both the workers long term welfare and economic efficiency and is also a type of voluntary unemployment.Frictional unemployment is always present in an economy, so the level of involuntary unemployment is probably the unemployment rate minus the rate of frictional unemployment, which means that increase or decrease in unemployment is normally under-represented in the simple statistics (www.econlog/2009).

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

i. Enough jobs exist for those who are frictionally unemployed, that is there is adequate demand for labour.
ii. Those individuals who are frictionally unemployed have skills required for available jobs.
iii. The periods of job search are relatively short.

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

2.3.3 Structural Unemployment:

Structural unemployment occurs when the number of job in a labour market is unable to provide substantial job for everyone who wants one (Hailstones, 1970). For many job seekers, the period between are longer basically because they do not possess the skills that employers required. An example of this is the predicament that befell railway workers in Nigeria. During the70's and 80's, the railway industry was the major means of transportation and employed various skilled and unskilled workers. Gradually, the industry came to a standstill, which led to the laying off of its workers and thousands of people lost their jobs. Most of these workers had a decade or more of experience and substantial skills; unfortunately, the skills they had perfected were no longer in demand, thereby making it difficult for them to fit into other organizations. These workers could be said to be victims of structural unemployment.

In Nigeria, victims of rural-urban migration are more likely to suffer from structural unemployment because most of these migrant are poor and have inadequate education, few job-related skills and little work experience. From

their perspective, almost all decent jobs are “out of reach”; as a result most of them remain unemployed for longer than can be explained by frictional forces.

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

Factors which contribute to structural unemployment include the following;

i. A lack of skills, language barriers or discrimination keeps some workers from finding stable long-term job.
ii. Economic changes sometimes create a long-term mismatch between the skills some workers have and the available jobs.
iii. And finally, structural unemployment can result from structural features of the labour market that act as barriers to unemployment.

2.3.4 Classical Unemployment

Classical or real unemployment occurs when real wages for a job are set above the market clearing level, causing the number of job seekers to exceed the number of vacancies. Hayek in the constitution of library, unemployment increases the more the government intervenes into the economy to try to improve the conditions of those with jobs. For example, minimum wage laws raise the cost of labourers with few skills to above the market equilibrium, resulting in people who wish to work at the going rate but cannot as wage enforced is greater than their value as workers becoming unemployed. Alain (2006) opined that laws restricting layoffs made business less likely to hire in

the first place; and, as hiring becomes more risky, leaving many young people unemployed and unable to find work.

Economists like Murray (2006), in the American Great Depression suggest that even social taboos can prevent wages from falling to the market clearing level. Some economists believed that this type of unemployment can be reduced by increasing the flexibility of wages (abolishing minimum wage or employee protection) to make the labour market more like a financial market. This suggestion, unfortunately, will lead to massive exploitation on the part of employers, most especially in developing countries.

2.3.5 Seasonal Unemployment:

Schiller (2003) is of the view that some joblessness is virtually inevitable as long as we continue to grow crops, build houses, or go skinning at certain seasons of the year. At the end of the season, thousands of workers go searching for new jobs, thereby experiencing some seasonal unemployment in the process. Similarly, in Nigeria, during the raining season, farmers are actively employed to plough, make ridges, sow, cultivate and harvest crops. This includes both the aged and young; it is very common to see rural-urban migrants return to their villages to cultivate during the raining season. And, once harvest is over, they return to towns to search for menial jobs to cater for their needs. Ogunlesi (2015) said the claim by Nigerian statisticians that the country's unemployment rate nowadays stands at less than 10% was met with skepticism.

My reaction is simple: I don't believe the statistics of the National Bureau of Statistics," a union leader told the newspaper **Leadership.** And in a report headlined "Outraged Nigerians blast government over 6.4% unemployment claim", the head of an international development organization criticized the

figures: “This is a very unserious way to deal with a national problem,” Hussaini Abdu from PLAN International was reported to have said.

The comments followed the announcement in May by Nigeria’s National Bureau of Statistics (NBS) that unemployment stood at 6.4% for the final quarter of 2014 in Nigeria and had increased to 7.5% for the first three months of 2015.At a press briefing, the head of household statistics at the NBS, Isiaka Olarewaju, acknowledged that Nigeria’s unemployment figures have “been heavily criticized in various quarters, either for being too high or too low”. So, are they indeed too high or too low? This factsheet takes a look at how Nigeria’s employment statistics are calculated and how this has changed. On the issued how the data are gathered, controversy over survey data in Nigeria is not new. (Read our report on the country’s contested census figures.) At the heart of the current debate are changes the NBS made in how unemployment is measured and the argument over whether these make it more or less meaningful than before.

At the beginning of 2014, the NBS started collecting employment data quarterly. Their labour force survey is carried out over three weeks, covering 133,200 households across Nigeria’s 36 states and the Federal Capital Territory. At an average of 5.7 persons per household, the total sample size comes to about 800,000, Nigeria’s Statistician General, Dr. Yemi Kale, told Africa Check. The NBS methodology requires that half of the respondents in a particular quarter are resurveyed in the next one, so as to track employment trends as accurately as possible. People are considered unemployed when they are: aged between 15 and 64 and therefore fall in the “economically active” segment of the population, available for work, and actively seeking a job. People who choose to stay at home are full-time students, or are ill and unable to work are not counted as unemployed. What counts as full-time employment changed? The controversy over Nigeria’s unemployment figures

centres on the number of hours which a person has to work each week to be considered fully employed.

This measure varies from country to country. The International Labour Organization's benchmark is an hour a week and this is used to compile employment statistics in South Africa and Zimbabwe, for instance. In Nigeria, a benchmark of 40 hours per week was adopted in 2001 by the National Consultative Committee on Statistics. This means that people were only counted as "employed" if they have worked 40 hours or more in the week preceding the labour force survey. The NBS reviewed the 40 hour benchmark in September 2015, saying that it "has been described as outdated, both by local and international partners, and inconsistent with present realities in the country. The statistics agency consulted government agencies, universities, researchers and others and agreed on 20 hours per week-half-way between the ILO approach and the former Nigerian measure-as the new benchmark. The head of a Lagos-based financial advisory and market intelligence firm, told Africa Check that the NBS "appears to be really serious about the integrity of its data… [The changes] may not be perfect, but is far better than what we used to have," Femi Awoyemi of Proshare said, but he pointed out that Nigeria's contested census figures will always undermine the accuracy of surveys that seek to be representative of the population as a whole, such as the labour force survey. In a country without an exact idea of its population, discussing these other numbers is a problem," said Awoyemi. Other changes-an 'underemployment' category.

In addition to changing the way it calculates employment, the NBS also introduced a new measure calculating "underemployment". Labour force data was previously presented in binary terms: the number of employed people versus the number of unemployed. With the revision, people working between 20 to 39 hours a week are listed as "underemployed". This shifts a

large part of Nigeria's previously "unemployed" into the ranks of the "underemployed", resulting in a much lower unemployment rate. Take the first quarter of 2015. A total of 55.7 million people (75.9% of the labour force) were counted as employed and 5.5 million people (7.5%) as unemployed. The last figure appears low mostly because a further 12.2 million people (16.6%) who would have been deemed "unemployed" under the old stringent benchmark are now classified as "underemployed". 'Nigerians can't afford to be completely unemployed'. What the underemployment rate reveals is that Nigerians are working but not necessarily in high productivity or formal sector jobs. "As in many other developing countries, most Nigerians cannot afford to be completely unemployed," the World Bank said in its 2014 country economic report, which predated the methodology revision by two months. "Those without good productive employment therefore typically engage in various low productivity and low paying tasks for survival."

The head of a Lagos-based strategy consultancy agreed. OpeyemiAgbaje told Africa Check: "The real problem we have is more likely to be underemployment, rather than unemployment." He added: "You're unlikely to have a Nigerian graduate sitting at home doing absolutely nothing. He will conduct tutorials, sell mobile recharge cards or be an airport tout. "And the latest statistics suggest the pattern is continuing. Between 1.2 and 2.2 million young Nigerians join the labour force every year, but of the 469,070 new jobs created in the first quarter of 2015, more than two-thirds were in the informal sector.

2.3.6 The Strategies Employed In Europe to Combat the Problems of Unemployment:

In historical perspective, Europe was the first to face the problem of unemployment. The tackling of the problem had always been a difficult and controversial public issue at the early stage of the problem. The unemployed persons were treated like criminals that must be isolated and alienated from the society, driven to hard work/labour, and or as sinners to be regenerated by prayer (Ganaty, 1978). In the 16th century, there was a development of some state provision for the unemployed outside the poor law as recognition that the unemployment constituted some national and moral issues. Hence, the forcing of the unemployed victims to the work house and the principle of "less eligibility "stopped (Burnett, 1994). Based on the above, the government began to consistently look for ways to help the unemployed to have better living conditions. Consequently, Britain under the leadership of Wilson Churchill made their first national legislation in response to unemployment. The British parliament adopted the "National Insurance Act", which provided for a compulsory system of compensation for the unemployed (Holger, 1996). Under the Act, the unemployed persons seeking for jobs for the first time received welfare allowances for some period of time; while those that lost their jobs received unemployment benefits. Equally, the government legislation on protective tariffs, import quota, subsidies and restrictions on immigration helped to reduce domestic unemployment. Walter (1984) stated that the growth of early retirement in Britain is traced and linked with the enormous rise in unemployment. There was a direct policy excluding old workers from the labour market, especially to replace them with unemployed youths. These were possible as a result of a very minimal level of corruption and nepotism among Great Britain's politicians and bureaucrats.

2.3.7The Strategies Employed in America to Combat the Problems of Unemployment:

In comparism, the United States experienced, the unemployment problemis less than the problem in Europe, hence, there was no major political movement to reduce unemployment until the great depression of the 1930s (Holger, 1996). Since the great depression, there have been a lot of welfare benefits and insurance Acts for the unemployed. In 1978, a new strategy for managing labour was introduced in the United States. The action was as a result of massive layoff of workers in both the private and state establishments. The strategy was called Cliff's Shared Work Unemployment Insurance Program (SWUIP). The program encouragedemployers to shorten employee workweeks over conventional layoffs, leading to minimizing disruptions in the organization of work and the labour process. The system was that the workers' working hours a day were cut from the normal eight hours to six hours, while the number of working days was cut from five days a week to four days a week. As a follow up to these, the workers began to be paid according to the number of hours they worked (2004). Earlier, in the 1930s, the above strategy was proposed but the workers rejected the idea as being "a misery sharing". After about forty years, Califunion gladly accepted it. Cantor and Land (1985) stated that the workers had toaccept work sharing because they faced labour cut backs under duress. The action was to solve labour crisis in America and consequently it assisted insolving unemployment problem to some extent. Another strategy for solving the problem of unemployment in the United States was the focusing of attention on the importance of self-sufficiency and independence. Here, people were trained to be independent and they were supported by the government. This led to subsequent reduction of people seeking for wage employment.

According to Holger (1996), during the 1990-1991 recession, the United States Congress enacted a legislation providing for additional 13 weeks of

benefits. In 1992, the same congress authorized a further extension, which made jobless workers become eligible for 52 to 59 total weeks of benefits depending on therate of unemployment in a particular state. Equally, the people who wereentering the program for the first time received welfare benefits. The law to theabove is that such a person must register with the employment office and be reporting for job training until he gets a job. The reason for such action is to show that the person was really searching for job.

2.3.8The Government Intervention Strategies Toward Reducing Unemployment in Nigeria:

The various governments in Nigeria at the federal, state and localgovernment levels have at no time folded their arms and watched her citizens suffer as the result of unemployment. They have always had some policies forsolving the unemployment problems and also helping the unemployed inNigeria. The 1979 constitution of the Federal Republic of Nigeria in section 16(2), stated that unemployment benefits should be provided for all citizens.

The 1989 Constitution reiterated the same provision in section 17 (2)d. Section (3)a of the 1999 Constitution also has same provision. Based on the above statement, in these constitutions, there is an indication of government's intentions to see that the unemployed citizens are being taken care of. But how realistic are these statements? Are they merely policy statements or document which are never implemented? According to Akukwe (1992), that it is the responsibility of the federal government to provide for welfare to all the segments of her citizens.

This is by providing wise laws, good policy guidelines, sufficient funds, and direct services where citizens cannot.

In April 1986, General Babangida constituted a Committee on Strategy for Dealing with Mass Unemployment in Nigeria (COSDUM). The committee was charged with working on the following (Ole, 1988):

a. Encouragement of self-employment by ensuring that higher institutions produced graduates with relevant skills;
b. Discouraging geographical obstacles to employment through working out a system which enables Nigerians to work in any state irrespective of their state of origin.
c. Encouragement of technologies that are more labour based and at the same time efficient.
d. Revitalizing the employment exchange with a view to making their use legislatively obligatory; and
e. Greater screening of expatriate employees to facilitate a zero based expiation quota budget.

These were meant to be achieved through the cooperation of government relevant bodies and companies employing expatriates (Nwokoye, 1986). The worthiness of the programme was believed to be towards a long-term approach to the problem of unemployment in Nigeria. Based on the outcome of the committee in 1987, the National Directorate of Employment (NDE) was launched. The NDE has four major programmes,

a. National Youth Employment and Vocational Skill Development Programme;

b. Special Public Works Programme

c. Small-Scale Industries Development

d. Agricultural Sector Programme (Ola, 1988). With the establishment of the NDE, the Babangida Administration seemed to have addressed the problems of youth unemployment for the first time in Nigeria.

Also the Babangida government embarked on the campaign enjoining the unemployed to work towards self-employment or go back to their farms. There are obvious difficulties which the government may not have considered before the said programme. Some of these include the fact of non-

availability of free land. Most of the individuals coming out of school cannot get enough land for mechanized farming that can provide food production. Furthermore, after the Babangida administration succeeding governments, in their various strategies focused on poverty and unemployment. In early 1999, NAPEP was conceived and launched. Later full NEEDS were launched by Obasanjo's government, where wealth creation and employment generation were pursued with vigour. The administration of Yar'adua, in its seven-point agenda, had the programme of addressing unemployment in Nigeria.

2.3.9Empirical Literature

Since the earliest days of professionalism, social worker which Human Resource Manager form part of, has been concerned with unemployment. Elizabeth Poor Laws established the principles of "Less eligibility, distinguishing eligibility of people to work and also established work tests and work houses as prerequisites for help (Bargal and Shamir, 1985):Social workers viewed unemployment as a temporary phenomenon with assistance tending to be crisis oriented, short-term, and dependent on charges in a given society. They often treat clients for symptoms of joblessness such as depression, drug abuse etc, but not addressing unemployment as the underlying problem. Btiar (1988:145) tendency that the ardency of social workers to treat the symptoms rather than the causes of unemployment may be as a result of their lack of information about how to remedy joblessness. Macarov (1988:23) noted that there is an urgent need to view unemployment from a new and different perspective. Reason was that it is becoming increasingly clear and important, particularly in the view of possibility, if not the probability, that the need for human labour is diminishing constantly, and that despite many interventions and action's unemployment will ever continue to rise. In the same line of thought, Leontief (1984:26) predicted that "labour will continue to fall because all the goods and services produced in another 20 years will require 10% less human labour them at present".

Other researchers used different time Fannies and parameters, but agree with the basic premise (Ariffiths, 1974; Gerard, 1978; Macarov, 1985:23; Freedman, 1985). In views of the above, social worker begin to have more concern for human cost of unemployment. In 1985, the international Network on Unemployment was founded in Stockholm and Turkey. The network is dedicated to addressing unemployment trends in the developed and developing world, and the causes of unemployment, as well as service and policy responses to assist the jobless (Riches and Ternowesky, 1990). Another intervention used on the unemployed is the outreach approach some literatures suggest that joblessness for a variety of reasons, do not seek for help from social workers/Human Resources Managers (HRM) in time. First they often lack knowledge of social services that are available. The reason is that the unemployed usually seek support through family and friends. Second, their personal sensitivities about their status as unemployed people make some not to seek for help. Third, some associates seeking help from social services with being vulnerable in, need, or dependence (Ijrennan, 1985). Though social workers see a serious need to provide support that can prevent more serious problem for the unemployed. As a result, they devise outreach approach to get the unemployed people at the start of crisis. Outreach had been used by social workers since its inception. For the unemployed, this approach is particularly appropriate since it enables agency to identify potential clients, alert them on the service available and help them make use of the services (Toseland, 1981): The other approach to solution of unemployment by social workers is macro method. Here, they use the policy makers to change situations or ideologies that do not favour the unemployed people. It was discovered that social service alone cannot address the various causes of unemployment. Thus, there is need for social welfare policy reform when there is need to ensure human recovery as well as economic recovery whenever there is crisis of unemployment (Briar, 1983): Since the social

workers are aware of the power of the legislative arm of the government which is outside the social work administration they try to influence welfare policy through lobbying (Blegeleal1989). Therefore, Riches and Ternowesky (1990:342) suggest that the lobbying can be better made through the association of a professional body. The association can systemically document the employment needs and related stress of the unemployed. The regular collection of such data can be used for lobbying purposes and other form of political actions, (Riches and Ternowesky 1990). Another macro method of intervention used by the social works is advocacy.

Advocacy is a concept borrowed from the legal profession. Advocacy services grow out of social works emphasis on understanding people within their environment. It is also noted in the profession's awareness of now that environment can influence clients, well-being. Session and Cullum (1989:353) argue that advocacy is a core activity of social work that sets it apart from others in helping the profession. According to Sneafor and Honest (1991:357), the advocate "speaks, argues, manipulates, bargains and negotiates on behalf of the clients". It is a common practice that people in power usually do not want to give up. For this reason, often advocacy involves resistance because it requires significant change in the status quo. Hence, social workers may have to use tactics involving conflict to overcome the resistance. There are some useful skills which social work advocates use.

a) The effective advocacy will need to know how to use government document and other data sources often, it will be necessary to document the existence of a problem. The workers may need to know where to get facts information and official statistics.

b) Comfort with and ability to use the political process is also important

Most of the rules, regulation and funding for human services programmes are devised from law passed at the local, state or federal level. Changing laws, requires that the person knows how the political process works, and is able

touse the process to achieve social work goals (Kirst-Ashman and Hull, 1995:249). Despite the above, there are some problems that could be encountered by the social workers in the cause of carrying out the advocacy services.

(a) Advocacy often takes more time because problems are more intractable or difficult to solve. So the workers Human Resources Management (HRM) must have the ability to advocate the necessary time to change effort.

(b) Often, the people targeted for change by the advocate have great experience in avoiding the issues. The worker should be aware of this possibility and be prepaid for it and achieve objectives.

Not to take action will not amount to one of the most important objectives social work-which is to help people obtain needed resources.

Finally, social workers engage in social action as strategy for intervention on behalf of the unemployed. Social work has always been concerned with social action, which is related to the ultimate objectives of group work (Stroup, 1960):

Social action is the opposite of individual action. Social action in social work consists of group efforts both to alleviate conditions which make social services necessary and to make positive social gains, (Stroup 1960:18). To embark on social action some activities are involved such as fact-finding, analysis of needs, research, the dissemination and interpretation of information, organization, and other efforts to mobilize public understanding and support on behalf of some existing or proposed social programme (Morales and Sheafor, 1992:107).In recent year, considerable stress has been seen, by social workers and also lay people as the final means of resolving many conflicts of extending government social services (Stroup 1960:18) to some unemployed youth arm. Social workers (HRM) have come to realize that influencing of legislature by social action is one of their responsibilities. They can do that function in two ways:

a) Send their delegates to the legislature in order to express agency's outlooks.

b) Type action, which can be taken to arouse public\opinion on a legislative issue before or in place of direct influence on the legislative.

This is how the western countries have through welfare and social workers tried to help the unemployed in their areas. It is hoped that the Nigerian. Government should borrow some programmes from the above discussion in helping her unemployed youths.

2.4 Theoretical Framework

Much of the literature on development economics is dominated by the theoretical premises of the classical school of thought made popular by Adam Smith's *laissez-faire* (1776), and the neo-classical school of thought closely associated with Maynard Keynes's interventionist model (1936). Thus, between *laissez-faire* and state intervention, the goal of development economics has been to achieve equitable resource allocation that will bring about full or near full employment, minimal inflation and general socio-economic progress. However, the great depression of the 1930 and, more recently, the global financial meltdown of 2009, occasioned by the volatility of the market mechanism, coupled with the problematic of development in the poor nations of Africa, Asia and Latin America, have combined to force a re-appraisal of free enterprise economy. As a consequence, the neo-classical model commonly referred to as Keynesian economics have advocated the imperative of state intervention to remedy the failure of market. The Keynesian model is therefore adopted as our framework of analysis in this study. In the perspective of the Keynesian model, unemployment results from a situation in which the numbers of people able and are willing to work at prevailing wage exceeds the number of jobs available, and at the same time, firms are unable to sell all the goods at their disposal (NES, 2007). The

theory also assumes that money wage-cut is not a solution to problem of unemployment as it reduces income and purchasing power of the people. Such a wage-cut may lead to a full ineffective demand and unemployment may increase. Thus, the problem of unemployment can only be solved by increasing effective demand. Inadequacy of effective demand in Keynes's opinion causes unemployment (Aggarwal*et al.*, 1981). The most significant departure of the Keynesian theory from the classical model lies in its success in relating academic economics to the economics of government by arguing that economic problems result from a market failure and that the problem can be reduced or solved by appropriate government intervention (Malhotra, 1982). The theory advocates government's intervention in those services which are technically social, particularly for the control of savings and investments in the business cycle and the development of National economic policy. In the Keynesian paradigm, both industrial and microeconomic policies are secondary to macro-economic policy since the Keynesian macro-economic policy operates on the demand side of the economy (Egbon, 1995). The policy therefore represents an attempt to influence and control output and employment by managing the level of aggregate demand in the economy. But the monetarists argue that this attempt is diversionary from the supply side of the economy. That is to say, the expansion of interventionists leads to inflation rather than full employment and economic growth (Olusoji, 1998). They posit that the problem of economic crisis can only be solved by a cut in public expenditure and allowing market to operate freely. It is important to mention that the monetarist explanation was later adapted by the International Monetary Fund (IMF) and the World Bank, following the advent of a conservative government commitment to monetarism in the leading Western countries that dominates the two Breton Woods institutions (Olusoji, 1998). But the market is not as free as the monetarists think. The growth of monopolies, oligopolies and other distortions in the world economy has

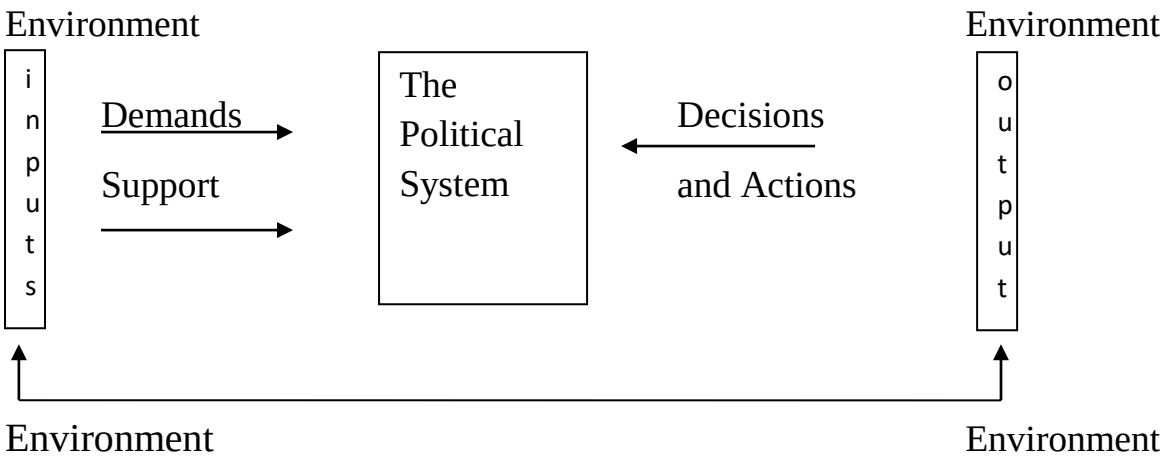
shown that the market is not perfect as assumed. As a result of Keynesian thesis, the *laissez-faire* philosophy of classical economists has been given up. Keynes advocates that the state should intervene in the economy e.g. that government can take steps to increase consumption/investment or both to remove unemployment. Monetary and fiscal policy assumes great significance in determining level of income and employment in the economy (Aggarwal*et al.*, 1981). Keynesian theory has been criticized for been wholly static and blatantly mechanical. The model has been particularly scored on the ground that its assumption of perfect competition is unrealistic. In reality, perfect competition is not seen rather, imperfect competition and monopolies exist. These existences may result in real wage and employment going up simultaneously. A reduction in this degree of monopoly may lead to a fall in prices of commodities. The constant proportion between employment and output may not hold even before full employment has been reached. An increase in output may occur through better use of capital equipment rather than increase in employment labour. Despite these criticisms, the Keynesian model is largely useful in analysing the efforts of government in tackling the problem of unemployment in Nigeria. Firstly, the theory believes that as long as there is unemployment, both the government and private individuals and organizations can work together (Aggarwal*et al*., 1981). Secondly, the theory advocates that government should intervene in the economy for instance, by increasing consumption/investment or both to remove unemployment. These postulations are found to be consistent with the vision and mission that underlie the introduction of National Directorate of Employment (NDE) by the Nigerian government in 1986; to design and implement job creation programmes that will promote attitudinal change, employment generation, poverty reduction and wealth creation among the youths (Abati, 2009).

Similarly, its argument that economic problems result from a market failure and that the problem can be reduced or solved by appropriate government

intervention has recognized the role of government in combating youth unemployment in Nigeria through relevant policies and programmes; including the National Directorate of Employment (NDE) Programme. These include those of the classical view who believe that full employment was a normal situation and any deviation from this was regarded as abnormal. Okun's law, which was propounded by an American economist, Arthur Okun (1926-1980), looked at the US GNP during the 1950's and 1960's. In 1962, he propounded that 1% rise in unemployment was associated with 3% decrease in the ratio of actual GNP to full GNP. He studied the relationship between increase in unemployment and decreases in a country's Gross National Product (GNP). The law specifically states that "for every 1% increase in unemployment above a "National Level" GDP will decrease by anywhere between 2 and 4% from its potential. Unfortunately, this law has been faulted by Daly and Hobiyin in their work on "Okun's law and the unemployment surprise of 2009 which states that, economists have long known that the overall performance of the economy as measured by GNP has direct bearing on unemployment. But the relationship between the changes in output and changes in unemployment rate deviate from expectations in 2009…. Unemployment rose rapidly while GDP remained relatively flat, or near zero growth.

Thus, for the purpose of this study, the system theory will be adopted. It was propounded by David Easton, a Canadian political scientist, in 1965.

System theory is well-known for its application of system to the study of political science. Easton (1965) proposed that a political system could be seen as a delimited theory in the diagram below:



Source: Easton, *A System an Analysis of Political Life*, New York: 1965)

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

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

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

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

Step 5: Feedback leads to step 1; it is a never ending story.

From the above, a system is made up of elements or subsystems which are interdependent and must function effectively to make the system sustainable. Redundancy in any of the subsystems impinges on the ability of the whole (system) to operate effectively. Easton points out that every political system

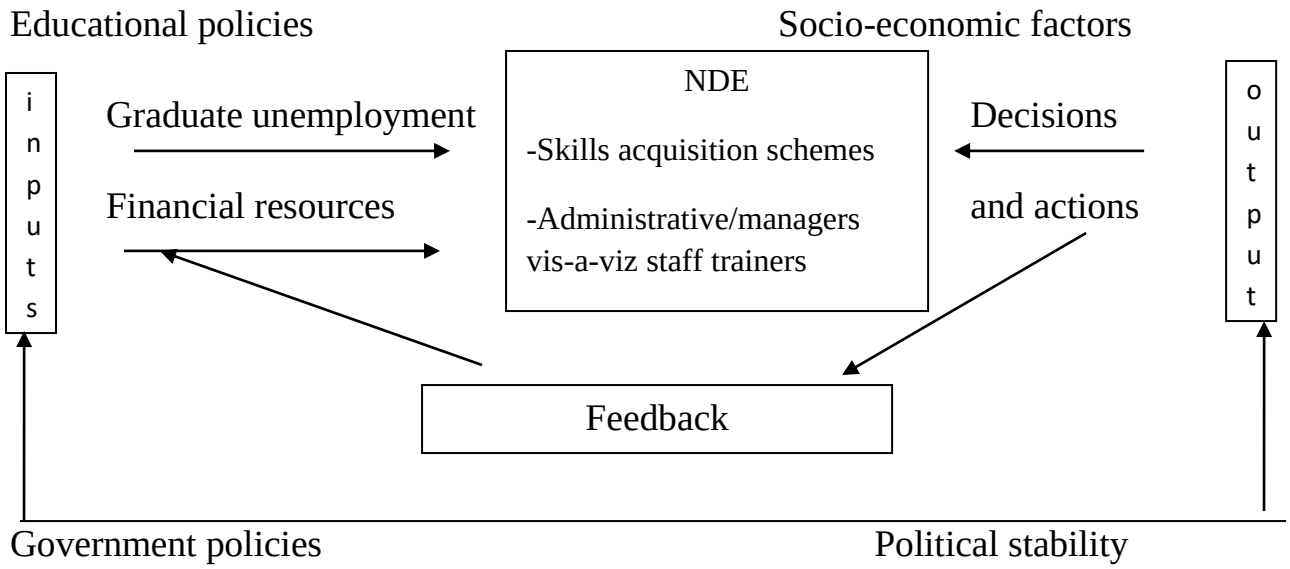
has an environment and response to it. The elements or subsystems of the system are interrelated and the system can respond to forces in its environment, and will do so to preserve it (Dye, 1978)

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

2.4.1 Applicability of the System Theory to the Study:

As has been stated earlier, the National Directorate of Employment was established by the Federal Government to combat mass unemployment through skill acquisition. In simple terms, the unemployed (graduates) form the “input”, the National Directorates of Employment, the “political system” or “conversion process, employment creation and self-employment serve as the “outputs”. The higher institutions, government policies and business environment serve as the environment that influences the system.

This situation is illustrated in the diagram below.



Source: Easton, *A System an Analysis of Political Life*, New York: 1965)

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

ii. **Political system/conversion process:** Administrative/technical managers are responsible for the running of the NDE. The decisions they make either make or mar the entire system. The various skills acquisition schemes such as the Graduate Attachment Programme (GAP), Start Your Own Business (SYOB) and the Graduate Job Creation Loan Guarantee Scheme designed specifically for the graduates unemployed serve as the conversion process. The administrative/technical managers make decisions; the trainers train the trainee, while the government makes available the necessary fund for effective running of the scheme.

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

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

v. **Feedback:** This is meant to serve as a mechanism of knowing how the "outputs" are faring, that is, the NDE getting informed of the effectiveness of the scheme. The performance of beneficiaries, level of employment created through its skills acquisition scheme and also areas of the scheme that needs to be improved. The feedback mechanism creates an avenue for the NDE to keep track of its activities. According to Easton (1965), an obstruction or slack in one of the system will lead to impinge on the attainment of outputs. Thus, the sub-systems must operate smoothly for the system to maintain a steady and effective state.

All over the world, both developing and developed countries, unemployment is a serious problem that hinders the normal life of a society. This issue constantly crops up and is eliminated by applying various mitigating strategies. In Nigeria, unemployment concerns all levels of the government. To cope with it, federal authorities established the National Directorate of Employment. In this article, we will talk about its mandate.

MANDATE OF NATIONAL DIRECTORATE OF EMPLOYMENT

This organization has a database with information on employment and available vacancies at its disposal.

It plays a role of an exchange centre through which important information passes through.

Applicants can find beneficial offers on cooperation and contact government agencies via the National Directorate Employment.

The National Directorate of Employment has these important roles:

1. Unemployment reduction
2. Skills acquisition
3. Improving financial situation of the country
4. Poverty reduction
5. Entrepreneurship development

Functions of National Directorate of Employment

The National Directorate of Employment is designed to expand the opportunities and rights of Nigerian citizens in 36 states, to promote job creation, stimulate entrepreneurship and improve the skills of representatives of various industries. The right management of labour is an important tool

that can solve the financial difficulties present in Nigeria and curb the high level of unemployment.

However, this promising initiative of the government has one big challenge which is the low awareness of people about National Directorate of Employment in Nigeria programs that increase rights of rural and urban residents.

The organization had to cope with the following tasks:

- Creation of programs to overcome unemployment.
- Development of policies to manage labour potentials.
- Support of database management in a special information and coordination centre.

  The National Directorate of Employment also performs many other functions that may be appointed from time to time by responsible persons.

CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Introduction

This chapter presents the methods and procedures used in carrying out the study. This is an in-depth research on the Assessment of the Role of the National Directorate of Employment (NDE) in Reducing Graduate Unemployment in Kaduna State between 2014 and 2015. The chapter includes research design, population of the study, sample and sampling techniques, method of data collection and justification for method of data analysis and model specification.

3.2 Research Design

This research work utilized both the historical and survey methods. The historical research would enable the researcher to determine, evaluate and explain past events, especially for the purpose of gaining a better understanding about the role of the National Directorate of Employment (NDE) in reducing graduate unemployment in Kaduna state. The survey method was employed to compliment secondary data used. This will certainly allow the researcher to make more reliable conclusions on .the role of the national directorate of employment (NDE) in reducing graduate unemployment in Kaduna state.

3.3 Population, Sample and Sampling Method

The population of this study is National Directorate of Employment Kaduna State, which has staff strength of 1200.

As it was earlier stated, two local governments (Zaria and Kaduna South) were picked as the focus. A systematic sampling technique was used in determining the sample size and the opportunistic sampling technique was used in its administration. A sample size of 150 respondents was derived from a total population size of 1200 people which included both staff and

beneficiaries of the National Directorate of Employment. The researcher sampled this number because it was not easy to use the entire population in Kaduna state.

The Yaro Yamani (1962) statistical formula was used in determining the sample size. The formula is:

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

Where:

n=sample size

n= Population

1= constant

e = the assume error margin or tolerable error which is taken as 9% (0.09)

Applying the formula in the two areas:

For Kaduna south,

$$n = \frac{193}{1+193\ (0.09)^2}$$

$$n = \frac{193}{1+193\ (0.0081)}$$

$$n = \frac{193}{1+1.5633}$$

$$n = \frac{193}{2.5633}$$

$$n = 75.29$$

$$n = 75$$

For Zaria,

$$n = \frac{194}{1+194\,(0.09)^2}$$

$$n = \frac{194}{1+194\,(0.0081)}$$

$$n = \frac{194}{1+15714}$$

$$n = \frac{194}{2.5714}$$

$$n = 75.44$$

$$n = 75$$

Therefore,

Sample size for Kaduna south and Zaria= 75+75= 150

3.4 Method of Data Collection

The sources of data collection used by the study are questionnaire and other documentary materials. The data for study are therefore both primary and secondary data. Primary data used for this research work were obtained through structured questionnaire. Questionnaire was administered to relevant staff of staff and beneficiaries. Secondary sources of data were sourced from texts-books, public service hand books, academic journals, newspapers, magazines, and the internet.

Questionnaires were distributed to the staff of the NDE and beneficiaries in order to obtain factual information. The questionnaire contained a list of questions given to individual staff in the office to fill either by answering questions yes or no or no idea.

The questionnaire has multiple options for the questions where respondents were provided with options of answers to choose only the right answer to their opinion. This form of research plan was chosen in order to ease the

work of the researcher in the area of classifying and analysing individuals (respondents) options.

The questionnaire is structured in both open-ended and close-ended manner. Double barrel questions that is, those questions capable of attracting multiple interpretations were cautiously avoided. In the close-ended questions, respondents were given a number of alternatives from which to select options they consider appropriate.

In the open-ended questions, respondents were provided with blank spaces in which to write down their own answers in their words. Dichotomous type of questions that demands "Yes, No" or No idea type of answers was used. The questionnaire was be distributed to the staff of the NDE and beneficiaries and later retrieved after answering the prescribed questions.

3.5 Procedure for Data Analysis and Models Specification

In analysing the data collected, using the questionnaire, descriptive statistics such as frequencies, percentages and graphs were used for the analysis of the research questions. The analysis has been presented in tabular form for easy understanding and it contains the number of respondents and the corresponding percentage.

Data collected from this study were analysed, using the simple percentage tables in other to establish the measures of the reliability and validity of data collated.

3.6 Justification of Methods

The justification for using survey method in this research is that it is one of the best methods for gathering large amount of information quickly. It can also allow for the subjects being surveyed to, remain anonymous and help to eliminate bias in the interpretation of results. Its major attractions are it's

relatively low cost, considering the fact that useful information was collected about a large number of people from a relatively small number (representatives). It was easy to generalize the findings to larger population once representativeness of the sample was assured; and the flexibility of survey meant that a variety of data collection instruments-observation, interviews, questionnaires, could be used. This allows one instrument to serve as a check on the other.

Therefore, the justification for using this method in this study is to investigate the contemporary phenomena with regard to how graduate unemployment will be reduced.

3.7 Summary

Chapter three deals with the methods and discusses the data gathering and analysis. It reveals the in-depth research design methods and instrument of obtaining data from the assessment of the role of the National Directorate of Employment (NDE) in addressing its mandate of reducing graduate unemployment in Kaduna State between 2010 and 2015.

CHAPTER FOUR

DATA PRESENTATION AND ANALYSIS

4.1 Introduction

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

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

4.2 National Directorate of Employment, Kaduna State

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

i. Resource constraint (human and material) there by leading to inadequate monitoring. There are cases of poor funding and untimely remittance of money from the headquarters.

ii. There are instances of loan diversion, that is, loans given to beneficiaries are not used for the specific purpose they were given.
iii. Poor repayment status of disbursed loans beneficiaries delay or are reluctant in loan repayment.
iv. In some cases, the (EBS and GAP) run for only three months, which has become a source of worry to the participants because they are practically thrown back into the world of the unemployed after three months. The period of 3-6 months is too short to acquire the necessary practical skills.
v. This has also led to the late payment of trainer's/trainees stipends which eventually affects commitment.
vi. Non-availability of State-of-the-art facilities like computer sets, functional radio message equipment, cameras, training workshops, public address system has caused a strain on their activities.
vii. Inadequate infrastructure: Some of the training sites mainly the agricultural skills training centres (ASK) lack regular supply of water.

4.2.1 National Directorate of Employment Act

Arrangement of Sections

i. Establishment of the National Directorate of Employment.
ii. Objectives of the Directorate.
iii. Establishment, membership and functions of the Board.
iv. Establishment of National Advisory Council for the Directorate.
v. Establishment, membership and functions of the State Advisory Committees.

Director-General and other Staff of the Directorate

vi. Director-General of the Directorate.

vii. Appointment of other staff of the Directorate.

viii. Provision of office facilities, etc.

Financial Provisions

ix. Power to accept gifts.

x. Borrowing power.

xi. Establishment of fund of the Directorate.

xii. Power to invest funds.

xiii. Annual estimates, accounts and audit.

xiv. Annual reports.

Schedule Proceedings of the Board

National Directorate of Employment Act

An Act to establish the National Directorate of Employment and to charge it with the responsibility of designing and implementing programmes to combat unemployment. [1989 No. 24.][19th October, 1989] (Commencement).

1. Establishment of the National Directorate of Employment.

There is here by established a Directorate to be known as the National Directorate of Employment (in this Act referred to as "the Directorate"), which under that name shall be a body corporate with perpetual succession and a common seal and may sue and be sued in its corporate name.

2. Objectives of the Directorate

The objectives of the Directorate shall be to:

(a) Design and implement programmes to combat mass unemployment;

(b) Articulate policies aimed at developing work programmes with labour intensive potential;

(c) Implement any other policy as may be laid down, from time to time, by the Board established under section 3 of this Act.

3. **Establishment, membership and functions of the Board**

(1) There shall be constituted for the Directorate, a management board (in this Act referred to as "the Board"), which shall give guidelines for the management of the affairs of the Directorate.

(2) The Board shall consist of a chairman, who shall be the Minister for Employment, Labour and Productivity (in this Act referred to as "The Minister") and fourteen other members to be appointed by the President, on the recommendation of the Minister, that is:-

(a) A representative of the Nigerian Universities Commission;

(b) A representative of the National Board for Technical Education;

(c) A successful private farmer;

(d) A representative of the private sector;

(e) One representative each of the following Ministries, that is:

(i) Agriculture and Rural Development;

(ii) Water Resources;

(iii) Industry;

(f) A representative of the Nigerian Employers Consultative Association;

(3) Subject to the provisions of subsection (4) of this section, a person appointed as a member of the Board (not being an ex-officio member),shall hold office for a period of four years in the first instance and shall be eligible for re-appointment for a further period of four years and no more.

(4) Members of the Board shall be removed by the Minister, after proper consultation, if he is satisfied that it is not in the interest of the Directorate

that such person should continue in office, provided that the Minister shall also have powers to suspend a member, when deemed appropriate.

(5) The Board shall be responsible for the formulation of policy guidelines for the Directorate, including the financial and operational programmes thereof and shall ensure the effective implementation of such policies and programmes.

(6) The supplementary provisions contained in the Schedule to this Act, shall have effect with respect to the proceedings of the Board and the other matters mentioned therein (Schedule).

4. Establishment of National Advisory Council for the Directorate

(1) There is hereby established for the Directorate, a Council to be known as the National Advisory Council for the Directorate (in this Act referred to as "The Council").

(2) The Council shall consist of a chairman, who shall be appointed pursuant to paragraph 5 (1) of the Schedule to this Act and the following other members to be appointed by the Minister; that is: -[Schedule.]

(a) a representative each of the following Ministries and bodies, that is: -

(i) Employment, Labour and Productivity;

(ii) Industry;

(iii) Agriculture and Rural Development;

(iv) Water Resources;

(v) Education;

(b) One person nominated by the Governor of each State of the Federation;

(c) One person nominated by the Nigerian Employers Consultative Association, to represent employers;

(3) The Council shall advise the Minister on national employment generation and the co-ordination of Federal and State Governments programmes, for

employment promotion, funding and mobilization of assistance for such programmes.

(4) The Council shall, from time to time, assess the programmes implemented by the Directorate, with a view to ascertaining their suitability and to offering such advice as may improve the success of such programmes.

(5) The Council shall be constituted into various committees relevant to each programme of the Directorate.

(6) The Council may, subject to such conditions as it may impose, delegate any of the functions conferred on it by this Act to any of its committees; but nothing in this section shall prevent the Council from exercising any of the powers so delegated.

(7) The supplementary provisions contained in the Schedule to this Act shall have effect with respect to the proceedings of the Council and the other matters mentioned therein.

5. Establishment, membership and functions of the State Advisory Committees

(1) There shall be established to assist the Directorate in each State of the Federation, a State Advisory Committee of the Directorate (in this Act referred to as "the State Advisory Committee").

(2) Each State Advisory Committee shall consist of members to be appointed by the Minister as follows; that is: -

(a) three members to be nominated by the Governor of that State one of whom shall be the chairman of the State Advisory Committee or act as chairman in the absence of the chairman; and

(b) seven other members to be appointed by the Minister, one of whom shall be the officer in charge of the State office of the Federal Ministry of Employment, Labour and Productivity and another who shall be the chief project officer of the Directorate in the State and who shall also act as the secretary of the State Advisory Committee.

(3) The Minister shall have the power to remove any member of the State Advisory Committees.

(4) The State Advisory Committees shall be responsible for: -

(a) liaising between the National Advisory Council and the State Governments;

(b) identifying problems and opportunities in employment creation;

(c) liaising between the Directorate and State Governments for the implementation of the programmes within the State.

(5) Any member of the State Advisory Committee not being a public officer, shall be paid a sitting allowance in accordance with scales approved from time to time by the Minister, in keeping with relevant Government guidelines.

(6) Subject to the provisions of subsection (3) of this section, members of the State Advisory Committees not being public officers, shall hold office for four years and shall be eligible for re-appointment for a further period of four years.

(7) The State Advisory Committees shall meet once in a quarter or as considered necessary by the chairman of each State Advisory Committee.

Director General and other staff of the Directorate

6. Director General of the Directorate

i. There shall be an officer of the Directorate, to be known as the Director General, who shall be appointed by the President on the recommendation of the Minister.

ii. The Director-General shall, subject to this Act, be the chief executive of the Directorate and shall be responsible to the Minister for the day-to-day management of the affairs of the Directorate.

The Director-General shall hold office on such terms and conditions as may be specified in his letter of appointment and on such other terms as may be determined, from time to time, by the President.

1. Appointment of other staff of the Directorate

i. Without prejudice to section 6 of this Act, the Board may employ such other staff as may be required for the performance of the functions of the Directorate.

ii. Employees of the Directorate may be appointed by way of transfer or secondment from any of the public services of the Federation or from the private sector.

iii. The Board may, subject to such conditions as it may think fit, delegate any of its powers relating to the appointment of or the exercise of disciplinary control (including dismissal) over its employees to the Director General or any employee of the Directorate.

8. Provision of office facilities, etc.

i. The Directorate shall establish and maintain its headquarters in the Federal Capital Territory, Abuja, and offices in the capitals of the States.

ii. For the purposes of providing offices and premises necessary for the performance of its functions under this Act, the Directorate may acquire landed property and land in any manner authorized by law and build, equip and maintain offices and premises on such land.

iii. The Directorate may, with the prior approval of the Minister, dispose of in any manner authorized by law, such of its land or premises as is no longer required for its purposes.

Financial Provisions

9. Power to accept gifts

i. The Directorate may accept gifts of land, money or other property upon such terms and conditions, if any, as may be specified by the person or organization making the gift.

ii. The Directorate shall not accept any gift if the conditions attached by the person or organization making the gift to the acceptance thereof, are inconsistent with the functions of the Directorate.

10. Borrowing power

i. The Directorate may, with the consent of the Minister or in accordance with the general authority issued in that behalf by the Minister, borrow, by way of loan or overdraft from any source, any monies required by the Directorate for meeting its obligations and discharging its functions under this Act.

ii. The Directorate may, with the consent of the Minister or in accordance with the general authority issued in that behalf by the Minister, lend money from its own fund, towards the specific and general implementation of its programmes and objectives.

iii. The terms and conditions of lending any money under subsection (2) of this section shall be as approved by the Board, from time to time.

11. Establishment of fund of the Directorate

The Directorate shall establish and maintain a fund from which shall be defrayed all expenditure incurred by the Directorate.

i. There shall be paid and credited to the fund established pursuant to subsection (1) of this section: -

(a) such sums as may be provided by the Federal Government for payment into the fund;

(b) subject to section 9 (2) of this Act, all sums accruing to the Directorate by way of gifts, endowments or contributions or otherwise howsoever; and

(c) all monies raised by the Directorate by way of loan or overdraft in accordance with section 10 of this Act.

12. Power to invest funds

The Directorate may, with the prior approval of the Minister, invest in any manner authorized by law, such of its funds as is not immediately required for its use.

13. Annual estimates; accounts and audit

i. The Board shall cause to be prepared and submitted to the Minister not later than 30 September in each year or such other time as may be directed by the Minister, an estimate of the expenditure and revenue of the Directorate during the next succeeding financial year.

ii. The Directorate shall cause to be kept proper accounts and proper records in relation thereto and when certified by the Board, such accounts shall be audited by an auditor appointed from the list and in accordance with the guidelines supplied by the Auditor General for the Federation.

14. Annual reports

i. The Board shall, not later than 30 July in each year, submit to the Minister a report on the activities of the Directorate and its administration during the immediately preceding year and shall include in such report the audited accounts of the Directorate and the auditor’s report thereon.

ii. The Minister shall, as soon as may be after the receipt of the report, present the report to the President, together with any comments thereon as may be made by him.

Miscellaneous and supplementary provisions

15. Power of the Minister to give direction

The Minister may give to the Board direction of a general nature with respect to any of the functions of the Board or the Directorate, and it shall be the duty of the Board to comply with such directions or cause them to be complied with.

16. Special committee of the Directorate

i. The Minister may, from time to time, constitute a committee to be known as the special committee of the Directorate for deliberation on special matters.
ii. The Board shall prescribe the allowances payable to the organizations and persons elected as members of the special committee of the Directorate.

4.2.2 Data Presentation

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

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

The rate return was 96% of the sample size. 144 questionnaires out of the 150 administered were retrieved. This cuts across the staff and beneficiaries of the National Directorate of Employment, Kaduna State. This level was achieved

given the fact that the researcher administered the questionnaires directly, personally and subsequently closely followed up the respondents as they were highly cooperative.

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

Table 4.2.1: Determination of Rates of Return and Response

Nature of respondents	Drawn Sample/Number of Questionnaires	Number of Questionnaires Retrieved	Number of Questionnaires duly completed
Staff	30	30	30
Beneficiaries in Kaduna North	50	48	48
Beneficiaries from Zaria L.G	70	66	66
Total	150	144	144

Sources: *Researcher's Survey, 2015 (Danjuma, 2015).*

$$\text{Rate of Return} = \frac{\text{Total number of questionnaires retrieved}}{\text{Total sample drawn or No. of questionnaire}} \times \frac{100}{1}$$

$$= \frac{140}{150} \times \frac{100}{1} = 96\%$$

Rate of response = Total No. of Questionnaires duly Completed x 100
Total : Sample drawn or No. of questionnaires 1

$= \frac{144}{150} \times \frac{100}{1} = 96\%$

Table 4.2.2: Bio-data of Respondents

Sex	**Respondents**	**Percentage (%)**
Male	75	52%
Female	69	48%
Total	144	100%
Age	Number of Respondents	Percentage (%)
20-29	42	29.2%
30-39	50	34.7%
40-49	35	24.3%
50-59	16	11.1%
60 and above	1	0.7%
Total	144	100%
Staff	30	20.8%
Beneficiaries	114	79.2%
	144	100%

Sources: *Researcher's Survey, 2015 (Danjuma, 2015).*

Table 4.2.3Category of Respondents

Category	Number	Percentage
Staff	30	20.8%
Beneficiaries	114	79.2%
Total	**144**	**100%**

4.2.3 Sex Distribution

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

4.2.4 Age Distribution

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

4.2.5 Educational Qualifications

The educational qualifications as revealed by the questionnaire indicated that 32 respondents which constitute 22.4% are OND/NCE holders. 60 respondents representing 41.7% are HND holders, 49 respondents which represents 34% possess a bachelor's degree. This show that the entire

respondents are educated and had therefore acquired basic education- related competencies.

4.2.6 Status

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

4.3General Awareness of NDE Activities in the Urban Area

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

Table 4.3: On the Awareness of NDE's Activities in the Urban Area of Kaduna State

Response	No. of respondents	Percentage (%)
Yes	68	47.2
No	53	36.8
No idea	23	16
Total	144	100

Sources: *Researcher's Survey, 2015 (Danjuma, 2015).*

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

4.3.1 Awareness of NDE'S Activities in the Rural Areas of Kaduna

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

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

Response	No. of respondents	Percentage (%)
Yes	40	27.8
No	76	52.8
No idea	28	19.4
Total	144	100

Sources: *Researcher's Survey, 2015 (Danjuma, 2015).*

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

4.3.2 Rating of the Awareness Programs of NDE in Kaduna State

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

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

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

Sources: *Researcher's Survey, 2015 (Danjuma, 2015).*

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

4.3.3 Suggestions by Respondents as to how Awareness could be Improved

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

1) Over 90% of the respondents were of the view that the mass media which include the television, radio, newspaper, flyers, billboard etc. could serve as a viable tool for publicity. More awareness should be created through the mass media, advertisements should be placed and even weekly educative programs on NDE's activities will go a long way in creating public awareness.

2) That grassroots government should be involved in the awareness campaign. The local government, village heads, ward heads, district heads and even the village town criers could be involved in creating awareness of NDE's activities.
3) The respondents also suggested that awareness of NDE'S activities should start right from the higher institutions. Other activities such as seminars, workshops, and symposia should be organized from time by NDE

4.3.4 High Enrolment Due to Improved Awareness

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

Table 4.6: Improved Enrolment Due to Effective Awareness Campaign

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

Sources: *Researcher's Survey, 2015 (Danjuma, 2015).*

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

Table 4.7: Calculation of Cumulative Percentage, Variables and Responses

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

Sources: *Researcher's Survey, 2015 (Danjuma, 2015).*

Table 4.7 above shows the various opinions of respondents as regard the variables that tested hypothesis one merged as cumulative percentage. From the table, "Yes" had 56.9%, "No" 32.3% and "No idea" or "Undecided" had 10.8%.

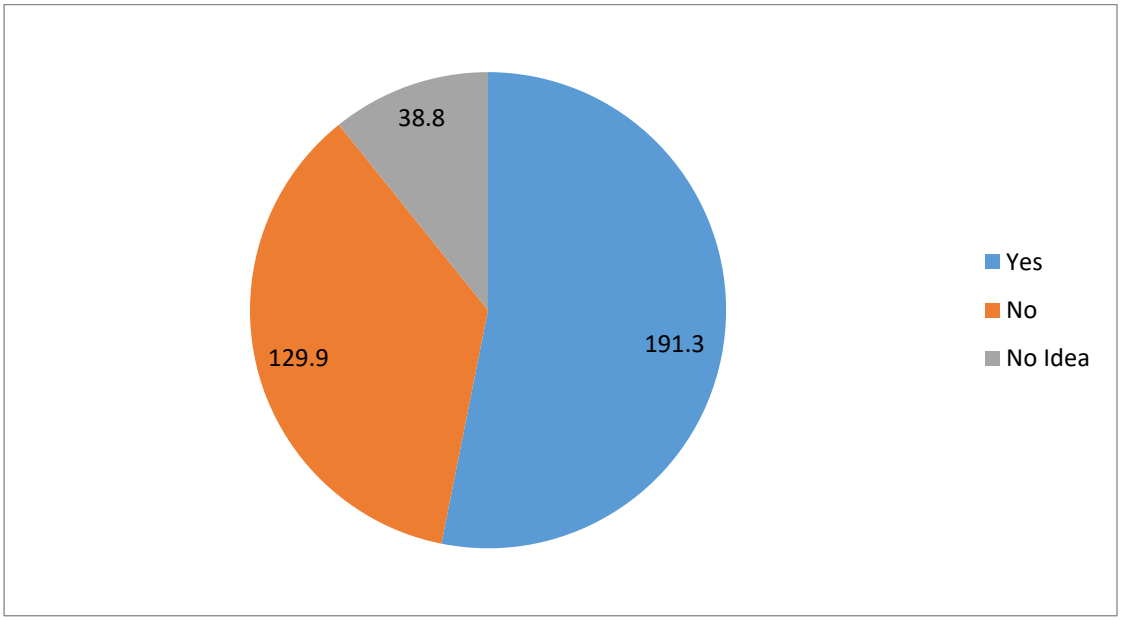
For quick visualization, the results shown in table 4.10 above as integrated into a cumulative percentage is represented in the chart below

Yes - 212.5 ÷ 400 x 360 - 191.3^0

No - 144.4 ÷ 400 x 360 - 129.9^0

No idea - 43.1 ÷ 400 x 38.8 - 38.8^0

Chart 4.1: Pie Chart on the Results of the Test of Hypothesis one as Shown in Cumulative Percentage Calculated in Table 4.10 above.



Sources: *Researcher's Survey, 2015 (Danjuma, 2015).*

4.3.5 Average Mean Score

Hypothesis one which states "that inadequate funding and awareness of the activities of national directorate of employment has limited its effectiveness" will be tested using the average mean score method and the highest responses from the variables above was used.

Variables

1) Level of awareness of NDE's activities in the urban area of Kaduna state
2) Level of awareness of NDE's activities in the rural areas of Kaduna state
3) Rating of the NDE's awareness program
4) Improved enrolment due to effective awareness campaign

Table 4.8 Highest Responses

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

Sources: *Researcher's Survey, 2015 (Danjuma, 2015).*

Decision rule: accept H_0 if average mean score is 60% and above. Reject H_0 is average mean score is less than 60%.

Formula:

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

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

$\sum p$ = summation of percentages

X = Total number of variables

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

$$\bar{X} = \frac{\sum}{4} = \frac{243.7}{4} = 60.9\%$$

$$\bar{X} = \sum = 60.9\%$$

The average mean score is 60.9%

Therefore, going by the decision rule we accept H_0 when the average mean score of all the variable under consideration is equal to 60 and above and based on the responses gotten from the respondents, we accept the null hypothesis (H_0) which states that "inadequate awareness of the activities of the national directorate of employment in Kaduna state has led to poor enrolment" since the average mean score is 60.9%.

This therefore implies that awareness persists as a problem in the national directorate of employment Kaduna state.

4.4. Skills Acquired Apart from Western Education

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

Table 4.9 Acquisition of Special Skills apart from Western Education

Response	No. of respondents	Percentage (%)
Yes	86	59.7
No	58	40.3
Total	144	100

Sources: *Researcher's Survey, 2015 (Danjuma, 2015).*

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

4.4.1 Self Employment

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

Table 4.10: Self Employment

Response	No. of respondents	Percentage (%)
Yes	55	38.2
No	89	61.8
Total	144	100

Sources: *Researcher's Survey, 2015 (Danjuma, 2015).*

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

4.4.2 Nature of Self Employment

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

i. Fashion designing

ii. Farming

iii. Electrical works

iv. Wood work/carpentry

v. Mechanized farming

vi. Forex trading.

4.4.3 Acquisition of Specific Skills by Graduates in Kaduna State.

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

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

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

Sources: *Researcher's Survey, 2015 (Danjuma, 2015).*

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

4.4.4 Self Employment an Alternative to Salaried Job

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

Table 4.12: Employment an Alternative to Salaries Jobs

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

Sources: *Researcher's Survey, 2015 (Danjuma, 2015).*

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

4.4.5 Skills Acquisition Schemes Established by the Government and Self Employment

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

beneficiaries to become self-employed. The following were the responses that emerged.

Table 4.13: Skills Acquisition Schemes and Self Employment

Responses	No. of respondents	Percentage
Yes	120	83.3
No	24	16.7
Total	144	100

Sources: *Researcher's Survey, 2015 (Danjuma, 2015).*

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

4.4.6 Inclusion of Specific Skills Acquisition Program in Post-Secondary School Curriculum

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

Table 4.14: Inclusion of Specific Skills Acquisition Programs in Post-Secondary School Curriculum

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

Sources: *Researcher's Survey, 2015 (Danjuma, 2015).*

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

4.4.6.1Opinions about Skills Acquisition Schemes in Nigeria

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

i. That the skills acquisition schemes have helped reduce unemployment not only in Kaduna State but in the country as a whole;
ii. That loans should be made available to the unemployed so that they can utilize both funds and skills together
iii. That skills acquisitions scheme should be fully implemented so that its aims and objectives can be accomplished;
iv. That the skills acquisition scheme should be well funded;
v. That skills acquisition schemes in Nigeria is too small compared to the population of the unemployed, thereby making it insignificant;
vi. That the skills acquisition schemes are sub-standard and need to be overhauled so that they can compete with those in other nations;

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

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

ix. That the skills acquisition scheme has been bedevilled by poor management plan, indiscipline and corruption;

x. That the culture of skills acquisition should be inculcated into citizen's right form primary schools;

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

4.4.7 Cumulative Percentage Analysis: Hypothesis Two

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

Table 4.15: Calculation of Cumulative Percentage, Variables and Responses

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

Sources: *Researcher's Survey, 2015 (Danjuma, 2015).*

Table 4.15 above shows the various views of respondents with regard to the variables that tested hypothesis two summed up into a cumulative percentage. "Yes" had 67.3% while "No" had 33.3%.

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

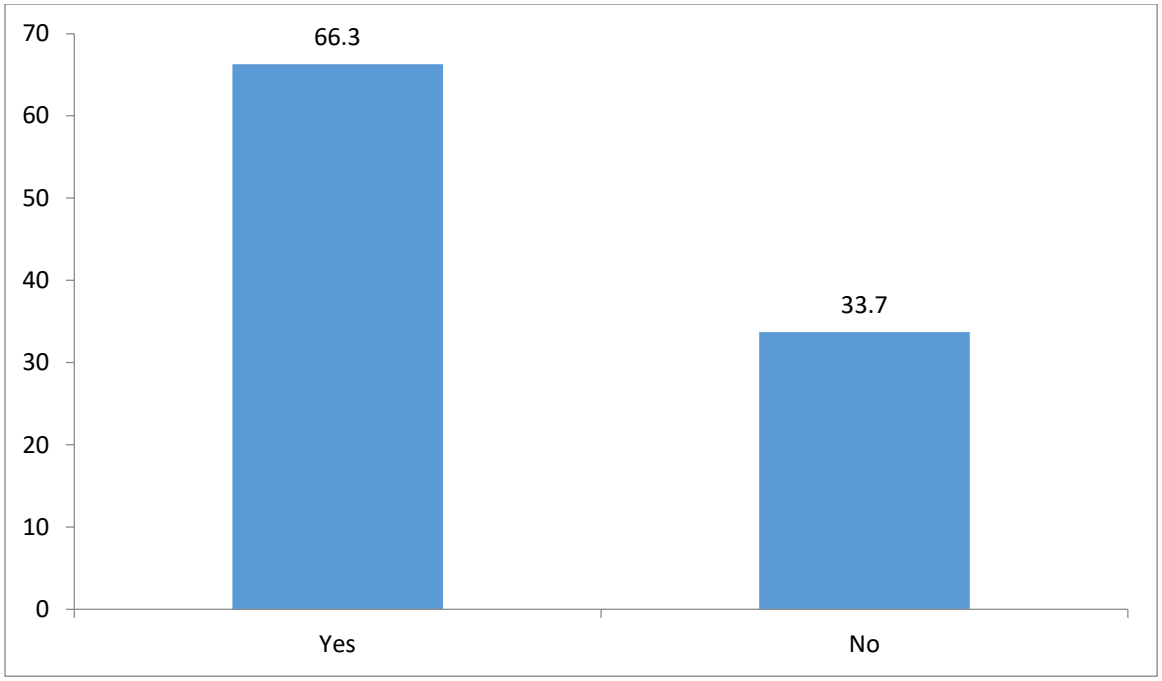


Fig. 4.2: Bar Chart of the Result of the Test of Hypothesis Two Reflected in the Cumulative Percentage Calculation in Table 4.18 above.

Source: Field Survey, 2016.

4.4.8 Average Mean Score

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

Formula:

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

Where;

$\overline{X}$ = Average Mean Score

$\sum p$ = summation of percentages

X = Total number of variables

Decision rule: accepts H_0 if average means score is 60% and above, reject H_0 if averages mean scores is less than 60%.

Variables

i. Acquisition of special skills other than western education
ii. Self-employment
iii. Acquisition of special skills by graduates in Kaduna state.
iv. Self-employment and alternative to salaries jobs
v. Skills acquisition schemes and self-employment
vi. Skills acquisition and post-secondary curriculum

Table 4.16: Highest Responses

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

Sources: *Researcher's Survey, 2015 (Danjuma, 2015).*

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

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

X

X = 78.6%

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

This implies that adequate skills acquisition has led to a decrease in graduate unemployment in Kaduna state.

4.5 Prompt Payment of Stipends and Resettlement

The respondents were asked if stipends and resettlement allowances were paid as at when due.

Below is a table showing the emerging responses gotten.

Table 4.17: Prompt Payment of Stipend and Resettlement

Response	No. of Respondents	Percentage (%)
Yes	64	44.4
No	54	37.5
No idea	26	18.1
Total	144	100

Sources: *Researcher's Survey, 2015 (Danjuma, 2015).*

From the Table above, 64 respondents representing 44.4% opined that stipends and resettlement allowances were paid as at when due and 54 respondents signifying 37.5% opined that stipends and resettlements were not paid as at when due while 26 respondents representing 18.2% had no idea.

4.5.1 Sufficiency of Stipends and Resettlement Allowances

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

Table 4.18: Sufficiency of Stipends and Resettlement Allowances

Response	No. of Respondents	Percentage (%)
Yes	37	25.7
No	107	74.3
No idea	-	-
Total	144	100

Sources: *Researcher's Survey, 2015 (Danjuma, 2015).*

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

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

4.5.2 Funding as a Major Problem of NDE

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

Table 4.19: Funding as a Major Problem of NDE

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

Sources: *Researcher's Survey, 2015 (Danjuma, 2015).*

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

4.5.4 Reasons for the Answers to the Question Above

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

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

Table 4.20: Calculation of Cumulative Percentage, Variables and Responses

Table	Variable	Responses Yes	Responses No	Responses No idea	Grand total
4.7	Prompt payment of stipends and resettlement	53.4	46.6	-	100
4.8	Sufficient of stipends and Resettlement	25.7	74.3	-	100
4.9	Funding as a major Problem	60.3	34.7	5	100
	Sub-total	139.4	155.6	5	300
	Cumulative percentage	139.4 / 300x100 = 46.5%	155.6/300x10= 51.9%	100 =1.6%	100%

Sources: *Researcher's Survey, 2015 (Danjuma, 2015).*

Table 4.8 above shows the various opinions of respondents as regards the variable that tested hypothesis one merged as cumulative percentage. From the table, "yes" had 46%, "NO" 51.9% and "No idea" or "undecided" had 1.6%

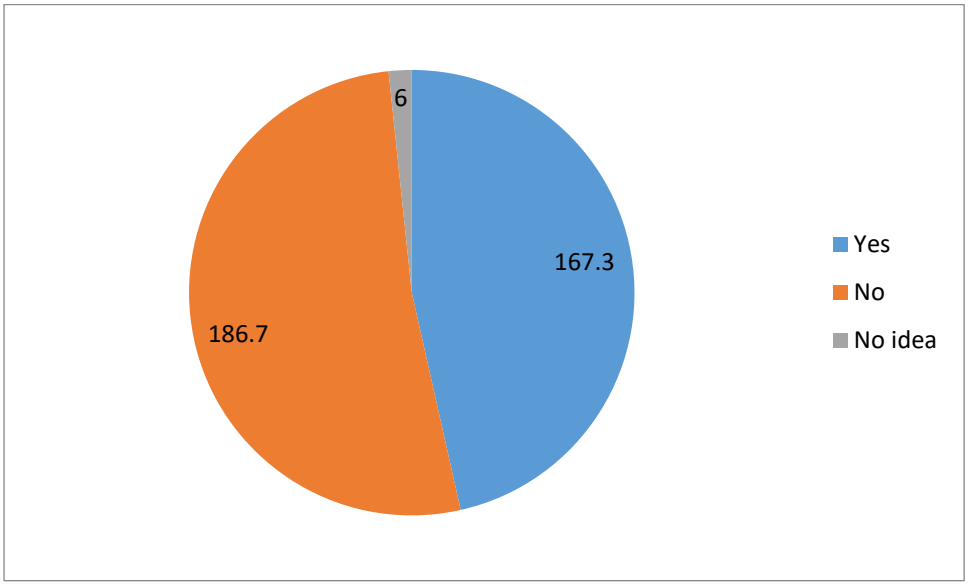
For quick visualization, the results shown in table 4.10 above as integrated into a cumulative percentage is re-presented in the pie chart below

Yes = 139.4 ÷300 X 360 = 167.3^0

No = 155.6÷300 X 360 = 186.7^0

No idea = 5 ÷300 X 360 = 6^0

Chart 4.2: Pie Chart on the Results of the Test of Hypothesis one as Shown in Cumulative Percentage Calculated in Table 4.10 above.



Sources: *Researcher's Survey, 2015 (Danjuma, 2015).*

4.5.4 Average Mean Score

Hypothesis one which state "that inadequate funding and awareness of the activities of national directorate of employment has limited its effectiveness" will be tested using the average mean score method and the highest responses for the variables above is to be used.

Variables:

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

Table 4.21 Highest Responses

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

Sources: *Researcher's Survey, 2015 (Danjuma, 2015).*

Decision rule: accept H_0 if average mean score is 60% and above. Reject H_0 if average mean score is less than 60%

Formula:

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

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

$\sum p$ = summation of percentages

X = Total number of variables

No. of variables	Percentage
1	53.4
2	74.3
3	60.3
Total	**188**

$$\frac{\sum p}{X} = \frac{188}{3} = 62\%$$

$\overline{X} = 62.7\%$

The average mean score is 62.7%. therefore, going by the decision rule we accept H_0 when the average mean score of all the variables under consideration is equal to 60% and above and based on the responses documented from the respondents, we accept the null hypothesis (H_0) which state "that poor funding has undermined the effectiveness of the national directorate of employment" since the average mean score is 62.7%.

This therefore implies that funding is a problem in the national directorate of employment Kaduna State.

4.6 Discussion of the Findings

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

First, that inadequate awareness of the activities of the national directorate of employment to the public has led to poor enrolment in the scheme. Respondents were of the opinion that there is room for improvement. The researcher found out that awareness at grassroots' level will, to a large extent,

improve the effectiveness of the national directorate of employment in Kaduna State.

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

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

In a nutshell, in assessing the role of national directorate of employment in reducing graduate unemployment in Kaduna state, the researcher discovered that the directorate is actually working towards the attainment of its main function which is "to combat mass unemployment through skills acquisition, self-employment and labour-intensive work scheme". However, there is still room for improvement.

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

CHAPTER FIVE

5.0 SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

5.1 Introduction

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

The chapter is subdivided into five major sections which are as follow; section one (5.1) contains the introduction. It introduces the entire chapter; section two (5.2) is the summary which summaries each chapter of the research work; the third section (5.3) consists of the conclusions. While section four (5.4) is the recommendations that have been proffered by the researcher in the course of the work and finally, fifth section (5.5) which contain possible areas for further research, this constitutes suggestion or opening in which further research could be carried out.

5.2 Summary

The study focuses on graduate unemployment and how the National Directorate of Employment (NDE) has helped in cubing it in Kaduna state. The work is aimed at determining the cause and effect of Graduate Unemployment in Nigeria, highlight various policies and programmes put in place by the government to curb unemployment, assess the National Directorate of Employment and find out problems (if any), hindering the effective performance of the directorate and provide possible solutions. Data were collected from both primary and secondary sources while the systematic sampling method was used in determining the sample size and the stratified random sampling method was used in its administration. Data collected for

the testing of the three hypotheses were analysed using tables and charts. The hypothesis was tested using the average mean score method. The first hypothesis which states; “that inadequate awareness of the activities of the National Directorate has led to poor enrolment” was ACEPTED. The second hypothesis which state; “that inadequate skill acquisition has led to an increase in graduate unemployment was also ACCEPTED. The third which state “that poor funding has undermined the effectiveness of the national directorate of employment in Kaduna state” was equally ACCEPTED.

5.3 Conclusion

Unemployment which is defined by the international labour organization (ILO) “occurs when a person is available and willing to work but currently without work”. This situation which is very much prevalent in Nigeria has become a menace to the society with both political miscreants known as political thoughts and area boys. Economically, unemployment hinders its victim from contributing their quota to national development. This was rightly pointed out by Okun (1962) in his work which is known as Okun’s laws were the state that a 1% increase in unemployment lead to 3% decreases in the GDP. The unemployment who are mostly youth in their primes would rather channel their energies to counter-productive ventures such as canalization of public property e.g. petroleum pipes, electricity cables, oil bunkering, fraud, kidnapping, prostitution, drug trafficking, violence, armed robbery etc.

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

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

- That inadequate awareness of the activities of the national directorate of employment has led to poor enrolme3nt in Kaduna state.
- That inadequate skills acquisition has led to an increase in graduate unemployment in Kaduna state.
- That poor funding has undermined the effectiveness of the national directorate of employment, Kaduna state.

These were tested using both primary and secondary source of data. With the use of average Mean scope method and responses obtained through the questionnaires administered the hypothesis which state ‘’that inadequate awareness of the activities of the national directorate of employment has led to poor enrolment Kaduna state ‘’ was accepted.

Thus, it was established that awareness was clearly instrumental to the success of any establishment. It was discovered that6 awareness from the grassroots level to the top goes a long way in improving the effectiveness of the national directorate of employment in Kaduna state.

The second hypothesis which states; “That inadequate skills acquisition has led to an increase in graduate unemployment in Kaduna state” was also accepted. It was discovered that skills acquisition is an effective tool in the reduction of graduate unemployment in Kaduna state as 94.4% of t6hge respondents agreed that self-employment is an alternative to salaried lobs. Specific skills acquisition is a viable tool for self-employment ‘’ and this in turn leads to small-scale enterprises which formed the basis of any industrialized nation of the world today.

The third hypothesis which states ‘’ that poor funding has undermined the effectiveness of the national directorate of employment in Kaduna state ‘’

was also accepted. It was discovered that NDE, Kaduna will be more effective if funds were released on them.

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

5.4 Recommendations

In the course of this study, various recommendations were proffered by the researcher and they are as follows:

First, specific organization or institution should be established with the sole aim of tackling graduate unemployment. Since unemployment cuts across various barriers (gender, class, age) and the National Directorate of Employment which is saddle with combating unemployment cannot effectively manage graduate unemployment as its resource (Time, finance) are divided among other classes. Thus giving more at6tention to graduate unemployment by establishing a study with the mandate of combating graduate unemployment will go a long way.

Secondly, unemployment policies should cover not just the unemployed but also the reemployed. This is because the definition of unemployment does not capture those who are heavily underutilized, grossly underpaid, thereby, giving a false representation of the unemployment situation in the country.

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

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

ii. At the Grassroots level, Village heads, District heads and even Village town criers should all be incorporated in the awareness campaign. This will go a long way in creating awareness for the various activities of the national directorate of employment, thereby improving its effectiveness.

iii. Symposia, seminars, workshops etc should be organized at higher-institution to create awareness for the scheme (NDE). Undergraduate's should be well-informed of the activities of the national directorate of employment even before graduating. This will even help engage them as they wait for the National Youth Service Corps Scheme.

There should be a diversification in the activities of the national directorate of employment. New challenging and innovative skills should be introduced from time to time. This step will make it more enticing and appealing for graduates to enrol, as young people are adventurous and like to explore new grounds.

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

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

5.5 Areas for Further Research

This work assessed the role of the national directorate of employment in reducing graduate unemployment in Kaduna state.

Future studies can seek to do a detailed assessment of the various skills acquisition training available at the national directorate of employment.In so doing, the irrelevant or obsolete skills can be removed to replace contemporary skills. Such modification will greatly improve the efficacy of the directorate and also reduce the unemployment problem being experienced in the country.

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

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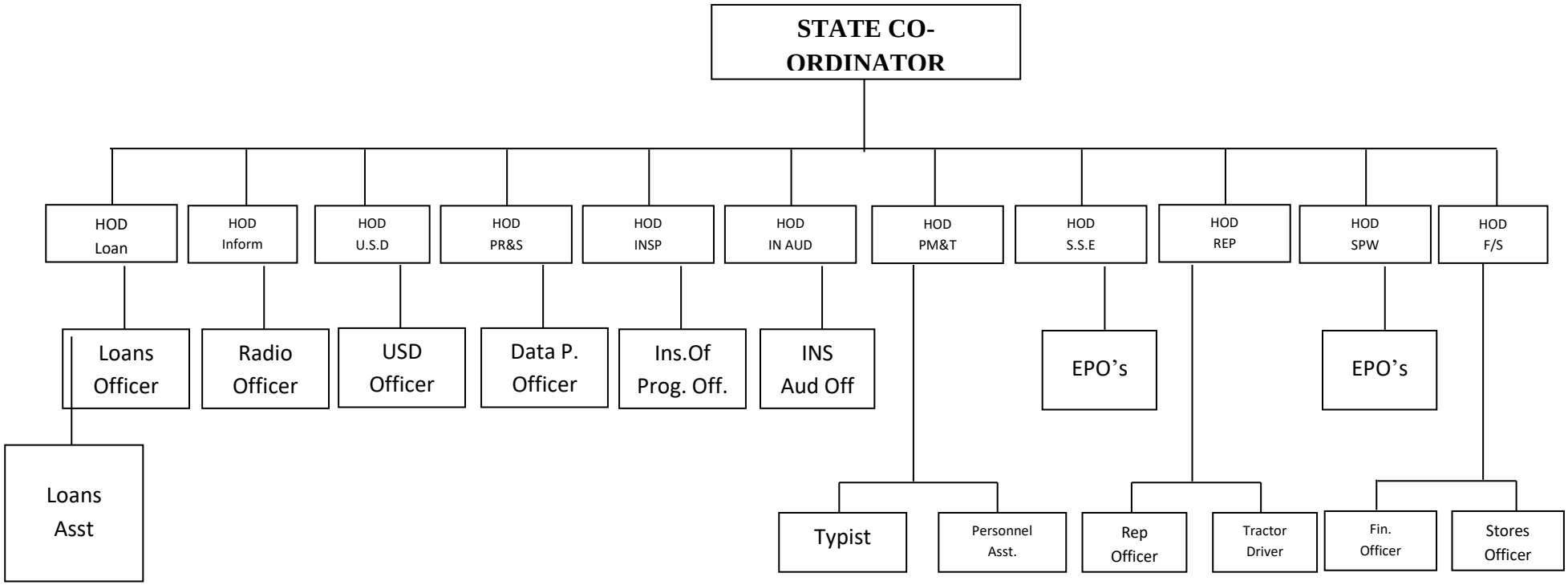
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ORGANIZATIONAL STRUCTURE OF NATIONAL DIRECTORATE OF EMPLOYMENT, KADUNA STATE



Sources: National Directorate of Employment, Kaduna state

QUESTIONNAIRE

I am an MSc student of the school Postgraduate studies Nasarawa State University Keffi, Nasarawa State. I am carrying out a research on **"AN ASSESSMENT OF THE ROLE OF NATIONAL DIRECTORATE OF EMPLOYMEN (NDE) IN REDUCING GRADUATE UNEMPLOYMENT IN KADUNA STATE"** in partial fulfillment of the requirement for the award of Masters of Science in Public Administration of the Nasarawa State University Keffi.

I shall be most grateful if you could please spare time out of your busy schedule to complete the attached questionnaire to enable me complete my research work.

Your Name and identity card number are not required here. Which means that any information you give in the questionnaire will be in confident without any effect on your work.

Thank you.

Danjuma Helen (Mrs.)

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

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

SECTION A: BIO-DATA

1. Sex:
   Male [ ] Female [ ]
2. Age Bracket 20-29 [ ] 30 – 39 [ ] 40 – 49 [ ] 50 -59 [ ]
   60 – 69 [ ] 70 and above [ ]
3. Educational Qualification
   OND/NCE [ ] HND [ ] Bachelors [ ] Masters [ ]
   Directorate [ ]
4. Status:

Staff [ ] Beneficiary [ ] Others

Specify_____

SECTION B: INADEQUATE SKILLS ACQUISITIONS

5. Have you acquired any skills apart from the western education?
   Yes [ ] No [ ]
6. Are you presently self-employed?
   Yes [ ] No [ ]
7. If yes to question (6), please specify the nature of self-employment.

_____

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

Yes [ ] No [ ]

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

Yes [ ] No [ ]

10. Please give reason, if you answered "No" to question (9) above.

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

Yes [ ] No [ ]

12. Do you agree that if skills acquisition is included in the curriculum, of post-secondary schools, graduate unemployment rate will be reduced?

Yes [ ] No [ ]

13. Please, what is your opinion about skills acquisition schemes in Nigeria?

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SECTION C: INADEQUATE AWARENESS AND FUNDING

14. Please where did you first hear of the National Directorate of Employment?

_____

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15. Do you think that most graduates in Kaduna State are aware of the NDE's Activities?

Yes [ ] No [ ] No Idea [ ]

16. Are those in the rural areas equally aware of NDE's programs?

Yes [ ] No [ ] No Idea [ ]

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

Yes [ ] No [ ] No Idea [ ]

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

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

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

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21. If "yes" to question (21) above, please State your reasons.

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