



UNEMPLOYMENT DILEMMA AND NATIONAL DEVELOPMENT IN NIGERIAN; RETROSPECT AND PROSPECT FOR A SUSTAINABLE DEVELOPMENT FOR DEVELOPING NATIONS; WHICH WAY FORWARD.

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Abstract: This paper examined the conceptual definition of unemployment, National Development and dilemma. This paper further discusses types of unemployment, courses of unemployment, impact of unemployment, measures taken by Nigerian government to combat unemployment. The dilemma of unemployment in Nigeria development is unfathomable, as program and policies taken in Nigeria to reduced poverty and unemployment made no positive impact to address the endemic saga. It is regrettably unimaginable but credulous that there is nothing on ground to show despite all the resources both human and material. National development and the problem of unemployment has remained illusory as Nigerian is listed among the undeveloped nation / developing nation. Nigerians are good in policy formulation but implementation of those policies are geared towards self aggrandizement prebendalism and kleptocry as policies in Nigeria serves as conduit for illicit financial flow out from public fund to private through their cronies. A developed youth is a developed nation. As unemployment is a mark of underdevelopment. The dangers of unemployment to any are unquantifiable as it is the grandfather to many other dangerous crimes in the society. List of developmental programmes, policies and initiatives taken by the government were mentioned in this study. Finally, solutions and recommendation made on how unemployment can be reduced to the barest minimum.

Keywords: Unemployment, Dilemma, National Development and sustainable development.

Introduction:

The problem of unemployment is of great concern to all developing countries. In Nigeria unemployment escalates on geometric progression base on purposeless and planlessness, bad policy formulation and implementation, bag governance to mention but few. There are so many chains of problems plaguing the nation today, but unemployment seems to be the worst as unemployment has link to so many other problems facing the nation. It is sad to see a nation blessed and endowed with both human and material resources yet her citizens cannot afford to eat food twice a day. Majority of the people wallows in abject poverty to the betterment of the few political elites in the corridors of

power that lives ostensible luxurious life from wealth siphoned from our patrimonial common fund.

The high level of unemployment both graduate and non graduates has great concomitant effect to the economic development of the nation, hence development is human centered it cannot be overemphasized. The multiple effects on the entire system are unprecedented. There is an imperative need for an urgent action to be taken to ameliorate this endemic saga menace. Courses of unemployment, kinds of employment effect of unemployment and measures taken by Nigerian government to reduce unemployment were discussed. The dilemma of unemployment and national development as it effect citizens and the nation were

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explained in details. Finally this paper proffers solutions on how the plague of unemployment can be reduced. National development will be a zero sum game in third world countries so long as unemployment exists on a very high level. Wilson (2018) posited that man is an actor of production not a factor, for effective human resource utilization and national development to take place man must first be developed for him to develop other things. That is why administrative development takes precedence over administration of development.

Conceptualization

UNEMPLOYMENT: There are so many definitions about unemployment. The international Labor Organization (ILO) (1998) defines unemployment as the number of the, economically active population who are without but available for and seeking work, including people who have voluntarily left work. (IBRD 2009). Bureau of Labour Statistics (BLS) defined unemployment as people who do not have a job, have actively looked for work in the past four weeks, and are currently available for work. It also includes people who were temporarily laid off and were waiting to be called back to that job (BLS 2018). Mono and Zoctizoum (1980) define unemployment as workers available for employment whose central of employment has determined or been temporarily suspended and who are without a job and seeking paid employment. Fayana (2000) and Standing (1983) describe unemployment as the state of worklessness experienced by person who are members of the labour force who perceived themselves and are perceived themselves and are perceived by others as capable of work. Jejvan Pettinger (2017) defined unemployment as a situation where someone of working age is not able to get a job but would like to be in full-time employment. From the above definitions of unemployment, I define unemployment as the number of the work force that are able and willing to work but cannot find job that is capable and able of given them satisfaction within a period of four weeks. This definition covers those that are underpaid, those whose job does not match with their skills. Such persons are working but spend most of their time looking for work or grumbling about their present job condition and payment.

In Nigeria there is high rate of unemployment as institutions of learning, graduate people everyday year but there are no companies, industry or public corporation to engage their services. The astronomical rate of unemployment is a sin qua non for many other social vices in the society. As an idle person is not only a hungry person but an aggrieved and desperate person

without hope and can do anything desperately to get anything to make ends meet. Studies have proved that over 90% of violent crimes committed are by men and women without work. They are devil's workshop and instrumentalities in the hands of Satan and tools for politicians for social vices and crimes during and after electioneering process. The danger of unemployment is great that is why civilized nation has made it their first priority. What Nigeria government done to reduce unemployment since 1960 till date is nothing to write home about despite our multifarious and multitudinous resources both material and human, unemployment cannot be reduced still on a very high rate of 18.8 % percent as at 2018. This paper looked into the reasons and forces behind such ugly unabated scenario of unemployment.

National Development: Longman Dictionary of contemporary English refers to National Development as a phenomenon that embraces a whole nation. It can be describe as the collective of a socio-economic, political as well as religious advancement of a nation. Reference.com, National Development refers to the ability of a nation to improve the lives of its citizens. Measure of improvement may be material, such as an increase in the gross domestic product or social such as literacy rates and availability of health care. Gboyega (2003) viewed, Development as an idea that embodies all attempts to improve the condition of human existence in all ramifications. Naomi (1995) posited that development involves economic growth notion of equitable distribution, provision of health care, education, housing and other essential services all with a view to improving the individual and collective. Chrisman (1984) viewed development to be a process of societal advancement, where improvement in the well being of people are generated through strong partnership between all sectors, corporate bodies and other groups in the society. Umezunke (2005) advanced that development connotes transformation of the nature and living condition of man as a consequent of his earlier confrontation of the constraints posed by his environment (political, economic, socio-cultural etc). Rodney (1972) Nnolin (1981) agreed that development shares the following things in common.

- (1) Human-centered rather than artifact-centre
- (2) Dynamic process rather than static
- (3) Involves a complex interactive relationship between individual and the society.
- (4) Predicated essentially on production rather than consumption.



Rodney (1972) said that development in human society is many sided process that occurs at three levels namely the individual, social group and the society. At individual level it has to do with increase in skill and capacity greater freedom creativity, self discipline, responsibility and material well being. Nnolin (1982) posited that development is a dialectical phenomenon in which the individual and society interact with the physical biological and inter human environment transforming then for their own betterment and that of humanity at large and being transformed in the process. The lesson and experience gained in the process are passed on to future generation enabling them to improve their capabilities to make further valuable changes in their inter human relations and their ability to transform nature. Nnoli (1982). Onabajo and M'bayo (2009) National Development should be man centered and not institution oriented.

Elugbe (1994), National Development referred among other things to the growth of a nation in terms of unity, education, economic well being and mass participation in government. Annatto and Annato (2003) identified three objectives of development either local or national

They include:

- (1) Increase availability and widen the distribution of basic life sustaining goods such as food, shelter, health, and protection.
- (2) To revise levels of living in addition higher income, the provision of more jobs, better education and greater attention to cultural and human values, all of which will serve not only to enhance material and national self esteem.
- (3) To expand the range of economic and social choices available to individual and nation by freeing them from servitude and dependency not only in relation to other people and nation state but also to the forces of ignorance and human misery.

These objectives are not seen in Nigeria since independent till date, the factors responsible not far fetch. I looked at National Development to be a positive transformation process that is human centered in making life more useful to humanity in all areas of life on national level and sustainability of environment that are measurable and apparently seen in the life of the people.

TPYES OF UNEMPLOYMENT

There are so many kinds of unemployment, they are as follows.

- (a) Voluntary unemployment: This is the type of unemployment that exists where people that are able to work choose not to take employment for reasons best known to them.

- (b) Seasonal unemployment: As the name implies these are jobs that are determined by season, based on environmental and societal factors.

For instance in Nigeria in the Southern part of the country during raining season, jobs is stopped by some construction companies because of rain. Their workers are redundant and sometimes the company dam size. There is high level of unemployment in raining season in southern part of Nigeria, as some company goes on stood off because of rain.

- (c) Frictional unemployment: This is the period when workers are in between jobs. It is the period an unemployed person takes to find a job of his/her desired job.

- (d) Structural unemployment: Structural unemployment deals with skill and mobility. There are situation when there are jobs but people available to do the job does not have the required skills and technicalities needed for the job. Under this scenario people that are available for work will not get the job because they don't have the prerequisites conditions/knowledge and technicalities needed to be employed.

- (e) Demand deficient unemployment: In time of economic recession as we have in Nigeria today there is nothing like economic growth, no aggregate demand to push the economy forward this will lead to total economic recession as production of goods and services will be reduced, those goods produced will not have market. There is bound to be reduction in number of people that are engage in production process in factory. This is when demand deficient unemployment comes to play. There is no demand for goods and services produced when industries, companies, reduce their production as a result of forces of demand and supply in the market based on economic recession led to reduction of work force unemployment is at play.

CAUSES OF UNEMPLOYMENT

An adage says there is no smoke without fire, same applies to the unemployment. Factors responsible for high unemployment rate in Nigeria which will be listed and explained have below.

- (1) Lack of Education: The high rate of illiteracy in Nigeria is a major factor that account for high unemployment rate in Nigeria. People are not ready to go to school, those that go to school are not ready to learn, those that are ready to learn, what have they learnt? Education is a tool for national development that is capable of reducing unemployment if properly organized. In addition situations where poverty cannot allow parents send their children to school to acquire good education unemployment



will be transferred from one generation to another. It becomes generational as we have in Nigeria.

(2) Lack of skill and technological know-how: There are one hundred and sixty five universities, currently excluding polytechnic and monotechnic in Nigeria offering higher certificate in practical and theory courses. There are craft center located here and there in Nigeria. The question is what type of skill do they offer? What kinds of graduates do they produce and usher out to the labour market? Are they employable? Do they have the needed skills and technicalities to gain job/employment in this digital age? The answer is absolutely No, No wonder unemployment skyrockets on a geometrical progression.

(3) Population Explosion: Malthus (1798) in his population theory stated that population is on exponential growth rate while food supply is on arithmetic increase. This is applicable to population and employment opportunities in Nigeria. The two are in opposite direction. People give birth to thousand everyday in Nigeria. How Many employment opportunities are created in a day? Imagine the number of graduates that are produced per year from our universities into the labour market to contest and jostle for the few available jobs. Increase in population without a corresponding increase in job opportunities must definitely lead to unemployment.

(4) Stereotyped mentality and prejudice: There are so many Nigeria people with wrong mentality and knowledge about some job opportunities. There are people that think that some jobs are for particular set of people or tribe. For instance, in Port Harcourt an Ikwerre man from Diobu clan will claim he is landlord and will undermine to work as a mechanic, security guards or newspaper vendor. He would prefer to be employed as a civil servant in public or private sector than to do any of the mentioned jobs. He will be happy waiting against hope just that he is from Diobu a clan in Ikwerre ethnic nationality that are the real owners of Port Harcourt. The above undefined and stereotype Ego course unemployment. This applies to many other tribes and different scenario as regards people mentality and culture. While a Man from Rundele can comfortably go for same job and eke a living with it. I wouldn't want to mention Ibo man here. This is wrong stereotyped mentality.

(5) Unnecessary Pride: This is one of the courses of unemployment. Some people so much depend on their family Name or Ego and therefore believe that they cannot do some menial job. For instance those that come from Royal Family thinks that NNPC, Shell, Chevron, Agip and other juicy lucrative

companies are for them and so they have every right to work with the aforementioned big companies. If the opportunity to be there hasn't come they would prefer to be unemployed than to do menial job in private or public company they see those jobs as lowering their family ego or family name and fame hence they faced with unemployment.

(6) Another causes of unemployment in Nigeria is poverty: Nigerian is rated by Transparency International as no 148 world least corrupt country in the world with extreme poverty among world poorest nation, despite our mineral resources and human resources. Nigeria recently overtake India in world's extreme poverty ranking conducted recently by World Poverty clock (2018) Nigeria is No. 10 in the world. The report shows that extreme poverty is on increase as 87 million people are in extreme poverty in Nigerian while India has 73 million. Poverty kill faster than Ebola, poverty can lead to so many other things. Imagine when a family of five members struggling to feed twice daily, is it sending their children to learn a useful or attend a good school they can afford? No, capital no. A poor person is a handicap person in all ramifications by all indication. Poverty deprives people from so many good things employment inclusive. Poor nations don't have the financial capacity to fight unemployment.

(7) Quest for while scholar job in negligence to agriculture. People have developed snobbish lackluster attitude to agriculture because of white collar job. If you can recall in the early 60's sequel to the discovery of oil in 1968 in Oloibi, Nigeria mainstream was agriculture. Agriculture was our sustenance and earned foreign exchange. We exported so many agricultural produce to western nation and were able to feed our rapid growing population with agriculture. Today the story has changed. It might sound incredible but real Nigeria import toothpick from Brazil. Malasia, Singapore even Ghana our West Africa neighbor are far, far ahead of us in agriculture. We import palm oil and grand nut oil from Malasia a country that collected palm seedling from Nigeria. What a laughable story. Poverty is cancerous more dangerous than cancer and kill faster than Ebola.

(8) Government failure to provide basic social amenities, industries and enabling environment. Government categorical fundamental duties is people welfare.(security, health facilities', education, electricity and other infrastructural) The story is different in Nigeria. There are no electricity/power to power other smaller industries that will trigger employment generation and creation. There are areas here in Port Harcourt they have not had electricity for months, talk of in towns and villages. The



environment is not conducive as there are cases of stealing armed robbery and blatant abysmal insecurity that has ushered in palpable fear, kidnapping everywhere, cult clashes here and there. Many oil firms and companies has relocated out from Nigeria because of power and insecurity ,for instance WilBros and Mechelin relocated from Nigeria to Ghana and laid off many Nigeria staff working with them. The government has failed to establish public corporation, mining companies, even to go into commercial ventures that can create employment opportunities.

(9) **Bad Governance, policy formulation and implementation:** There are leadership problems in Nigeria in all area of human endeavor. Our leaders are not ready to come up with policies that will alleviate and ameliorate this problem of unemployment. The gap between policy formulation and implementation is far. People are not consulted before policies are formulated by our leaders. Imagine so many abandoned projects in all the state of the federation. The money spent on them should have been used for other meaningful projects. In Imo State ordinary sculpture, someone's image cost the state billions of naira. In Rivers State monorail is there, in Ekitti and Kogi State respectively, civil servant not paid for some months. Political office leaders have stored the fund for their private use during election. There are few laudable policies and projects with good intent but were not monitored by our leaders both political appointment and public servants because of cronism, prebendalism, nepotism and kleptocracy. Contracts are awarded to cronies for political reward, so nothing like supervision, monitoring and check mating the execution of those projects.

Nigerian leaders are only good in siphoning our patrimonial wealth and take them abroad without reinvesting it in Nigeria economy. Our people save their monies in foreign account, travel abroad for health and shopping leaving our local market to die naturally. The reinvestment of stolen money and hard earned monies in this country will help create employment and boost the economy. Imagine Dangote and Atiku's investment in Nigeria and the number of Nigerians they have employed if other Nigerians whose monies are stored in foreign counties do same unemployment will be reduced.

(10) **Corruption:** Nigeria is rated as 148 corrupt countries in the world. Corruption is a cog in the wheel of progress of national development. The political ambitions of our leaders, the rapacious intent of civil servants, the gullible psychological and emotional nature of the masses coupled with abysmal poverty make them prone to corruption. In fact everything goes in Nigeria. Corruption

is seen everywhere you go, on the road you will be startled with what some police officers are doing on the road, in schools both secondary and university you will be agitated, by what learner and teachers are doing, go to campuses both private and public you will be amazed and disquieted by what you will see. In church Oh, my God. you will be tempted to open a church or stop doing to church as you will see how church owners / preachers disposes people of the money forcefully under many guise of sowing of seeds, fake threatening prophesies, assignment and offerings. There is no effective service delivery. In the religious circle, churches and mosque to say precisely it is apparently obvious. Corruption is one of Nigeria most formidable enemy to national development.

(11) **Nepotism, tribalism, cronyism, prebendalism** are courses of unemployment in Nigeria. Jobs are given on fraternal tribal hegemony; those that don't have god father in the corridor of power are kept unemployed perpetually. If Yoruba man is heading a ministry when that ministry wants to employ you will have a lot of Yoruba people there to the detriment of other ethnic extraction. A clear case is the current employment of D.S.S in Nigeria. People reserve employment opportunities for their unborn children and those of them in school. Merit is sacrificed to favoritism. The current composition of security service chiefs in Nigerian is purely on ethnic sentiment. The Bayelsa man was removed as a result of power that be on cronism.

(12) **Under industrialization:** A nation that has so many industries, factories and firms will have more opportunities for employment than where there are no industries like Nigeria states unemployment will grow on a high rate.

(13) There are people that are lazy to work: They are physically and mentally weak to do any job.

(14) **Underpayment** is another factor responsible for unemployment. When salaries and wages are not commensurable to people qualifications and skills people will develop hatred to do job. There are remunerations and compensation that are tantamount to human slavery. The 18,00 thousand naira minimum wage in Nigeria is a clear example of slave wages not minimum wage. People prefer to stay idle than to do job that can't take care of their daily expanses.

(15) **Lack of electricity and power supply, crisis and friction** in the nation. Political interference, lack of enabling environment are courses of unemployment.

EFFECT OF UNEMPLOYMENT



The consequence of unemployment to both the individual and the nation will be explained here below.

(1) Study has showed that unemployment is the mother of many crimes. There is an adage that says an idle person is a devil workshop. This is true to great extent as experience and records clearly showed that many convicted of crime confessed that they are unemployed. The high rate of kidnapping, cultism and other atrocious heinous crimes are perpetrated by the unemployed. If those boys and girls are employed crime rate will be reduced. There is high surge in crime rate as a result of unemployment.

(2) Depression and frustration are products of unemployment. Individual get depressed and frustrated because a hungry man is an angry man. We have had stories of people that committed suicide because they cannot eat. Depression and frustration if not properly guided leads to death, and other deadly disease.

(3) Unemployment leads to reduction of output in the production of goods and services. This will retard national development and keep the nation in interminable poverty. There is high level of poverty as a result of unemployment. It is only those that have money that will buy things in the market.

(4) Unemployment leads to reduction in investment. Business man and women, industrialist and capitalist will invest their money where they will make profit. As profit maximization is the sole aim of any capitalist. It will be uselessly unreasonable to invest in a nation where majority of the people are unemployed. Goods and services produced will not have buyers no market. So unemployment leads to low investment.

(5) Unemployment leads to reduction in revenue through taxation: Imagine the number of Nigeria that is unemployed if they are employed they will increase Nigeria revenue through their tax payment. Those that are not employed cannot pay their tax. This in turn effect the economic system of the nation adversely as growth is not feasible under such condition and situation.

(6) Recently thousands of Nigerians were deported from Libya, Spain and Italy in hundreds. When interviewed over ninety-nine percent of them said they left Nigeria because of they are not employed. They left in search of a greener pasture. Unemployment increase immigration of our able and useful youths to other nations of the world. It reduces the population of the nation base on migration and sudden death in process of immigration and crime. In the local scenario it will lead to rural urban migration.

(7) A nation with high level of unemployment will go for sub-standard products for instance in the telecommunication industry Nigeria market is flooded with techno phones and cheap products. In the automobile industry Nigerian go more for second hand cars and second hand spear parts. The spear parts, we call them Beguim, fairly used products. We have the fairly used cloths fondly called (O.K) Okirika because many Nigeria a clean new cloths. For instance how many Nigerians can buy a jean trouser of N7, 000 new brand one, only few of us, so the fairly used ones are imported to Nigeria and sold less than N1,000. The same applied to other things.

(8) There is a saying that practice makes for better performance in anything. There are some works and skills that need constant practice for them to be useful and keep up with the job technicalities. People with this type of skill tend to loss knowledge of what they have they learnt because they are not employed to practice what they have learnt.

(9) Another effect of unemployment is that it lowers the risk of industrial action in a country as the few available employed persons will not be interested to initiate negotiation with management of either public or private sector. There is always low payment for labor as workers are afraid of sack hence agitation for higher wages and salaries is completely ruled out.

(10) There is waste of man power, increase in rural urban migration.

(11) Other effect of unemployment includes inferiority complex, demoralized and strained some interaction and relationship, ill health, broken homes,

NIGERIAN GOVERNMENT INITIATIVES AND PROGRAMM ON POVERTY AND UNEMPOLYMENT GENERATION.

The nation after political independence was faced with crisis that degenerated into civil war of 1966 -1970. The war had devastating effect on the economic development of the nation. Unemployment has been a matter of great concern to the government of the nation; hence the following programs were taken to reduce poverty and create employment and empowerment by different administrations. Unemployment and poverty are two Siamese twice that cannot be separated.

1. Operation Feed the Nation (OFN) 1977.
2. Green Revolution 1980.
3. War Against Indiscipline (WAI) 1984.
4. Directorate of Food, Road and Rural Infrastructure (DFRRI) 1986



5. National Directorate of Employment (NDE) 1987
6. Better life for Rural Women (BLF) 1986
7. People Bank of Nigeria (PBN) 1989
8. Community Bank 1988
9. Oil Mineral Producing Areas Development Commission 1997
10. Vision 2010
11. Family Economic Advancement Program (FEAP) 2000
12. Poverty Alleviation Program (PAP) 2001
13. National Poverty Eradication Program (NAPEP) 2001
14. National Economic Empowerment and Development Strategy (NEEDS), (SEEDS) and (LEEDS).
15. Subsidy Reinvestment and Empowerment Program SURE-P

Despite all these laudable program and initiatives mentioned above and many more unemployment is still on increase.

YOUTH EMPOWERMENT PROGRAMMES IN NIGERIA

There are so many youth empowerment programmes in Nigeria, initiated by government, private individuals, corporate organizations and non-governmental organizations all with the same goal of self-reliance and national development of the country through the impartation of skills and entrepreneurship ability to the youth.

IkechukwuNwuzoh ;Information Guide in Nigeria, (2018) listed the following:

- Youth Enterprise with Innovation in Nigeria (YOUWIN)
 - Youth Initiative for Sustainable Agriculture (YISA)
 - N-Power Empowering Programme (P)
 - Subsidy Reinvestment and Empowerment Programme (SUREP)
 - Graduate Internship Scheme (GIS)
 - Youth empowerment and Development Initiative (YEDI)
 - AAfrica Youth Empowerment Nigeria (AYEN)
 - Tony Elumelu Foundation for Entrepreneurship in Africa
 - Youth Empowering People (YEP)
- (10) Youth Entrepreneur Support Programme YES-P
 - (11) Diamon Crest for Youth, Education Foundation
 - (12) New Era Foundation
 - (13) Youth for Technology Foundation
 - (14) Foundation for Skills Development
 - (15) International Centre for Development Affairs

- (16) United Nations of Youth, Network Nigeria
- (17) Lagos Digital Village.
- (18) LEAP Affairs
- (19) Movement for Youth Actualization International.
- (20) Youth Empowerment Solution (YES)
- (21) National Youth Service Corps (NYSC)
- (22) Youth Entrepreneurs of Nigeria (YEN)

The above mentioned youth empowerment initiatives have a common benefit no matter their nomenclatural difference and operations.

The gains of youth empowerment are:

- It prepares the youths ahead of future challenges in life and make them to be self-reliance.
- It helps youths to develop their potentialities into full manifestation through impartation of several skills.
- It creates awareness to the youths, through training, sensitization and orientation about challenges of life, youth are been educated reducing ignorance.
- Youth empowerment enables youth to acquire new skill and entrepreneurship capacity building in the youths.
- It helps to redirect and enhance already lent skills appropriately for the youths.
- Youth empowerment initiatives help to reduce dependency on government, parents and others.
- Youth empowerment initiatives programme help to increase political, social and economic development of the nation.
- It reduces crime rate in the country.
- It reduces unemployment by creating more job as people are self-employed and they become employers of labour.

DILEMMA OF UNEMPLOYMENT IN NIGERIA

Recent data available rate Nigeria amongst the tenth poorest and corrupt countries in the world despite our numerous human and natural resources both tapped and untapped. Nigerian as a nation has been battling on how to development herself with policies, programmes and developmental initiatives that are tailored and implemented toward greater underdevelopment of development, this might sound paradoxical but a cursory retrospect from history available data clearly prove this thesis to truth. The dramatic irony is that the more Nigerian makes moves for development the more growth and development are retarded at a very geometric rate. A



clear example is the high rate of unemployment we have now and the past ten years.

Nigerian government at all level ranging from federal, state, and local government are in state of dilemma as it concern unemployment. All effort made reduced unemployment including agricultural policies and programme failed gave a dash to its expectation as it was used as spillway and conduit to siphon the nation patrimonial wealth by the political gladiators and their cronies using kpletocracy as a tool. This has been the situation a recurring decimal that has quagmire the nation for the past fifty-eight years of political independence. To free Nigerian from this dilemma of development and underdevelopment this has adverse multiplier effect on all sector of human endeavor there is an imperative need to take a proactive radical approach to address the problem of unemployment if this nation must continue to exist before it will snowball to something more deadly. Unemployment is a mother to many crimes and father's many atrocious and heinous endemic crime.

SUMMARY, SUGGESTION AND RECOMMENDATION

Dangers of unemployment are great a nation that toils with this odoriferous saga is heading for a greater calamitously calamity. Nigeria government has done nothing or little to combat unemployment. That is why national development has been a mirage despite several developmental plans and initiatives had, all ended without achieving its set aims and objectives. From empirical studies and available data Nigerian can achieve development and move from developing to developed world if our resources both human and materials are judiciously used. For Nigeria to be free from this malodorous odorous saga that has quarantined her from development and kept her in sempiternal poverty an urgent measure is needed.

I wish to make the following recommendation and suggestion on how Nigeria as a nation can tackle and combat the problem of unemployment. Nigerian as a nation needs an urgent surgical operation to remove the deadly disease called unemployment. It must be fought with all strength, vigor and dedication if this nation must continue to exist in peace.

- (1) Let there be reorientation and general sensitization on entrepreneurship and skill acquisition from primary to higher level of education. This will make people to be conscious of job creation instead of job seekers.
- (2) Curriculum of Nigeria educational system be overhauled and be patterned towards producing graduates that are qualified,

capable and able to do work. The production of graduates with employability skill and ability should be their goal and objectives.

- (3) Let there be practical and functional skill acquisition training center, and let the training center be equipped with the needed qualified materials both human and materials. This will enhance technical and vocational training, practical work that will lead to self employment and self reliance after schooling.
- (4) Agriculture should be encouraged; Government should focus and invest in agriculture. Government should provide loan, credit facilities and tools to farmers. Government Provision of improved seedlings, fertilizers and land for mechanized farming will help to reduce unemployment.
- (5) Formulation of good policies and implementation by government that will focus on development of people. People should be consulted and sensitized about any projects and policies.
- (6) Employment cannot be created in an atmosphere of rancor. Let government provide enabling environment of peace, security, electricity and social amenities, like power/electricity. This will motivate investors to come and invest their money; people can also open up their private businesses.
- (7) Government should go into commercial venture by build industries, companies and factors that will create employment opportunities for her citizenry.
- (8) Birth control method be taken seriously and monitored to avoid unnecessary population explosion.
- (9) Formation of cooperative societies be encourage by government. This will help to build more industries that will employ people. Government should grant loan to them.
- (10) Nigeria government should revisit and overhaul National Directorate Of Employment (NDE) and other employment initiatives and agricultural policies and programme with more proactive measure this will help to reduce the problem of unemployment.
- (11) Education: People should be well informed educationally. A good Education is a tool for national development. Develop man very well man will develop others things. An educated person is broadminded and does what is worthwhile at the right time with all reasonability and objectivity, without a scintilla of subjectivity and mediocrity.
- (12) Corruption should be drastically reduced and checkmated via a strong political will to fight corruption through a well defined institutional framework and functional independent



judiciary. Ensuring that those funds culpable of corruption are made to face culpability.

(13) Good governance will usher in developmental and meaningful projects that will create employment opportunities for people. People with good administrative pedigree should be given/ elected into leadership position.

(14) Individual, cooperative societies, entrepreneurs should be encouraged to go into full business; government can grant them taxed waver free to go into business. They can grant waver to some tax payment. Provide them with equipment needed for production.

(15) Land tenure system should be change to favor people that don't have land that wants to go into agriculture on a mechanized scale.

(16) Nigerian government should look inward and go further into mining, agriculture, and other things, diversification into other sector will help to reduce unemployment in Nigeria. Much focus on oil is working against the nation.

(17) Good institutional arrangement and functional bodies to monitor developmental plan with qualified man power and other resources.

(18) Private partnership with government will be of great importance. Private participation in business and provision of enabling environment for them to thrive will be helpful to reduce unemployment private participation and investment in business. In developed nations of the world private sector is the highest employer of labour.

(19) Religious leaders and preachers should teach their members about dignity of labour and come up with employment and skills acquisition programs that will generate employment or make them self employed. Churches should go into capacity building not only establishing universities where poor member's children cannot attend owing to high school fees. Let me remind them that it will be total waste of resources if after schooling there is no employment opportunities. I am not been judgmental what Omega Power Ministry (OPM) is doing in the city of Port-Harcourt about human capacity building is encouraging. I am not a member, I am a born Baptist but if all other churches will cue into this human capacity building of church member's unemployment will be gradually reduced. Imagine money used in buying a private jet for evangelism.

(20) Nigerian government should formed regional economic groups and come up with good practical policies on how to achieve growth and development. ECOWAS and AU should be

overhauled and make their economic policies and program practicable and achievable in clear terms. Alliance and cooperation with other developed countries to learn from them, cross fertilization and pollination of ideas is needed mostly from countries that moved from developing to developed world like Malaysia and Singapore. Regional integration, state cooperation and local government to avoid friction in policy formulation and implementation. True federal Fiscal federalism will ensure development at all level of government.

The above suggestions if taken seriously and implemented religiously will reduce unemployment not only in Nigeria but in other sub Sahara countries with similar problems of unemployment.

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