



NATIONAL DIRECTORATE OF EMPLOYMENT AND ENTREPRENEURSHIP DEVELOPMENT: NIGERIA APPROACH

¹Nwaoha, William Chimee (Ph.D), ²Onwuka, Onwuka Okwara (Ph.D), ³Akandu, Victor Chigozie, ⁴Ikoro Uzoma Eunice and ⁵Uchenna Chinaka

¹Lecturer, School of General Studies, Federal Polytechnic of Oil and Gas, Bonny Island, Rivers State, Nigeria.

²Lecturer, Dept. of Accountancy, Abia State University, Uturu, Nigeria.

³Lecturer, Dept. of General Studies, Petroleum Training Institute, Effuru, Delta State, Nigeria.

⁴Lecturer, Department of Business Admin. & Mgt., Abia State Polytechnic, Aba, Abia State, Nigeria.

⁵Lecturer, Dept. of General Studies, Petroleum Training Institute, Effuru, Delta State, Nigeria.

Abstract: The study used simple percentages and Chi-square to assess the contribution of NDE to entrepreneurship development (ED) in reducing unemployment in Aba, Abia State. The primary and secondary data adopted were obtained from questionnaires, personal interviews as well as NDE Annual Report. The result from the findings shows that despite NDE contribution to entrepreneurship development, the unemployment rate figure is still on the increase. Therefore, the researchers recommend that effort should be made by NDE and the government to explore other areas like diversification of the economy from consuming nation to manufacturing nation. This will aid to reduce the unemployment rate.

Keywords: NDE, ED, Unemployment, Chi-square, simple percentages

Introduction

Nigeria occupies the enviable position of being not only the most populous country in Africa with a population of 140,431,790 persons as at 2006 and an estimated population of 187,301, 926 persons as at 2015, but also that of having the largest economy on the continent with a Gross Domestic Product (GDP) of 568.51 billion US dollars in 2014 (www.population.gov.ng; www.unicef.org; NBS, 2017; Mayomi and Omachoko, 2017). With this knowledge, Eme (2014) submits that “Nigeria has no business being among the poor nations of the world. But in reality, this dreaded scenario is the naked truth that stares unashamedly on the faces of

everyone living in the polity.” According to the National Bureau of Statistics (2012), 69 percent of Nigeria’s estimated population of 163 million, equating to 112.47 million Nigerians, live in poverty. One of the main reasons for this is the grossly inadequate employment opportunities in the country, especially for the teeming youths among whom the unemployment rate has remained alarmingly high. In the words of Adebisi and Oni (2012), “lack of employment opportunities in Nigeria has resulted in poverty, in turn; poverty leads to alienation of poor people from political-economic functioning of the society.” This phenomenon – massive unemployment in Nigeria, Ajayi (2015) submits, has led

Academic Journal of Current Research

An official Publication of Center for International Research Development

Double Blind Peer and Editorial Review International Referred Journal; Globally index

Available www.cirdjournal.com/index.php/ajcr/; E-mail: journals@cird.online



to a waste of human resources and a great burden to the society.

With average rates of unemployment rising from 2.0 percent and 4.5 percent in the 1960s and 1970s respectively, to 8.5 percent in 1985, 10.0 percent in 1986 and 12.2 percent in 1987 (National Bureau of Statistics, 2006 as cited in Amupitan 2011; Ogunlela, 2012), the Federal Government of Nigeria on the 26th of March, 1986 constituted a committee known as the Chukwuma Committee, to consider appropriate strategies for dealing with the mass unemployment problem in the country under the support of the Ministry of Employment, Labour and Productivity. The report of the committee led to the establishment of the National Directorate of Employment (NDE) in November 1986. The Directorate was charged with the following mandates: to design and implement programmes to combat mass unemployment; to articulate policies aimed at developing work programmes with labour intensive potentials; to obtain and maintain a data bank on vacancies and employment opportunities in the country with other government agencies; and to implement any other policy as may be laid down from time to time by the Directorate (Adebisi and Oni, 2012).

The idea of the National Directorate of Employment is self-enterprise, which emphasizes self-employment and self-reliance in preference to wage employment.

This idea is pursued through policy planning and well-articulated programmes of: Vocational Skills Development Programme (VSDP); Rural Employment Promotion Programme (REPP); the Special Public Works Programme (SPWP); and Small Scale Enterprise Programme (SSEP); which is made up of Entrepreneurship Development Programme (EDP). (Adebisi and Oni, 2012; Amupitan, 2011). The remaining part of this paper include: empirical literature; materials and method; results and discussion; and conclusion.

EMPIRICAL LITERATURE

Ogundele, Akingbade, and Akinlabi (2012) using a stratified random sampling technique investigated the intensity of entrepreneurship training and education as strategic tools for poverty alleviation in Nigeria.

Ogundela (2012) appraised the impact of the activities of the National Directorate of employment on graduate employment and job creation in Kaduna State and found that it has not been particularly positive and much still needs to be done.

Osuagwu (2002) added that entrepreneurial development in Nigeria should be perceived as a catalyst to increase the rate of economic growth, create job opportunities, reduces import of manufactured goods and decrease the trade deficits that result from such imports.

Global entrepreneurship monitor (2000) analyses the relationship between total entrepreneurial activity and percent growth in GDP across 21 countries, and discovered that amongst nations with similar economic structure, the correlation between entrepreneurship and economic growth is high and very significant.

on 200 arable crop farmers

Toluwalase and Omonijo (2013) adopted structured questionnaires on 200 arable crop farmers to evaluate the fundamental efforts of the NDE at agricultural programmes to combat poverty among small-scale food crop farmers in Ekiti State. The result revealed that socio-economic characteristics like age, education, level of income, household size and income have correlation with severity of poverty; that those who did not benefit from NDE programmes (non-benefiting farmers) had the highest vulnerability to poverty as their poverty index was estimated to be 0.94, compared with 0.11 for the beneficiaries.

Adebisi and Oni (2012) assessed the operational schemes of the National Directorate of Employment (NDE) and the relevance of its training programmes to the needs of trainees in Southwestern Nigeria. The study concludes



that the NDE impacts positively on previously unemployed Nigerians who enrolled in its programmes by providing them with gainful employment.

Ukoha, Osuji, Osuji and Ibeagwa (2014) in their study examined the influence of the skill acquisition programmes of the National Directorate of Employment (NDE) on job creation in Abia State. The findings reveal that 18 of the beneficiaries (representing 16.67% of sampled beneficiaries) acquired Vocational Skills Development Programme (VSD) training and subsequently created 30 jobs (14.92% of total jobs created) while 40 respondents (representing 37.04% of sampled beneficiaries) acquired Special Public Works Programme (SPW) training and created 54 jobs (26.89% of jobs created).

Ogunlela (2012) assessed the impact of the programmes of the NDE on graduate employment and unemployment in Kaduna State of Nigeria. The study adopted oral interviews of NDE personnel and NDE brochures, annual reports, handbooks and other documentary sources for its data and found that the impact of the NDE in generating graduate employment in Kaduna State is, at best, modest. Amire and Ngwama (2015) examined the contributions of the NDE in facilitating youth employment through skill development and job creation in Lagos State, Nigeria between 2005 and 2011. The study reveal that between 2005 and 2012, 4188 graduates registered with the Job Centre Unit of the NDE in Lagos and out of this number, 341 were employed; that the NDE as an institution has contributed in no small measure in developing vocational skills, training and creating jobs for the unemployed within their capacity.

MATERIALS AND METHOD

This study seeks to assess the contribution of the National Directorate of Employment (NDE) to entrepreneurship development in reducing unemployment in Aba, Abia State. The researchers employed primary and secondary data for the study. The primary data were obtained

through the use of questionnaires and interview to the staff of NDE and some entrepreneurs, while the secondary data were also obtained from NDE Annual Report and other published works in reputable journals. Simple percentages and Chi-square were adopted to analyze the data.

Results and Discussion

Table 1: NDE contributes to entrepreneurship development in reducing unemployment in Aba, Abia State.

Alternatives	Respondents	% of Respondents
Strongly Agreed	40	36
Agreed	45	41
Strongly Disagreed	13	12
Disagreed	12	11
Total	110	100

Source: Researchers' compilation, 2021.

The table above shows that about 77% of the respondents agreed that NDE contributes to entrepreneurship development in reducing unemployment in Aba, Abia State while about 23% of the respondents disagreed.

Table 2: NDE play a vital role in reducing unemployment in Aba, Abia State.

Alternatives	Respondents	% of Respondents
Strongly Agreed	20	18
Agreed	40	36
Strongly Disagreed	28	26
Disagreed	22	20
Total	110	100

Source: Researchers' compilation, 2021.

The table 2 above depicts that about 54% of the respondents agreed that NDE play a vital role in reducing unemployment in Aba, Abia State while about 46% of the respondents disagreed.



Table 3: NDE has encouraged many of unemployed people in Aba, Abia State to be gainfully employed.

Alternatives	Respondents	% of Respondents
Strongly Agreed	18	16
Agreed	38	35
Strongly Disagreed	30	27
Disagreed	24	22
Total	110	100

Source: Researchers' compilation, 2021.

From the table 3 above, it shows that about 51% of the respondents agreed that NDE has encouraged many of unemployed people in Aba, Abia State to be gainfully employed while about 49% of the respondents disagreed.

Table 4: Compilation of Observed Frequency

Alternatives	Table 1	Table 2	Table 3	Total
Strongly Agreed	40	20	18	78
Agreed	45	40	38	123
Strongly Disagreed	13	28	30	71
Disagreed	12	22	24	58
Total	110	110	110	330

Source: Researchers' compilation, 2021.

CALCULATION OF EXPECTED FREQUENCY (EF)

$$EF = \frac{RT \times CT}{GT}$$

Where:

EF = Expected Frequency = $X_{i..n}$

RT = Row Total

CT = Column Total

GT = Grand Total

$$X_{11} = \frac{78 \times 110}{330} = 26$$

$$X_{12} = \frac{123 \times 110}{330} = 41$$

$$X_{13} = \frac{71 \times 110}{330} = 23$$

$$X_{14} = \frac{58 \times 110}{330} = 19$$

$$X_{21} = \frac{78 \times 110}{330} = 26$$

$$X_{22} = \frac{123 \times 110}{330} = 41$$

$$X_{23} = \frac{71 \times 110}{330} = 23$$

$$X_{24} = \frac{58 \times 110}{330} = 19$$

$$X_{31} = \frac{78 \times 110}{330} = 26$$

$$X_{32} = \frac{123 \times 110}{330} = 41$$

$$X_{33} = \frac{71 \times 110}{330} = 23$$

$$X_{34} = \frac{58 \times 110}{330} = 19$$

$$X_{35} = \frac{58 \times 110}{330} = 19$$

$$X_{36} = \frac{58 \times 110}{330} = 19$$

Table 5: Contingency Table

Alternatives	Table 1	Table 2	Table 3	Total
Strongly Agreed	40(26)	20(26)	18(26)	78
Agreed	45(41)	40(41)	38(41)	123
Strongly Disagreed	13(23)	28(23)	30(23)	71
Disagreed	12(19)	22(19)	24(19)	58
Total	110	110	110	330

Source: Researchers' compilation, 2021.

CALCULATION OF CHI-SQUARE

$$\text{Cal. } X^2 = \sum \frac{(O - E)^2}{E}$$

Where:



Cal. X^2 = Chi- square

O = Observed frequency

E = Expected frequency

Σ = Summation

Table 6: Computation of Chi-Square

Alternatives	O	E	O – E	(O – E) ²	$\frac{\Sigma(O - E)^2}{O}$
X ₁₁	40	26	14	196	4.9
X ₁₂	45	41	4	16	0.36
X ₁₃	13	23	-10	100	7.69
X ₁₄	12	19	-7	49	4.08
X ₂₁	20	26	-6	36	1.8
X ₂₂	40	41	-3	9	0.23
X ₂₃	28	23	5	25	0.89
X ₂₄	22	19	3	9	0.41
X ₃₁	18	26	-8	64	3.56
X ₃₂	38	41	-3	9	0.24
X ₃₃	30	23	7	49	1.63
X ₃₄	24	19	5	25	1.04
Total			0		26.83

Source: Researchers' compilation, 2021.

Cal. X^2 = 26.83

CALCULATION OF X^2 . Tab

Degree of Freedom (DF), (5%) Level of Significant (LS)

DF = (R – 1) (C – 1)

Where:

R = No. of Row

C = No. of Column

DF = (4 – 1) (3 – 1)

= (3) (2)

= 3 x 2

DF = 6

LS = 0.05

DF; LS = 12.59 (See Chi-Square Distribution Table)

Therefore; X^2 . Tab = 12.59

Decision:

Since Cal. X^2 is greater than X^2 . Tab, that is 26.83 > 12.59, we conclude that NDE contributes to entrepreneurship development in reducing unemployment in Aba, Abia State. This corroborates the findings of Amire and Ngwama (2015) and Adebisi and Oni (2012) which states that NDE contributes in creating jobs for the unemployed within their capacity and also provides programmes that aid them with gainful employment.

CONCLUSION

The thrust of this study is to assess the contribution of NDE to entrepreneurship development in reducing unemployment in Aba, Abia State. The results from the



findings reveal that despite the NDE contribution to entrepreneurship development, the unemployment figure is still on the increase annually. Therefore, the researchers recommend that NDE and the government should put effort to explore other areas like diversification of the economy from consuming nation to manufacturing nation. This will aid to reduce the unemployment rate.

REFERENCES

- Adebisi, T.A., & Oni, C.S. (2012). Assessment of Relevance of the National Directorate of Employment (NDE) training programmes to the Needs of Trainees in Southwestern Nigeria. *International Journal of Vocational and Technical Education*, Vol. 4 (3), pp. 29-37.
- Ajayi, J.O. (2015). Graduate Unemployment and Criminality in Ado-Ekiti. *International Journal of Management and Business Research*, Vol. 5(1), 61-77.
- Amire, C.M., & Ngwama, J.C. (2015). Emergence of Unemployment: An Assessment of Nigeria Directorate of Employment (NDE) Skill Intervention Programmes between (2005-2011) in Lagos State. *Journal of Economics and Sustainable Development*, Vol. 6, No.5.
- Amupitan, O. (2011). *An Assessment of the Role of the National Directorate of Employment (NDE) in Reducing Graduate Unemployment in Kaduna State (2005-2009)*. Unpublished MSc Thesis, Ahmadu Bello University, Zaria.
- Eme, O.I. (2014). Unemployment Rate in Nigeria: Agenda for Government. *Academic Journal of Interdisciplinary Studies*, Vol. 3, No. 4.
- Global Entrepreneurship Monitor (2000). Executive Report, Kansas City, Mo: Kauffman Centre for Entrepreneurial Leadership. *International Journal of Entrepreneurship*, Vol. 6, pp: 19 – 32.
- Mayomi, A.O., & Omachoko, A. (2017). Resource Management as Panacea for Sustainable National Economic Development and National Unity. *International Journal of Scientific and Technology Research*, Vol. 6, Issue 1.
- National Bureau of Statistics (2017). *Annual Abstract of Statistics*, 2016. Vol. 1.
- National Bureau of Statistics (2016). *Unemployment/Under-Employment Watch: Q1 2016*.
- National Bureau of Statistics (2012). The Nigeria Poverty Profile 2010 Report of the National Bureau of Statistics. *Harmonized Nigeria Living Standard Survey (HNLSS)*.
- Ogundele, O. J. Akingbade, W. A. & Akinlabi, H. B. (2012) Entrepreneurship Training and Education as strategic tools for poverty Alleviation in Nigeria. *American International Journal of Contemporary Research*, Vol. 2, No. 1.
- Ogunlela, Y.I. (2012). Impact of the Programmes of the National Directorate of Employment on Graduate Employment and Unemployment in Kaduna State of Nigeria. *Pakistan Journal of Social Sciences*, 9 (1): 40-45.
- Osuagwu, L. (2002) Entrepreneurship in a Developing Economy, Empirical evidence from Nigeria Business Organization.



Toluwalase, S.O.W., & Omoniji, D.O. (2013). Evaluation of National Directorate of Employment (NDE) in Alleviating Poverty among Arable Farmers in Ekiti-State, South-West Nigeria. *Journal of Agriculture Economics and Rural Development*, Vol. 1(1): 8-25.

Acquisition Programmes of the National Directorate of Employment on Job Creation in Abia State. *Report and Opinion*, Vol. 6 (3), pp. 45-50.

www.population.gov.ng

Ukoha, I.I., Osuji, M.N., Osuji, E.E., & Ibeagwa, O.P. (2014). Analysis of the Influence of the Skills

www.unicef.org