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*A Publication of the Department of Public Administration, Ibrahim Badamasi  
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## THE ROLE OF ICT IN UNIVERSITY OF NIGERIA NSUKKA

**OSAMOR EMMANUEL ONYEKACHUKWU.**

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### Abstract

*This study investigated the role of ICT in University of Nigeria Nsukka. The study generated 3 objectives which were turned to research question. The theories used are the connectivism and the global village theory for this study, the entire population was 33,644 and a sample size of 380 respondents was selected with the help of the Australian Calculator. The Accidental sampling technique was use to elicit data for the study. The questionnaire was used as the instrument for data collection, and frequency and basic percentages were used for data analysis. Within the framework of the study. The study reveal that there is a good knowledge of ICT in UNN. The finding also revealed that ICT plays an important role in the daily activities of staff/student. Base on this study the researcher concluded that this study has revealed a major challenge in the use of ICT in UNN. Some recommendations were made which includes; There should be wider and stronger network coverage in the entire UNN community and Practical courses on ICT should be made mandatory for student at all level.*

**Keywords: Role, ICT and UNN**

### Introduction

In order to increase productivity and ensure the long-term development of a country, higher education establishment is viewed as the foundation of human development. Chimombo (2005, EFA, 2010 and 2011). Because the potential of education to foster human capital and growth has not yet been fully realized, most higher education institutions lack adequate infrastructure, and those that do exist are in poor condition, deterring students from enrolling (DFID, 2010).

The advent of technology has brought about advance leaning as against the previous undeserved pattern of leaning to the people traditions, this is as a result of cultural or social reasons that made them unable to register into higher institution. Toro and Joshi (2012)

In general, teaching, learning, research, and personal growth began in 1948 with the founding of Nigeria's first educational institution and its library, the University of Ibadan. Since then, there have been numerous university libraries, just as there are universities all throughout the country. These libraries' primary purpose is to enable unrestricted access to information in light of the growing reliance on ICT. With the help

of ICT, modern libraries play a vital role in providing information needed by the users, this simply means that libraries need to apply the knowledge of ICT in their daily activities in the library considering the role it plays in retrieving and disseminating of information. Jude and Doris (2019).

Information communication technology (ICT) also means modern technology gadget used by students to support their educational pursuit and advance their achievement in pursuance of their academic goal. The majority of schools currently use a variety of ICT tools to organize, transmit, and preserve information. Computers, the internet, broadcasting technologies, and telephony are all included in this technology equipment (Nweke et al., 2013).

ICT has become an integral part for teaching, learning, interacting through such approach, this has also replaced chalkboard with interactive whiteboard, smartphones and other device for learning during class time. With the help of ICT, education has been made easy for literate and nonliterate because student can now learn from home without attending class and the nonliterate can be helped to learn new things online. When a teacher is digitally enlightened to use ICT, it promotes other higher learning skill that will also help student better prepared to deal with ongoing technological change in the society and workplace. UNESCO (2023).

The role of ICT cannot be undermined because in recent time, countries has developed in ICT usage either independently or as a group for national development in education and development of information in a country as a whole Scheuermann and Pederro (2009).

In a study by Odionye (2016) noted that achieving the aims of university with the aid of ICT is very important to the establishment of the university library. The emergence of information technology in the information age exchange has put librarians and office workers at the forefront of these activities they are faced with and this has brought new tools and techniques for acquiring and handling information. Hence, Nigeria government has acknowledged the need for the development and expansion of ICT center in the educational sector which has become the norm following the worldwide integration among countries. Aina (2010) opines that two decades of the last century, ICT became a norm and its emergence could be characterize to some inter-related factors such as social, economic and technological changes of the past decades which are now providing more education and training for all than before. According to Ashang (2018), some of the difficulties that limit the utilization of ICT centers include the following: Inadequate knowledge of designated unit directors with computer hardware and the necessary supplemental equipment; Lack of a computer literacy orientation or training program or low academic participation rate; faculty deans' aging populations and resistance to employing computers in educational administration; lack of familiarity among academics with the world wide web (www) environment and its use; Lack of access to personal computers in directors of



units/centers and deans of faculties' homes or offices; widespread academic perceptions that new ICT possibilities have no impact on increasing the quality of education; lack of funding for academic planning units/centers and faculties to prepare hardware and equip the classrooms, as well as a lack of staff attitudes, cooperative motives, and coordination needed to introduce ICT into a new environment.

However, Information and Communication Technology (ICT) offers support, effective management, easy operation, and administration in academic institutions and offices when used effectively. It was also observed that ICT can be used for student administration, according to Egoigwe, Ali, Chukwuemeka, Mamah, Madu, Nweke, and Okop (2020), who consulted a variety of resources for higher education institutions.

According to Thomas (2019), ICT at Njala University in Sierra Leone also serves the following purposes: combining data center services; implementing, managing, and sharing services for development; creating a more robust, efficient, and secure institution with a wide infrastructure; and enhancing and expanding ICT services to meet the expanding needs of the institution's departments, faculties, centers, and units.

Before the advent of ICT, work in Nigerian libraries was laborious, time-consuming, and did not allow for much flexibility. However, with the advent of ICT in Nigeria, especially at the higher educational level, there has been simultaneous access for many users at the same time, which helps to close the global information gap and create, accelerate the accomplishment in work force amongst staff, (Egoigwe, Ali, Chukwuemeka, Mamah, Madu, Nweke, and Okop, 2020).

### **STATEMENT OF PROBLEM**

Since the inception of ICT till date, it has been known for its constant transformation, its usage in schools, offices, interaction from country to country, at home to ease work load for human and even made communication reachable nationwide but in all of its strength, it is not without its shortcoming. It is an aberration to know that some staff/students still lack orientation, training/enlightenment of ICT usage to execute task in academic environment/place of work because they haven't embraced the knowledge that comes with ICT.

However, the act of embracing ICT resources to render adequate services is not unique to University of Nigeria, Nsukka alone, other institution also encountered different degrees of challenges in Nigerian. It is against this backdrop this study seeks to fill the gap through the under listed objectives.

### **OBJECTIVES OF THE STUDY**

The main purpose of the study was to examine the role of Information and Communication Technology (ICT) in University of Nigeria Nsukka. Specifically, the study sought to

- 1 Examine the level of knowledge of ICT available to students/staff of UNN
- 2 To find out the function of ICT amongst staff/student of UNN
- 3 To ascertain the challenges encountered most in using ICT in UNN

### RESEARCH QUESTIONS

- 1 What is the level of knowledge of ICT available to students/staff in UNN?
- 2 What is the function of ICT amongst staff/student in UNN?
- 3 What are the challenges encountered most in using ICT in UNN?

### LITERATURE REVIEW

#### Focus of Review

Previous studies have been carried out on related topics such as roles of ICT but there is no much documented evidence as regards role of ICT in University of Nigeria Nsukka therefore, various literature of scholars, researchers will be reviewed as it relates to the topic under study. The review is presented under various sub-headings which are in line with Ohaja's assertion that, "Literature review should be broken into sub-headings and presented in a logical order to enhance readability." (Ohaja, 2003), this includes;

- Conceptual Framework
- Overview of Information and Communication Technology
- Origin of ICT
- Roles of ICT on Education
- Empirical
- Theoretical Framework

#### Overview of ICT

The use of computers and telecommunications equipment to streamline the generation, collecting, processing, transmission, and storage of information is referred to as information and communications technology (ICT). This includes computing technologies such as servers, laptops, computers, and software programs in addition to the wired and wireless communication technologies that support telephones, the Internet, the Internet of Things (IoT), and the metaverse. ICT strives to improve M2M (machine-to-machine) and human-to-human (H2H) communication efficiency to support simpler and more effective production.

It is no longer possible to minimize the value of ICT because it has become the backbone of contemporary civilization, enabling constant innovation, boosting

productivity, and promoting worldwide connectivity.

### **Origin of ICT**

The 19th century brought about ICT with the advancement of telegraph and telephone, these two inventions significantly changed the way people worked, communicate and interacted socially thereby making communication possible from person to person at different location in real or near-real time. Radio and television ushered the idea of mass communication in the middle of the 20th century, by the end of the century, the internet had become a mainstream medium for communication, business and entertainment. Its relevance continued to grow with speed in the following years, transforming the way people work and digitally transforming the way people communicate. The following are the dates with technological advancement;

#### **Year      Technological Advancement**

1837	Morse code and telegraph
1876	Telephone
1895	Wireless telegraphy
1927	Television
1947	Transistor
1951	UNIVAC I (First commercial computer)
1969	ARPANET (Foundation of the Internet)
1971	First email
1990	World Wide Web
1991	GSM (Global System for Mobile communication)
1994	Netscape Navigator (Widely-used web browser)
1998	Google
2001	Commercial 3G networks
2004	Facebook
2007	iPhone
2008	Bitcoin (First blockchain-based cryptocurrency)
2010	4G networks

- 2016 AlphaGo (AI system defeating world champion Go player)
- 2020 5G networks
- 2023 Zoom (350 million daily meeting attendees)

Presently, with the help of ICT, broadband internet and smartphones has made it easier than ever for people to gain access, share and consume information with ICT experts promising even more exciting developments in the nearest future. In view, 6G networks will provide faster and more reliable connectivity, generating AI systems like ChatGPT which will change the way people create, acquire information and emerging technologies like quantum computing and Web3 will also inspire a wide variety of new ICT tools and applications.

### **The Role of ICT on Education**

The importance of ICT cannot be undermined even in the educational sector, according to Schemas (2023) constructivism theory, it states that construction of knowledge by learners is achieved not just receiving information passively. People experience the world, establish their own representation and instill new information into their pre-existing knowledge, when this is employed in the right educational condition, with the knowledge of ICT, student can construct the required skill needed to excel in their different areas of study by facilitating delivery and also enhances their learning process. According to Nwosu and Ogbomo (2011) and Pyla (2012) notes that, it enhances the efficiency of educational administration, reduce cost, covers large areas, improves policy formulation and execution of task.

Sanieifar (2013), posits that, it fastens the systematic and accurately retrieval of data related to students and staffs as well as general record. For students, such data includes personal file, assessment, academic records, placement participation etc could be achieved through ICT.

Local area network (LAN) is an importance aspect of ICT networks, infrastructure for virtual libraries and other virtual structure in accelerating the globalization of library services, subsequent transformation of library practices in Nigeria Universities has gained significant recognition. With the help of ICT, globalization has been made possible which has brought a significant change in University libraries, including UNN. This was confirmed in Aina, Adigun, and Ogundipe (2010) study that there has been dramatic adoption of ICTs in Nigerian libraries, offices and this has led to globalization of library services in the country.

### **Empirical**

The following are some of the related studies carried out on this Subject matter which are also in line with the objectives of the study;

The Use of ICT in The Teaching and Learning of Oral English in UNN Education Zone, a

research by Abonyi (2018), revealed that the school has minimal ICT resources available. The study's participants concur that using ICT to learn is advantageous, however the majority of teachers and students don't use them since they lack the necessary ICT abilities. In general, it was found that obstacles to the efficient use of ICT in the classroom included a lack of knowledge of the technology, a lack of computers for a sizable hall, frequent power outages, a lack of trained staff to handle ICT instructional materials, a lack of personal computers and access to internet resources.

In accordance with objective (2), the ICT Unit of UNN (2023) states that it is generally responsible for the deployment of infrastructure related to ICT and provide ICT services for efficient administration, teaching, research, and learning of the University as a whole. This is possible with the help of the Information & Communication Technology Unit (ICTU), giving the University the opportunity to invest in the strategic use of IT, direct IT resources to the best and highest uses in support of the University of Nigeria, and raise the bar for IT service in a way that is exceptional.

In a related study by Richard Ojinnakaeze and Edna (2019) in line with objective (3) of this study, Titled "*Computer-Based Test (Cbt), Innovative Assessment of Learning: Prospects and Constraints among Undergraduates in University of Nigeria, Nsukka*". Findings revealed that examination malpractice is reduced when it is CBT with the help of ICT and it guarantees secured data storage, in spite of this, The University of Nigeria Nsukka still faces a threat from students' computer illiteracy, poor power supply, weak network connection, computer illiteracy when adopting CBT. Furthermore, ICT has numerous benefits but many constraints prevent its effectiveness within the university especially when using it for examinations.

ICT plays numerous roles in all aspect of human society such as socially, medically, economically, and even educationally. The integration of ICT into the educational field has significantly altered how different countries approach education. ICT is therefore viewed as a change agent in the field of education. ICT resources, according to Ajinaja (2017), carry out a variety of tasks in the educational system, including enrolling and managing pupils. Azor, (2017) said, it also serves as help for teaching and learning in different areas. Joshua, (2018) asserts that it hastens assessment of learning when it is Computer Based Test (CBT).

Technology, according to Adegbiya, Fakomogbon, and Daramola (2012), has emerged as the only trustworthy medium that has enabled successful, effective, and internationally based education for all countries, with a greater emphasis on its function in computer-based evaluation.

### **Theoretical Framework**

The global village hypothesis was advanced by Canadian-born Marshall McLuhan in his books "the Gutenberg Galaxy: The Making of typographic Man" in 1962 and "Understanding Media" in 1964, and it served as the foundation for this study.

Electronic technology and the instantaneous flow of information from every direction to every location at once, according to McLuhan, have shrunk the world into a village. The theory is found to be applicable in this study because ICTs have transformed the world, particularly higher education programs, into a global village. As a result, students and staff who are all users of the library are now using the university ICT facilities to access online journals, as well as sending and receiving e-mail within and outside the nation, and find references. The usage of the Internet has transformed how businesses, libraries, schools, and individuals may access information. The walls between home and school have also been broken down by technology, and many colleges now use audiovisual equipment to send educational materials over large distances. More traditional modes of academic interchange between colleges around the world have been supplanted by these new kinds of globalization.

George Siemens and Stephen Downes, two theorists, initially presented the connectivism idea in 2005. The year after Siemens' Connectivism: Learning is a Network Creation, which was posted online in 2004, Downe's introduction to connective knowledge was released. These articles discuss the crucial role that technology plays in the process of learning and how the access of students to information had been sped up during the digital age. A relatively new notion called the connectivism leaning hypothesis stipulates the effective combination of ideas, theories, and general knowledge. It acknowledged technology to play a significant role in the learning process and that the freedom to choose how we will learn is to remain connected at all time. In line with this theory, it simply means that ICT helps it users that is, staff/students to learn, combine their thoughts and acquire relevant information that will be use in a profitable manner.

### **Methodology**

**Design:** This study employed the Analytical survey design to describe and explain the Role of ICT in the University of Nigeria, Nsukka. This type of survey seeks to find out the reason why people behave the way they do, it seeks to determine whether there is causal relationship between certain kinds of behavior, various societal and demographic characteristics of people Ezekiel, Mohammed, Daniel and Ruth (2017). It makes use of questionnaire or interview to discover characteristic of a phenomenon and this simply means that, there should be a reason why people use or don't make use of ICT. The researcher carried out this study in University of Nigeria Nsukka in Enugu State.

**Population of the study:** The total study population was made up of the entire students and staff of UNN. According to ICT innovative center UNN (2023), the total number of students is 24,458 and according to Registrar Department, Personnel Unit UNN, the total number of staff (academic and non-academic) is 9,186. In total the entire population of this study is **33,644**. A population describes the entire members of any definitive set of people, events or subjects.

**Sampling and Sampling Technique:** With the help of the Australian Bureau of Statistics, a sample size of 380 was gotten. The Accidental sampling technique was used meaning that, the researcher finds a place that is convenient for him and stays there to distribute his questionnaire to the respondents concerned. This implies that any available member from the population at a given point in time is selected until the anticipated number is attained.

**Instrument of Data Collection:** A questionnaire was utilized in the study's data collection; it was well constructed by the researcher to obtain primary data. The response format was a four Likert scale which are; Strongly Agreed (SA), Agreed (A), Disagree (D) and Strongly Disagree (SD).

**Data Collection and Analysis:** The data collected in this study was presented and analyzed using quantitative and qualitative (which is largely descriptive) methods. The quantitative method made use of simple percentages, tables and frequencies in order to ensure that the data are correct as well as demonstrate the results distribution of the findings while the qualitative method was utilized in interpreting the figures to better understand the findings.

The research questions in this study were analyzed and treated one after the order to ensure clarity of data presentation. The percentage formula used is shown below.

Where;

$n$

$n \times 100$

$1$

$n$  = Number of respondents (frequency)

$n$  = Total number of respondents

100% = Percentage

In using the above formula, the number in a particular unit was divided by the total number in the frequency then multiplied by one hundred in order to get the total percentage in a given item or question percentage.

## Results

Out of the 380 copies of questionnaire that were distributed to staff and students, 350 copies were filled and returned. This represent 95% return rate.

**Table 1 Research Question 1:** What is the level of knowledge of ICT available to staff/students in UNN?

Response rate on do you know what is ICT

Response	Frequency	Percentage%
Strongly Agreed	340	97
Strongly Disagreed	-	-
Invalid	10	3
Total	350	100%

Responses from the above table showed that 340 (97%) respondents knows what ICT is.

**Table 2 Research Question 2:** What is the function of ICT amongst staff/student in UNN?

Response rate of function of ICT in UNN

Response	Frequency	Percentage
For information, documentation and sourcing materials.	180	51
For catching fun	150	43
I don't know	20	6
Total	350	100

From the table above, it reveals that 180 (51%) of respondents strongly agree that ICT is very important

**Table 3 Research Question 3:** What are the challenges encountered in using ICT in UNN?



What hinders the free flow of using ICT center in UNN

Response	Frequency	Percentage%
Strong Network	226	64
Power failure and attitude of staff.	100	29
Invalid	24	7
Total	350	100

Table 3 above shows that 226 (64%) of respondents are of the opinion that strong network is a major challenge in using the ICT center.

### Discussion of Findings

Having presented the data generated, the findings were discussed in accordance with the research questions of the study.

The first research question sought to examine the level of knowledge of ICT available to students/staff in UNN. Response to this research question revealed that staff/student as the respondents of the study, knows what ICT is all about and this was further illustrated as 340 of (97%) serves as the majority of the study.

The second research question was to find out the function of ICT amongst staff/student in UNN. Their response showed that 180 (51%) majority of respondents strongly agree that ICT is very important in their day to day activities.

Finally, the third research question ascertain the challenges encountered in using ICT in UNN? The response to research question three shows that respondents of 226 (64%) are of the opinion that strong network is a major challenge in using the ICT center. In all, it can be deduced that majority of respondent has good knowledge of ICT and its role cannot be down play.

### Conclusion/Recommendations

Going through the result of the study, it shows that there are a good number of people that know what ICT is all about, know the roles it plays in our daily living but it is not without its challenges. The contribution of this research has opened a major challenge in utilizing ICT in UNN. Therefore, the researcher recommends the following the findings of this study:

- There should be wider and stronger network coverage in the entire UNN
- Practical courses on ICT should be made mandatory for all student at all level
- Equal value for money paid by staff and student should be given to them when using the ICT.
- There should be more ICT center in a big institution as UNN and there should be easy access for staff and students without rigid protocol to scare them away.

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**AUDIENCE PERCEPTION OF SOCIO-ECONOMIC IMPLICATION OF  
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**ABSTRACT**

This study examined audience perception of socio-economic implications of banditry in North Central Nigeria with a focus on Niger State. The study employ survey design and data were collected through well-structured questionnaire administered. The study was anchored with Agenda setting theory. A sample of 308 was selected using convenient sampling. Tables were adopted in the analysis. The study discovered that there is a significant effect of rural armed banditry on socio-economic activities in Niger State. Analysis suggests that respondents had a negative perception about the effectiveness of measures adopted by the Niger State government in terms of curtailing rural banditry in the state. It was discovered that poverty and illiteracy were the major causes of rural banditry in Niger State. Employment opportunities should be provided by the government; this will assist in reducing poverty, unemployment and the higher numbers of youths engaging themselves in drug abuse, and all forms of social vices in the society. Government at federal, state and local government level in Nigeria should collectively employ more security personnel and increase funding and motivation of existing officers.

**Keywords:** Audience, Bandits, Socio-Economic, Perception, Niger State.

**Introduction**

One of the deadly groups causing a serious threat to the consolidation of democracy and good governance in Nigeria is banditry for almost a decade now. The northern parts of Nigeria have been struggling with the activities of bandits such as kidnapping, cattle rustling; rape, killing, looting and as well as arson (Akinyetun, 2022). Historically, kidnapping in Nigeria can be traced to the kidnapped of a foreign oil worker who was abducted in the Niger Delta Area around 2006 (Ibrahim & Ahmad, 2020). Though, the danger of banditry and abduction has lately become a continuous occurrence affecting the unity and existence of Nigerians residing particularly in the northern parts of the country (Akinyetun, 2022). Thus, it has become so obvious that the Nigerian government as well as foreign countries is now paying little or no attention to it. This is because the attacks carried out by bandits are often now underreported or sometimes not even reported by the media, despite that the attacks without doubt happens almost daily, irrespective of the measures adopted by the government. As such, one could argue that Nigerians are usually abducted, harass, killed and properties worth billions of dollars are daily destroyed by the activities of bandits.

Against this backdrop, the activities of bandits have continued to affect states like Niger, Katsina, Zamfara, Kaduna and Sokoto State. In this direction, citizens and communities have become homeless and living in tension, in fact, it has become almost impossible to sleep comfortable in these states at the moment. The above prompt the leadership of the Nigerian Senate led by Ahmed Lawal to asserts that the activities of bandits and its threats have caused a lot of insecurity which in turn affects the socio-economic activities of the Nigerian state, as a result foreign direct investment as well as potential investors are now scared of investing their monies in some parts of northern Nigeria (Umoru, 2019). Supporting the above trading economics and Central Bank of Nigeria(2020) observed that Foreign Direct Investment (FDI) has reduced in Nigeria from 1269.22 in 2017 to 959.52 in 2018, a additionally declined to 909.54 in 2019, which are credited to worsening uncertainty caused by bandits, Boko Haram and all kinds of insecurity in Nigeria (Ibrahim & Ahmad, 2020). Similarly, banditry have also affected the whole financial and economic activities in rural areas within the North Central and North Western States (Caleb, 2021). According to the National Bureau of Statistics around 80 million out of the predictable 200 million Nigerians are living in abject poverty, whereas the level of those unemployed is pecked around 33% which is now been increased by the daily attacks carried out by bandits and other groups in Nigeria (Adetayo, 2022). Ladan and Matawalli (2022). The unsettled crises and conflicts between farmers and herdsmen that moved from areas such as Paikoro, Kontogora, Shiroro, Munya, Rijau, Muye and Mashegu. Banditry in Shiroro LGA started since around 2017 and increased in 2020 especially during COVID 19 pandemic (Awwal, 2020). Presently, one of the major areas affected by banditry in Niger State is Shiroro, in this area a lot of attacks have been carried out where humans have been killed and properties worth billions of naira have been destroyed (Awwal, 2020).

### **Statement of the Problem**

No country can develop in the 21<sup>st</sup> century without the protection of human lives and existing properties in a country. The availability of human security provides people with the opportunity to legitimately search for a means of survival in a country without anxiety, harassment; the threats of lives and properties (Akinyetun, 2022). Studies have shown that security is the availability active measures to efficiently tackle insecurity with the use of experts. Contrastingly, the dangers of banditry have to some extent been curtailed by the Niger State government to some local government areas, so as to improve the security of people and the development of economic activities in the state. Yet, these dangers posed by bandits have continued to pose a major threat to the people in Niger State and the whole of Nigeria (Awwal, 2020).

Similarly, bandit attacks have impacted negatively on the existing economic activities

in the state, cultural activities and also the political development of the state and as well as the psychological aspects of the state. The above have made many people to become restless and because of lack of job, a lot of people now engage in social activities like banditry, kidnapping, and stealing (Muhammed & Umar, 2021). The governments have employed different strategies and measures to tackle insecurity in the state, however, all efforts to tackle these dangers are become futile daily. For example, Niger State has come up with different measures and policies to tackle insecurity, unfortunately, the activities of bandits have continued to affect the existence of the state (Muhammed & Umar, 2021). This study is designed to interrogate audience perception of socio-economic implication of Banditry in North Central Nigeria.

### **Research Questions**

- i. What are the causes of rural armed banditry in Niger State
- ii. What are the effects of rural armed banditry on the socio-economic activities in Niger State?
- iii. What are the measures put in place by the Niger State government to curtail the level of rural armed banditry attacks on socio-economic activities in Niger State?
- iv. How effective are the measures put in place by the Niger State government to curtail the level of rural armed banditry attacks on socio-economic activities in Niger State?

### **Objectives of the Study**

The main objective of this study is audience perception of socio-economic implication of Banditry in North Central Nigeria. Specifically, the study is designed to achieved the following:

- i. To find out the causes of rural armed banditry in Niger State
- ii. To ascertain the effects of rural armed banditry on the socio-economic activities in Niger State
- iii. To identify the measures put in place by the Niger State government to curtail the level of rural armed banditry attacks on socio-economic activities in Niger State
- iv. To ascertain the effectiveness of the measures put in place by the Niger State

government to curtail the level of rural armed banditry attacks on socio-economic activities in Niger State

## Conceptual Review

### The Concept of Banditry

There is no single universally accepted definition of banditry. Hence, the concept is defined differently by scholars, around geographical region and within a specific timeframe. Be that as it may, banditry is derived from the term bandit which refers to the unlawful armed group threatening a group of persons and destroying their properties. The term is linked with the creation of smaller groups and gangs, who usually adopt the use of smaller arms and weapons to destroy lives and properties of people in a community. To this end, banditry can be defined as a criminal group setup deliberately to gain personally. In his contribution, Egwu (2016) views banditry as a practice of cattle theft and animals from people who rear animals or stealing of animals from their ranches. In this direction, the activities of bandits include kidnapping, rustling of cattle; drug abuse and the open killing of people in an area dominated by agricultural activities (Uche & Iwuamadi, 2018), Shalangwa (2013) defines banditry as the practice of marauding and attacking people by a group of persons that are armed with the aim of killing or harming an individual. Nevertheless, where the term banditry is linked to rural, it usually means a group of local outlaws who engages in unlawful actions which includes looting of rural areas, abduction and the rustling of cattle for the deadly accrual of wealth. Therefore, bandits are groups threatening and depriving people in the rural areas or travelers of their important properties which includes merchandise, cash, sheep, cattle as well as camel. These groups usually work within local areas and rural borders with the primary supports of those residing in local areas and as well as those who are employed by the states to protect lives and properties in an area (Abdullahi, 2019). The phenomenon of banditry, which lately becomes popularized in Nigeria, is birthed by continued attacks and conflicts in local communities for almost a decade. The above have led to the destruction of lives and properties in areas like Zamfara, Niger and Kaduna States which have caused the displacement of people.

### Socio-Economic Development

According to Ake (2001), development is a multi-dimensional concept and centered on the activities of man in a society. This deals with the act of providing empowerment to the people who reside in a country so they can utilize their ideas and further use the available natural resources around them to earn a living (Ake, 2001). As observed by Abah and Nwokwu (2017), development means the transformation of social, economic and political activities in a country. Thus, development is a continuum and a



process of social-cum economic development in a country. Development is often measured by lots of factors such as life expectancy of the people, life expectancy, literacy and levels of employment, and above all the gross domestic product.

Hence, economic development comprises of progress in providing health care facilities, basic education and better standard of living in a society (Belshaw & Livingstone, 2012). The meaning of the term “development” becomes obvious and precise with the understanding of the term “economic growth”. Economists usually sees economic growth as the increase over time in a country's real output per capita. However, other methods can be utilised, output is most suitably evaluated by the gross national product (GNP). The above means that economic growth is evaluated by the increase in a country's per capita GNP. Economic growth is therefore sustained level of production possibilities measured as an increase in the real GDP over a specific period. Rapid economic growth maintained over a number of years can transform a poor nation into a rich one, as has been the experiences of Hong Kong, South Korea, Taiwan and other Asian economies (Bade & Parkin, 2020).

#### **Review of Related Studies**

Nwagboso (2012) examined security challenges and economy of the Nigerian State (2007-2011) The research utilised the theory of Relative Deprivation as its theoretical framework. Similarly, content analysis was used for the study. Findings showed that security challenges in the country are linked to bad governance as leaders have failed to tackle factors such as inequality, the level of poverty and unemployment and unequal distribution of scarce resources between other tribes which have led to crimes and continued agitation in Nigeria. The study suggested that government should formulate and practically implement policies that will address poverty, unemployment and inequality. Achumba (2013) conducted a study on insecurity situation in Nigeria and its impact on business investment, operations and sustainable development. The work used content analysis to investigate the issues raised. The study discovered that insecurity in Nigeria is primarily caused by security system, poverty, lack of job, ethnic cum political conflicts a border that is porous and above all the failure of government to provide infrastructure and access to basic education

Ewetan and Urhie (2014) assessed the pertinent issue of insecurity in Nigeria and its impact on socio-economic development. The research content analysed. The study discovered that insecurity is increasing daily which have caused a threat to humans and destruction of properties. It was also discovered that insecurity affects economic activities and peaceful coexistence of a county. The study suggested that the authority should create employment and motivate the security personnel in Nigeria

Adeleke (2013), conducted a study on insecurity: A threat to human existence and

economic development in Nigeria. Content analysis was used for the study and it was discovered that power the shift of power from the northern hegemony to a minority geo-political zone of South-south was responsible for some insurgent groups rising against the state; other factors that account for insecurity in the country include – intra/interparty rancour, porous boundaries, unemployment, job racketeering and illiteracy; that insecurity is harmful to general wellbeing of the people; it has led to destruction of businesses, properties and closing down of businesses. The research argued that government should give dialogue a chance through convocation of a conference of major ethnic and minority groups to make decision on a more peaceful way forward for Nigeria.

### **Theoretical Framework**

The agenda setting role of the press, especially in the 21<sup>st</sup> century cannot be overemphasized. Nothing sets agenda in the minds of individuals like the media; that is to say, the mass media, due to its daily glamour, level of attractiveness; and its strong ability to convince the general public daily, helps to inform, enlighten, and provide the platform for interaction, dialogue, and engagement amongst conflicting parties in the society. In the light of the above, this study will be anchored on the Agenda Setting Theory of the mass media. The term “agenda” refers to a list, plan or roadmap of things to be considered. Agenda setting means the practical ability of the mass media to mentally mirror the world to their target audience.

To this study, agenda setting can be view as the way the mass media set the order or significance of trending issues, especially as related to news reportage. To this end, Asemah (2011) state that, when we say that the media set agenda for the public, it simply means that the mass media, whether electronic or print, have the ability to choose and focused on certain topics, thereby causing the public to perceive these issues as very significant. Agenda setting theory claims that the mass media have a strong influence on their target audiences, in the aspects of what stories and events to consider newsworthy and the level of prominence and space to give them. It is important to state that the crux of the model is the salience transfer. Salience transfer here deals with the ability of the press to transfer issues of significance from their news media agendas to public agendas, which inevitably and undeniably becomes an issue for public discuss. Hence, through mass media slowly selection and display of the news, editors and news directors, etc, serves as a precursor towards changing our attention; and influence our perceptions of what are the most significant issues of the day. Suffice to say, this ability to influence the salience of topics on the public agenda practically has come to be called the agenda setting role of the mass media.

Agenda setting theory claims that issues that receive serious attention on the national

news become the topics that the viewing public considers to be most important. The theory is relevant to the study in the sense that the mass media set agenda for the public to follow and have the ability to influence what people think about daily. Thus, since the mass media can set agenda for the public to follow, it becomes imperative to state that the media in Niger state can use their news coverage, documentaries and peace -building programmes to set an agenda towards peace-building in the state.

### **Method and Data**

The study employed survey design. A research survey design is a logical and systematic plan prepared for directing a research study. A research survey design is the type in which a group of people or items is studied by collecting and analysing data from few people considered to be representative sample of the entire population (Emaikwu, 2019).

The total number of the population size of this study would be the residents of Minna metropolis, which is approximated at 443, 592 (Niger State Bureau of Statistics, 2023). The population of the area would be used for the study, since Minna is the state capital and it comprises of literate and semi-literate persons, individuals of high and low economic status and people who cut across the major and minor tribes in Niger. Hence, findings from the population can be generalised for the entire state.

The usefulness of a sample size for a study cannot be overemphasized; as such, Ohaja (2013) justified the use of TaroYamane 's formula for researchers in determining the sample size from a given population. In this direction, Okoro (2015, p. 69) claims that "the choice of a sample size should be sufficient to assure the investigator that the sample will be representative of the population from which it is drawn. Against this backdrop, using the Krejcie and Morgan (1970) table for determining sample size for a population of 443,592 is 382 respondents

**The research adopted a convenient sampling procedure.** Convenience sampling method is a non-probability. The study employed descriptive statistical tool used for describing and summarising the data derived from the questionnaire using tabulation, frequency distribution and percentages.

### **ata Presentation**

Three hundred and eighty-two copies of the questionnaire were distributed (382). 308 copies were retrieved and validated for further analysis, making 80.6 percent response rate.

**Table 1: Demographic Characteristics of Respondents**

Variable		Frequency (n)	Percentage (%)
Gender	Male	146	47.4
	Female	162	52.6
	<b>Total</b>	<b>308</b>	<b>100.0</b>
Age	18-21	149	48.4
	22-25	2	.6
	26-30	67	21.8
	31-35	90	29.2
	<b>Total</b>	<b>308</b>	<b>100.0</b>
Work Status	Unemployed	114	37.0
	Employed	88	28.6
	Self-Employed	106	34.4
	<b>Total</b>	<b>308</b>	<b>100.0</b>
Level of Education	None	8	2.6
	Graduate	182	59.1
	Undergraduate	118	38.3
	<b>Total</b>	<b>308</b>	<b>100.0</b>

**Source: Field Survey, 2023**

Table 1 shows that the study was dominated by female participants (52.6%), while males had 47.4 percent proportion of representation. Participants were young many were between the age of 18 to 21 (48.4%), followed by those who were between the ages of 26 to 30 (21.8%). Many of them were unemployed (37%), followed by those who were self-employed (34.4%); while 28.6 percent were employed. Majority of the respondents were literate, 59.1 percent were graduates, while 38.3 percent were undergraduates.

**Table 2 Causes of Rural Banditry in Niger State**

Variables	Strongly Agree Freq. (%)	Agree Freq. (%)	Undecided Freq. (%)	Strongly Disagree Freq. (%)	Disagree Freq. (%)	Mean $\bar{x}$
Poverty	50 (16.2)	67 (21.8)	108 (35.1)	38 (12.3)	45 (14.6)	3.13
Illiteracy	37 (12)	65 (21.1)	113 (36.7)	57 (18.5)	36 (11.7)	3.03
Frustration	42 (13.6)	47 (15.3)	106 (34.4)	50 (16.2)	63 (20.5)	2.86
Lack of job	33 (10.7)	42 (13.6)	119 (38.6)	53 (17.2)	61 (19.8)	2.39
poor governance	23 (7.5)	55 (17.9)	97 (31.5)	93 (30.2)	40 (13)	2.77
<b>Average Overall Mean</b>						<b>2.83</b>

**Source: Field Survey 2023**

Table 2 shows that poverty is the cause of rural banditry in Niger State with a mean score of  $(\bar{x}=3.13)$ . Illiteracy is the cause of rural banditry in Niger State with a mean score of  $(\bar{x}=3.03)$ ; frustration is the cause of rural banditry in Niger State with a mean score of  $(\bar{x}=2.86)$ ; lack of job is the cause of rural banditry in Niger State with a mean score of  $(\bar{x}=2.39)$  and poor governance is the cause of rural banditry in Niger State with a mean score of  $(\bar{x}=2.77)$  This suggests that poverty and illiteracy are the major causes of rural banditry in Niger State.

**Table 3 Effects of Rural Banditry on socio economic activities in Niger State**

	SA	A	D	SD	U	Mean ( $\bar{x}$ )
	Freq. (%)	Freq. (%)	Freq. (%)	Freq. (%)	Freq. (%)	
Loss of lives and properties	103 (33.4)	193 (62.7)	5 (1.6)	-	7 (2.3)	4.3
Affecting agricultural activities	80 (26)	219 (71.1)	6 (1.9)	-	3 (1)	4.2
Affecting buying and selling of goods	77 (25)	221 (71.8)	7 (2.3)	-	3 (1.0)	4.2
<b>Average Overall Mean</b>						<b>4.2</b>

**Source:** Field Survey 2023

Table 3 indicates that rural banditry has affected loss of lives and properties in Niger State ( $\bar{x}=4.3$ ), it was also discovered that rural banditry affects agricultural activities in Niger State ( $\bar{x}=4.3$ ) and that rural banditry has affected buying and selling of goods in Niger State ( $\bar{x}=4.2$ ). This analysis suggests that rural banditry has a negative effective on socio-economic activities in Niger State

**Table 4 measures put in place by the Niger State government to curtail the level of rural armed banditry attacks on socio-economic activities in Niger State**

Variables	VGE	GE	SE	LE	VLE	Mean $\bar{x}$
	Freq. (%)	Freq. (%)	Freq. (%)	Freq. (%)	Freq. (%)	
Close down of markets	93 (30.2)	203 (65.9)	8 (2.6)	-	4 (1.3)	4.2
Banning of gathering	38 (12.3)	33 (10.7)	64 (20.8)	61 (19.8)	112 (36.4)	2.43
Banning of motor cycles and tri-cycles	30 (9.7)	33 (10.7)	61 (19.8)	76 (24.7)	108 (35.1)	2.35
Closing down of schools	27 (8.8)	29 (9.4)	66 (21.4)	66 (21.4)	120 (39)	2.28
Employing more security personnel's	29 (9.4)	24 (7.8)	63 (20.5)	66 (21.4)	126 (40.9)	2.23
<b>Average Overall Mean</b>						<b>2.5</b>

**Source:** Field Survey 2023

Table 4 shows that the respondents argued that the close down of markets by the Niger State government is one of the measures adopted by the state to curtail rural banditry to a great extent ( $\bar{x}=4.2$ ); respondents observe that the banning of gathering by the Niger State government is one of the measures adopted by the state to curtail rural banditry to a little extent ( $\bar{x}=2.43$ ); respondents asserts that the banning of motor-cycles by the Niger State government is one of the measures adopted by the state to curtail rural banditry to a little extent ( $\bar{x}=2.35$ ); respondents indicated that the closing down of schools by the Niger State government is one of the measures adopted by the state to curtail rural banditry to a little extent ( $\bar{x}=2.28$ ) and respondents observe that the employment of more security personnel by the Niger State government is one of the measures adopted by the state to curtail rural banditry to a little extent ( $\bar{x}=2.23$ ). This analysis implies that there are very little measures put in place by the government to curtail banditry in Niger State.

**Table 5: Perception of the Effectiveness of measures put in place by the Niger State government to curtail the level of rural armed banditry attacks on socio-economic activities in Niger State.**

	SA	A	D	SD	U	Mean
	Freq. (%)	Freq. (%)	Freq. (%)	Freq. (%)	Freq. (%)	( $\bar{x}$ )
The banning of public gatherings is very effective	27 (8.8)	49 (15.9)	95 (30.8)	60 (19.5)	77 (25)	2.64
The close down of market is very effective	23 (7.5)	48 (15.6)	97 (31.5)	66 (21.4)	74 (24)	2.61
Employing more security personnel is very effective	-	-	-	1 (0.3)	307 (99.7)	1.00
<b>Average Overall Mean</b>						<b>2.1</b>

**Source:** Field Survey 2023

Table 5 indicates that respondent opined that the banning of public gathering is not effective ( $\bar{x}=2.64$ ). They disagreed with some of the following items that: the close down of schools as a measure of curtailing rural banditry is not effective ( $\bar{x}=2.61$ ), that the employment of more security personnel has not been very effective ( $\bar{x}=1.00$ ) This analysis suggests that respondents had a negative perception about the effectiveness of measures adopted by the Niger State government in terms of curtailing rural banditry in the state.

### Discussion of Findings

It was discovered that there is a connection between banditry and socio-economic activities in Niger State. The above is in tandem with Nwagboso (2012) study that showed that security challenges in the country are linked to bad governance as leaders have failed to tackle factors such as inequality, the level of poverty and unemployment and unequal distribution of scarce resources between other tribes which have led to crimes and continued agitation in Nigeria.

Likewise, Achumba (2013) discovered that insecurity in Nigeria is primarily caused by security system, poverty, lack of job, ethnic cum political conflicts a border that is porous and above all the failure of government to provide infrastructure and access to basic education. Additionally, Ewetan and Urhie (2014) stated that insecurity is

increasing daily which have caused a threat to humans and destruction of properties. It was also discovered that insecurity affects economic activities and peaceful coexistence of a county. The study suggested that the authority should create employment and motivate the security personnel in Nigeria

The study discovered that the measures devised by Niger State government to curtail Armed banditry have no significant influence on reduction of rural armed banditry. Thus, Musharafa and Adeniyi (2018) argued that government should give dialogue a chance through convocation of a conference of major ethnic and minority groups to make decision on a more peaceful way forward for Nigeria.

### **Conclusion**

This study reveals that banditry poses a grave threat to the economic activities in Niger State and Nigeria at large, predominantly in the area of agricultural activities, cattle farming and buying and selling of goods in the local areas, and market operations. In line with the negative impact of banditry and its effects on the economy the Nigerian government have come up with measures to end this menace, however, the activities of bandits have continued to affect peaceful coexistence, lives and properties of the people at the moment. In the light of the above, this study argued that government must put in square pegs in square holes and also the media must objectively report issues related to insecurity in Niger State and Nigeria at large.

### **Recommendation**

- i. The Nigerian government should make sure that the demand and supply chains, comprising of the operational routes, markets, networks, syndicates, and infrastructures of cattle rustling, are thoroughly known and rip to pieces to do away with the criminal practice of cattle rustling and to promote Nigeria's food security.
- ii. Additionally, government at all level in Nigeria should invest in security and also work with other relevant stakeholders particularly in areas battling with banditry in northern parts of the country
- iii. The use of dialogue should be promoted by all stakeholders, these should include farmers, cattle farmers and government in the rural areas.

### **Limitations of the Study**

Access to the internet at a point in time to source for related materials for the paper was the key limitation of the paper and also inadequate power.

### **Suggestion for Further Studies**



The following studies are recommended for communication researchers along this path.

1. Audience perception of media coverage of Banditry and kidnapping to socio economic development in Nigeria.
2. Audience perception of media coverage to security measures of Banditry in Niger state.

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## EVALUATION OF WOMEN'S PARTICIPATION IN SELECTED SMALL AND MEDIUM ENTERPRISES IN MAIDUGURI METROPOLIS, BORNO STATE

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### ABSTRACT

*The notion of women being involved in SMEs is now commonplace compared to three decades ago but their level of participation in entrepreneurial activities is still low compared to their male counterparts. The low involvement of women in the SME sector in Borno State is a major cause of concern since they are marginally involved in business activities by the current economic dispensation. The institutional theory reflects a sociological lens of interactions between institutions and societal research scope and present a selection of human behavioral theories that are particularly relevant to the domain of women's entrepreneurship. The contribution of women to the growth of an economy has been shown to be quite significant but as with other policies, it is not gender specific. The qualitative research method used open-ended, semi-structured interviews with Fifteen (15) women entrepreneurs. Government policies and programs, the need for women's capacity-building programs, easy access to financial institutions, and gender bias in the allocation of resources were themes that emerged from the study. The findings of the study reveal that government do not have a comprehensive policy on the role of women participation in entrepreneurship. It also reveals that women receive less empowerment and support in their businesses. Hence, more research is required in this sector. Women have been reported to contribute immensely to the social and economic fabric of many countries. Hence, the study recommends that it is important for the relevant agencies to recognize their inputs, which will enable them design specialized institutional packages or policies for their entrepreneurial needs. Many of the interventions are skewed towards the male's counterpart and females are mostly streamlined in their policies.*

**Keywords:** Business participation, Gender inequality, Government policy, Performance, SMEs

## **Introduction**

Small and medium-scale enterprises (SMEs) in many nations contribute to economic growth, provision of employment, revenue generation, citizens' well-being and standard of living. Hence, the rising worldwide number of women-owned businesses is reflected in their increased participation to SMEs development and recognition as important players in both developed and developing economies. Multiple family roles and responsibilities are among the major obstacles that women entrepreneurs encounter. Women are responsible for house chores in addition to raising children. The time women spend on raising children and on house chores leave a woman with limited time to develop her entrepreneurial skills and knowledge .

Women tend to have less access to formal education, credit facilities and other resources thereby limiting their SMEs participation to in trading and manufacturing. However, In the Northern part of the country and Borno State in particular, there is a wide conception that women's primary responsibility is to fulfil her role as a mother and housewife. As a result of this, notes that this is a major factor hindering Northern Nigerian women from participating in SMEs. Past studies in most developed nations and emerging economies assert that women entrepreneurs in SMEs are the main source of employment generation, poverty eradication, and wealth generation .

Interestingly, women entrepreneurs have recently focused on small businesses such as fashion, retail and other services sector, also there has been increase in the manufacturing, construction and in other industrial related field. This indicates a remarkable increase in wealth creation in the economics of many countries . This remark was echoed by ( who postulated that women have personal personality, they value autonomy and independence, have high need for achievement, internal locus control and embrace opportunity and have risk taking propensity trait. Women participation in local and emerging micro enterprises in developed and developing countries is evident . Women's entrepreneurs around the world have been making a difference to the economic dispensation around the world. Through the numerous ideas, great deal of energy and capital and capacity building to their communities, which translates to job creation as well as interaction with supplies and other breakthrough business linkages .

Women entrepreneurs face peculiar challenges prior to achieve success in their SMEs especially in less developed countries than developed countries. They face challenges such as starting and growing firms, skills or training, limited access to credit, social networks and limited choice of enterprise .

In addition, women entrepreneurs face further restrictions to insufficient business time, cultural, societal, family norms, household chores as well as gender biases in everyday

life . attested that low education, Technology advancement, Ignorance for Using Latest Means of Agricultural tools, Lack or Complete Absence of Education, Poor Health and Malnutrition, Lack of Land Ownership and Access to Credit Facilities, Lack of Segregated Economic Policy & Reforms, Migration. In the light of these constraints that women are facing worldwide, Nigeria women's participation in SMEs is limited and are facing huge challenges that needs intervention in order to compete favorably for equal competition with their male counterparts.

### **Literature Review**

#### **Conceptual Review**

##### **Concept of Small and Medium Scale Enterprises (SMEs)**

Small and medium-sized enterprises have remained a novel topic in literature nowadays, especially as their importance cannot be overemphasized. Nowadays, SMEs are considered the engine of economic growth and promotion of development. This results from the several benefits it provides such as employment generation as well as wealth creation potentials. Previous investigations both in developed and developing economies assert that women entrepreneurs contribute to the field of SMEs through employment generation, poverty eradication, and wealth generation . For example, SME measures taken to empower women include 60% of N220 (US\$1.42 billion) Micro, Small and Medium Enterprises Development Fund (MSMESDF) and a specific aspect of the You Win programme has been devoted to women in Nigeria. An SME according to the Central Bank of Nigeria is one whose capital employed excluding land is between ₦1 million and ₦1 50 million and employs not more than 500 persons. The National Policy on Micro, Small and Medium Scale Enterprises (SMEDAN, 2012) defined SMEs with respect to the backdrop of number of persons employed and assets possessed. The importance of SMEs in Nigerian economy cannot be over emphasized. Small and medium enterprises represent the spinal cord of the economy of a country . SMEs have contributed reasonably towards employment, gross domestic product (GNP) and sustainable development of Nigeria.

Small and Medium Sized Development Agency of Nigeria (SMEDAN, 2012) classified SMEs based on a small scale enterprise as an enterprise with total capital employed of over ₦1.5million (€6,916.77) but not more than ₦50million (€228,469.28) including working capital but excluding cost of land and labor size of 11 – 100 workers; a medium scale enterprise as an enterprise with a total capital employed of over ₦50million (€228,469.28) but not more than ₦200million (€922,289.89) including working capital but excluding cost of land, and or a labor size of 101 – 300 workers. SMEs are those units that are actively managed by its owners. SMEs often face resource constraints in terms of employee expertise and money that larger

organizations may not.

### **Women Entrepreneurs and Business Performance**

Women entrepreneur is a female who actively and repeatedly interact and engages herself with financial, socio-economic, and support sphere in society . Statistics from the 2006 national census indicates that about half of Nigeria's estimated 150 million populations are females. Historically, Nigerian women are highly productive and actively engaged in various economic activities . The National Report for the 2004 United Nations Conference on Environment and Development indicates that at least 40% of Agricultural production activities and 85% of agricultural produce, processing and marketing are performed by women . During the pre and post-colonial period, women were predominantly involved in commercial activities such as wholesale and retail trading, weaving, fishing, food processing and agricultural production . Women entrepreneurs around the world are major contributors to the economy, as they are making a difference in the socio-economic arena. They contribute numerous ideas and a great deal of energy and capital resources to their communities. Previous researches on gender disparities is growing but still scarce .

Despite the immense contributions of women entrepreneurs towards SMEs development across the world, they have been reported to face major constraints which require actions and intervention from policy makers . However, recent research on gender lens has become an emerging concept to conduct research. In addition, variables that measure contexts and feminist perspectives focus on the theoretical aspects of women's entrepreneurship as a gendered activity inclination . Invariably, the gender gap that seems to affect small business performance remained conspicuously unaddressed universally. Importantly, successive government in Nigeria, have generally focused on supports and incentives programmes to small scale business to encourage women entrepreneurial activities and success. Similarly, literatures on women entrepreneurs in Nigeria have reported problems of poor planning, implementation and funding of these institutional interventions which have led to reduced successes . This happened because most of the facilities embedded in the programmes do not reach those in need of them, but are used to service political officials and their relatives . reported that in Nigeria many legislation and programmes have been established to better the lives of women, but has not generated results. Consequently, similar factors also show that women have less opportunity for earning adequate incomes, access to education, health care, access to positions of power and decision making, less control of the formal economic and other structures of the society in which they live and work than men .

### **The Role of Women Entrepreneurs in Nigeria**

The notion of women being involved in entrepreneurship is now common place compared to three decades ago but their level of participation in entrepreneurial activities is still low compared to their male counterparts . The GEM 2014 global report showed that an estimated 902 million entrepreneurs, aged between 18 and 64 years old, established new business ventures in 70 economies around the world. Out of this total, 397 million entrepreneurs representing about 44% of the world's new entrepreneur population were women .

Recent studies on female entrepreneurial activities in developing economies had noted them to be concentrated in the informal sector . The sector is differentiated from the formal sector as consisting of legal remunerated activities that are undeclared to or undocumented by the appropriate agency, especially for tax or other purposes . A different perspective requires a female entrepreneur to nurture innovative ideas, form a venture with these ideas and add value to society based on their personal resourcefulness .

In Nigeria, a significant number of the entrepreneurial activities of women seemed confined to the informal sector, mainly in the retail and service business areas . had pointed out that the entrepreneurial activities of Northern women in Nigeria are invisible, when viewed from local economic and social perspectives. North eastern women engage in the production of goods or products that may include food delicacies and snacks, trinkets and adornments, garment making (knitting), soap making, foodstuff production and so on.

Multiple family roles and responsibilities are among the major obstacles that women entrepreneurs encounter. Women are responsible for house chores in addition to raising children. The time women spend on raising children and on house chores leave a woman with limited time to develop her entrepreneurial skills and knowledge. Cultural beliefs and traditions are still considered a major obstacle for Northern women to undertake entrepreneurship in Nigeria. This is because many societies still consider doing business activities a taboo owing to the traditional, customs and conservative values that exists. There is a general belief in Northern Nigeria that the woman's place is in the home. As entrepreneurial activities are mostly considered an occupation for men, being that Nigeria is a patriarchal society and especially North Eastern Nigeria which is ravaged by decades of long violent insurgency.

Invariably, recent observation in the literature about the impact of women entrepreneurial activities serves as a means of sustenance and livelihood and self-employment which contributes to the economic landscape of Nigeria's economy.

#### **2.1.4. Institutional Theory**

The institutional theory propounded by reflects a sociological lens of interactions between institutions (i.e. business entities) and society. Therefore, it is recognized that behaviors are tempered by environmental stimuli and can best be understood by considering the environment within which it occurs (Henry et al., 2015). That entrepreneurial behavior is affected by the social, political, economic, and cultural environment is not new. An important facet of contextual research is its potential utility in understanding and comparing female entrepreneurship in developed as well as developing countries. These institutions are a feature of a structured civilized interaction between humans and with the environment (Estrin & Mickiewicz, 2011).

A number of female entrepreneurship studies have explored the institutional context which is a growing area of contextual study (Henry et al., 2015). Females and males are ascribed sex-roles based on the institutional stereotypes associated with their sex. In contrast, the cognitive system recognizes 'the shared conceptions that constitute the nature of social reality and the frames through which meaning is made, while the regulatory system, formal and informal rules are set, monitored and enforced if necessary by means of laws, regulations, and government policies which promote or restrict behaviors within a country.

#### **Methodology**

Interactive methods were used for collecting data, involving the subjects (Lee, 2008) through in-depth interviews. A one-page interview guide was adopted for the interview in order to minimize time and cost of producing multiple pages for the interview.

The main source of data for this study was primary data. The target populations were women who engaged in entrepreneurial activities found in the areas which include sales and service business such as Henna design, Incense & Perfumery, Poultry & Fishery, Knitting and trading. The purposive sampling was administered for the study in four selected wards which are Fori, Gonge, Mari and Abbaganaram respectively. The wards were selected based on their proximity to one another to facilitate easy access to the participants. Structured interviews were conducted with 15 women entrepreneurs in the SME sector over a two-month period in 2022 on an average of 30 to 60 minutes per participant. All the communities were homogeneous in nature.

The participants were identified through the assistance of relevant government officials and women leaders. The interview was handled by the researcher in Hausa language and at periods that the women were less busy. Similarly, consent was sought on the use of the recording instruments or else written note was used for participants who sought for the use of other ways to respond to the interview. Probing questions



were presented to the participants who explicitly provided the information in relation to their involvement in the SMEs in Maiduguri metropolis. The interview was guided by inductive coding and the themes was developed based on the objectives of the study. Data was collected and compared with another until saturation was reached. The data collected were transcribed and edited for reliability. The interview research method was adopted to obtain answers from the participants.

The data collected were transcribed and edited for accuracy. The transcribed data were translated into English language by language experts. The analysis was guided by inductive coding, and themes were developed based on the objectives of the study. The data were continuously coded until a level of saturation was reached. The reports were presented thematically with the use of tables.

### **Results and Discussion**

A total of Fifteen (15) women who are into entrepreneurship were interviewed. The interviewees indicated a lot of issues surrounding the participation of women in the SMEs sector.

The table below summarizes the responses that were provided by the women and the responses were grouped into in the different themes according to their views in the support women in entrepreneurship in Maiduguri metropolis.

**Table 1: Information on strategies to improve the performance of women's SME**

Main interview Question	Responses from the participants
What are your views about the government policies and programs designed to develop women's SMEs in Nigeria	<ul style="list-style-type: none"> <li>• Government have packages specifically targeted for entrepreneurs, however more emphasis should be given to women.</li> <li>• The government overlooks women's entrepreneurial contributions</li> <li>•The programs if enhanced would facilitate loans accessibility to women</li> </ul>
Have your business benefited from any capacity building initiative towards improving your business?	<ul style="list-style-type: none"> <li>•Government should design training and programs or workshops that will focus on the rudiments of entrepreneurship for women's entrepreneurial growth</li> <li>•Courses on Financial, social and capital assets should be advocated</li> <li>•No stakeholder has provided us with any training</li> </ul>
Has your business being registered with some government body?	<ul style="list-style-type: none"> <li>•No government has provided us with any training</li> <li>•The business am operating is yet to be registered</li> <li>•Lack of government support has not motivated us to register our business</li> <li>•The business am operating will be registered if am guaranteed a support by government</li> </ul>
How has the financial institutions intervened to facilitate women entrepreneurs easy access to finance	<ul style="list-style-type: none"> <li>•I feel the MFb would be any better, but are same with the commercial banks</li> <li>•The MFB should be encouraged to give more attention to women entrepreneurs</li> <li>•I have not received any proposal from any MFB that relates to any business assistance for women</li> </ul>
How has the Microfinance Banks intervened to facilitate women support in SMEs in Nigeria	<ul style="list-style-type: none"> <li>•I feel the MFB would be any better, but are same with the commercial banks</li> <li>•The MFB should be encouraged to give more attention to women entrepreneurs</li> <li>•I have not received any proposal from any MFB that relates to any business assistance for women</li> </ul>
How has the SMEs expansion programs, training or empowerment programs assisted your business operation	<ul style="list-style-type: none"> <li>•No, because am yet to receive any empowerment based scheme</li> <li>•It may be because they consider women cannot operate successful ventures</li> <li>•These empowerment programs, no matter how little will make a remarkable different to women.</li> </ul>
Is there gender bias in the allocation of resources in your SMEs	<ul style="list-style-type: none"> <li>•Women experience segregation</li> <li>•Women are not being considered as equal to men business equal</li> <li>•Men are favored than women</li> <li>•The economic competition field is skewed to the male gender</li> </ul>
What should be done to improve the women participation in SMEs	<ul style="list-style-type: none"> <li>•Government should enhance women inclusiveness in its policy</li> <li>•Banks should ensure that women have a stake in their loan facilities &amp; beneficiaries</li> <li>•Government should extend empowerment programs to women</li> </ul>

**Table 2: Government policy and programs designed to develop women SMEs**

Government policy and programs to women	Key participants who mentioned similar views	Total number of key participants
Government have packages specifically targeted for entrepreneurs, however more emphasis should be given to women.	PR1, PR2, PR3, PR4, PR5 PR6, PR7 PR8 PR9 PR11	11
The government overlooks women's entrepreneurial contributions	PR2, PR3, PR4, PR6, PR7, PR8 PR12, PR13, PR14	9
The programs if enhanced would facilitate loans accessibility to women	PR10, PR12, PR13	3

(Source: Field research 2022)

**Table 3: Financial support for women's SMEs**

Themes that emerged on the Financial supports of women SMEs	Key participants who mentioned similar views (e.g. K01, K07, K8, etc.)	Total number of key participants
I'm yet to receive any financial support from any bank	PR1, PR2, PR3, PR4, PR5 PR6, PR7 PR8 PR9 PR10, PR12, PR13, PR14,	14
Many supports consider male entrepreneurs than women	PR1, PR2, PR3, PR4, PR5 PR6, PR7 PR8 PR9 PR10, PR11, PR12, PR13, PR14, PR15	15
No government have given me any loan facility	PR1, PR2, PR3, PR4, PR5 PR6, PR7 PR8 PR9 PR10, PR11, PR12, PR13, PR14, PR15	15
They feel women have no asset or property based requirement that will facilitate loans eligibility	PR1, PR2, PR3, PR4, PR5 PR6, PR7 PR8 PR9 PR10, PR11, PR12, PR13, PR14, PR15	15

(Source: Field research 2022)

Another participant PR3, who is a trader, expressed her dissatisfaction on the lack of financial support from the government as follows:

“The government should do more in the aspect of loans or whatever financial assistance to women. Men are usually more favored, perhaps the feel women don't have the assets or property to secure loan or may fall in the default category of lender. I feel men should have equal right to loan facilities, because if extended they will utilize it better than men, since women are better prudent in money management”. The gender bias is the third theme that emerged from the interviews and women being classified as a minority group. Their economic participation is being considered not important to economic development.

**Table 4: Is there gender bias in the allocation of resources in your SMEs**

Gender bias	Key participants who mentioned similar views (e.g. K01, K07, K8, etc.)	Total number of key participants
Is there any gender bias in the allocation of resources in your SMEs		
Women experience segregation	PR1, PR2, PR3, PR4, PR5 PR6, PR7 PR8 PR9 PR10, PR11, PR12, PR13, PR14, PR15	15
Women are not been considered as equal to men business equal	PR1, PR2, PR3, PR4, PR5 PR6, PR7 PR8 PR9 PR10, PR11, PR12, PR13, PR14, PR15	15
Men are favored than women	PR1, PR2, PR3, PR4, PR5 PR6, PR7 PR8 PR9 PR10, PR11, PR12, PR13, PR14, PR15	15
The economic competition field is skewed to the male gender	PR1, PR2, PR3, PR4, PR5 PR6, PR7 PR8 PR9 PR10, PR11, PR12, PR13, PR14, PR15	15

(Source: Field research 2022)

A participant PR1, who is the owner of a furniture show room expressed her dissatisfaction on gender equality in the allocation of resources as follows:

“In many instance, women face segregation than men. Women are even tagged a weaker sex. Oh no, it's unfair. We should be given equal opportunity to compete with the male gender, especially in the allocation of resources. It is very fundamental to the aspect of business growth. The men even look down on us...Sometimes, women are may even be subjected to sexual favors in return for assistance”.

The fourth theme that emerged out of the interviews is that women are not supported financially by the government. Through supports such as financial assistance which contributes to women business success.

**Table 5: Strategy for the improvement of women participation in entrepreneurship**

Improvement of women participation	Key participants who mentioned similar views (e.g. K01, K07, K8, etc.)	Total number of key participants
Government should enhance women inclusiveness in its policy	PR1, PR2, PR3, PR4, PR5 PR6, PR7 PR8 PR9 PR10, PR11, PR12, PR13, PR14, PR15	15
Banks should ensure that women have a stake in their loan facilities & beneficiaries	PR1, PR2, PR3, PR4, PR5 PR6, PR7 PR8 PR9 PR10, PR11, PR12, PR13, PR14, PR15	15
Government should extend empowerment programs to women	PR1, PR2, PR3, PR4, PR5 PR6, PR7 PR8 PR9 PR10, PR11, PR12, PR13, PR14, PR15	15

(Source: Field research 2022 )

In response to this question, the participant indicated that the government should enhance women inclusiveness in its policy. The female participant P8, who operate a retail business, responded about the role of government by thus:

“It is discouraging to say that, men role in business activities is recognized than women's. It is important if government can do more through emphasizing on the need to involve women in its support or intervention programs. They tend to neglect our contributions to the field of business. It kills our ego and passion to say. Nowadays, the both men and women are contribution to the economic wealth is overwhelming. More needs to done.”

This indicates in this group of women entrepreneurs that government policies and supports are not being captured in their policy development.

### **Discussion of Findings**

The first theme which emerged from a participant noted that government do not have a comprehensive policy on the role of women participation in entrepreneurship. Women are usually at the receiving end and treated as a weak gender. There is no gainsaying, that government is responsible for the provision of policies and its lack of inclusiveness have rendered to roles that women play in the socio-economic domain counter production. The report additionally attests that women entrepreneurs in SMEs are the mainstays of sustainable economic growth and development and they contribute over half to Gross Domestic Product (GDP) of the most advance and emerging economies. Invariably, it is evident that women play significant role in SMEs development, job creation, economic growth and many more. Thus, government can enhance their support through specialized policy integration of their business activities.

Another theme that emerged from the women interviewed reflects on how financial institutions have facilitated their access to finance for their business. The participants were asked to indicate how the financial institutions have contributed to their business, However, significant number indicated they have never received any financial assistance from both the banks and the government. This is especially when women cannot offer tangible assets during loan procurement. For this reason, banks and other financial institutions have mixed reactions to lend money to women entrepreneurs. Although both male and female entrepreneurs have to contend with a financial environment that has become over stretched. Hence, access to financial markets has been regarded as among the factors that affect entrepreneurship startup and success. In Nigeria, income is low for men and even lower for women, even if credit is availed to women, the male family member may hold on to the fund in many cases. Research has revealed that women depend on their personal savings as the practices

of banks and government funding agencies are believed to be unapproachable and unfriendly to women . They classify women entrepreneurial capabilities as insufficient as that of men and marginalized in mainstream entrepreneurship research. Similar studies conducted by the Greek/EU funding program on women entrepreneurial activities reveals they face many obstacles from Greek banks and financial institutions during loan application, especially if they are unable to provide the necessary requirements for a business proposal .

The third theme that emerged from the interview participants is gender bias in the business environment and the relevant agencies as compared to their male counterparts. Both males and females' entrepreneurial participation is sacrosanct to the growth and development for any vibrant economy. The situation is more alarming and pronounced in developing economies where gender inequality is culturally affiliated in the system. Gender discrimination in respect of economic as well as social dispensation is major drawback for women entrepreneurs in Nigeria . Similarly, the women owned businesses operate within a gender bias society among other constraint that can constitute a threat or create opportunity for women entrepreneurs. This drawback makes it difficult for women-led ventures to buy properties or land, operate bank accounts, register their business, and engage in negotiation. It has been reported that women are mostly marginalized in the informal sector. This has hampered their ability to formalize and create jobs and enhance their capabilities when compared to the male's folks . Gender has also been reported in research as playing a major role in creating barriers. Studies also subjects the level of gender biasness to be deeply rooted in the society which limits female's mobility. Gender biasness hampers interactions of females, opportunity to create business and their active economic contributions .

The fourth theme indicated the need for expansion programs, training or empowerment for the women's business operation. Research indicates a nexus between education and training which has a positive impact on entrepreneurship . It supports literature that emphasize on the need for female education because it contributes to building a successful career path. Supporting women in vocational Education and training is important for governments that seeks for viable and sustainable pathways in the business arena . On the other hand, literature has mentioned challenges such as lack of training, lack of capital and manpower as among many factors that affect the growth of businesses. This is in support of Asia and Latin America's example which suggests that priority should be given to more vocational and on-the-job training to enhance experience and entrepreneurship that will contribute to private sector investments .

### **Conclusion and Recommendations**

The empirical data indicates that women are actively involved in entrepreneurial activities however, research has shown their immense segregation and social marginalization. They have faced a lot of discrimination in their day to day running of their enterprise. Lack of government support and policies is among the challenges they face in the entrepreneurship sector when compared to the male mainstream. Women have no access to financial support from government and banks to enable them access credit facilities, many are financing their business from their own personal sources of funding.

Women are at the receiving end in many aspect of business management and hence need enhance capacity building programs. Women have been reported to contribute immensely to the social and economic fabric of many countries. It is important for the relevant agencies to recognize their inputs, which will enable them design specialized institutional packages or policies for their entrepreneurial needs. Many of the interventions are skewed towards the male's counterpart and females are mostly streamlined in their policies.

There is need for more research focus on women entrepreneurship, if the women continue to operate under the current dispensations, their contribution may never be recognized. More research should be conducted on the empowerment aspect of women entrepreneurship. The study has revealed that women receive less empowerment and support in their businesses. Hence, more research is required in this sector, this will undeniably have a positive impact the economies.

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## ASSESSING ECOWAS PROTOCOL FREE MOVEMENT AND DEVELOPMENT OF NIGERIAN ECONOMY

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### ABSTRACT

The alarming rate and growing incidence of unchecked or undocumented exodus of various nationals across borders has become more disheartening globally most especially in developing nations like Nigeria. The study examined **the effect of ECOWAS Protocol** on Nigeria's economic development. State First Approach was adopted as a theoretical framework. The method of data collection was premised on both primary and secondary methods of data collections. Questionnaire and Personal Interview were employed as instruments for primary data, while for secondary method, sources like research papers, policy papers, documents, journals, magazines, seminars, workshop papers and handbook were utilized. The study established that the lack of political will among ECOWAS members to submit part of their sovereignty and the lack of trust among member-states are challenges proper implementation of the policies and protocol under review. It was recommended that the commission should review the provisions of the movement of goods, persons and right of establishments, economic development and trade liberalization policies to meet up with the current economic needs of her member-states.

**Keywords:** Implementation, ECOWAS, Protocol, Challenges, Economic and Development

### Introduction

The issue of economic and regional integration boils down to searching for the appropriate path to a sustainable economic growth and development, which has not been resolved for many several decades. However, protectionism is not a viable option for African countries including Nigeria because it failed many of them in the past (Bibi, 2021). Promoting economic growth and the appropriate methods to achieve that has been a topic for economic discourse and research for the past several decades. According to Jibrila (2023), modern economic development is a process of

continuous technological innovation, industrial upgrading and diversification, and of improvements in the various types of infrastructure and institutional arrangements that constitute the context for business development and creation of wealth. While past theories have long emphasized the significance of market mechanisms in getting relative prices right and therefore facilitating efficient factor allocations, the growth experience in many countries shows that governments often play a crucial role in facilitating industrial transformation.

Similarly, the significance of international trade and trade openness in the economic development of nations has long been documented in the literature. Of paramount importance is the concept of comparative advantages, which a country must be able to identify. In this contemporary globalized world, a country that is comparatively better at producing only natural resources without value addition, must be extremely careful when selecting partner countries. A country like Nigeria that has comparative advantage in the production of crude oil, has to be careful when choosing its trading partners. For example, trade between Nigeria and USA and Europe could be a good decision if the aim of Nigeria is to import capital equipment from these countries while exporting crude oil (Wapmuk& Ali, 2022). According to the African Union Foundation (2018), the African Continental Free Trade Area is a flagship project of Agenda 2063 and refers to a continental geographic zone where goods and services move among member states of the African Union (AU) with no restrictions. The AFCFTA aims to boost Intra-African trade by providing a comprehensive and mutually beneficial trade agreement among the member states, covering trade in goods and services, investment, intellectual property rights and competition policy. This is not the first Trade Agreement on the planet because globally, countries are concluding Mega-Regional Trade Agreements (MRTAs), thus reshaping and changing the global trading landscape in the process. The establishment of the AFCFTA will enable Africa to strengthen its position via-a-vis the rest of the world, speak with one voice and act in unanimity on all continental and international trade issues (Wapmuk& Ali, 2022). This study is carried out to assess the implementation of the ECOWAS Protocol on Free Movement of Goods and Persons and challenges it has caused for Nigeria's economic development.

### **Statement of the Problem**

Several attempts have been made by many third world nations to bridge the trading imbalance between Developed and Underdeveloped nations of the world, including Africa. Yet, the conditions have gotten worse over the years (Akinkugbe, 2021). Africa is in fact seen as a dumping ground for unwanted technology, inferior goods and services as well as market for sell of ready-made goods (Ajibo, 2023). The international system has succeeded in making Africa, like other Third World Nations

the manufacturers of raw materials and consumers of finished goods and services from Europe which comes at a high cost. In other words, Global Capitalism and its accompanying treats of breaking international barriers have succeeded in kneeling African economies (Akinkugbe, 2021). The African Continental Free Trade Agreement (AfCFTA) is a landmark agreement adopted by the African Union (AU) in 2018 (Seti, & Daw, 2022). This agreement is aimed at creating a single market for goods and services on the African continent to boost intra-African trade. The AfCFTA agreement creates a market of about 1.2 billion people with a total Gross Domestic Product (GDP) of over \$3 trillion (Seti& Daw. 2022). This agreement is expected to increase trade among African countries and promote socio-economic development on the continent. Despite the enormous potential benefits of the AfCFTA agreement, there are concerns about its implications on the member states. Specifically, the agreement may have negative implications on some sectors of the economy and on countries with weaker economies (Ajibo, 2023).

### **Objectives of the Study**

- i. To investigate the challenges facing the implementation of the ECOWAS protocol on free of goods and persons for Nigeria's economic development.
- ii. To assess the efforts made by ECOWAS and the government of Nigeria to overcome the challenges facing the implementation of ECOWAS Protocol on Free Movement of goods and persons for an improved Nigeria's economic development.

### **Conceptual Framework**

#### **ECOWAS Protocol on Free Movement of Goods and Persons**

The determination to accelerate regional development through economic integration was the primary objective of the heads of member states for the enactment of the protocol on Free Movement of Persons, Right of Residence and Establishment in 1979. As such, the freedom of movement and residence was provided for by the initial Treaty (Chapter IV, Article 27) and strengthened by Protocol/A/P1/5/59 on the free movement of persons, the right of residence and establishment, signed in Dakar on 29 May 1979. The protocol seeks to remove every impediment to the movement of its citizens across borders (Adepoju, 2005) as free mobility which permits free movement of people, their goods and services are crucial to the attainment of a full economic union (Sowale, 2018). In line with the desire to accelerate the economic integration process across the region, the community was to establish a common market through the liberalization of trade; the adoption of a common external tariff and a common trade policy vis-à-vis third countries; and the removal, between the member States, of obstacles to the free movement of persons, goods, service and capital, and to the right

of residence and establishment (ECOWAS, 1993). In addition, Articles 59.2 and 59.3 of the ECOWAS Revised Treaty emphasizes that citizens of the community shall have the right of entry, residence and establishment and Member States undertake to recognize these rights of Community citizens in their territories under the provisions of the Protocols relating thereto (ECOWAS, 1993). To this end, in 1979, the ECOWAS Protocol on Free Movement of Persons, Right of Residence and Establishment was enacted as an instrument to enable free movement of ECOWAS citizens within the region and has since come to be the pillar upon which the ECOWAS regional agenda is built (Elumelu, 2015).

### **Economic Development**

Economic development has to do with sense of morality of a country or wrong or right as Todaro (2011) explains, that is the expansion of a country's economy and social well-being of the people which includes freedom oppression, quality education system, better income, less poverty, cleaner environment, equality of opportunities, greater individual freedom and rich cultural life and also improvement of technology. Economic development can alleviate a country or people from a low standard of living to a suitable shelter. Economic factors that contribute towards economic development include capital, labor, natural resources and technology. Put differently, economic development can also be seen as a multi-dimensional process involving change in social structure, population attitude and national institution as well as the acceleration of economic growth, the reduction of inequality and the eradication of poverty. Economic development is a development process that promotes the standard of living and the health of a particular country (Todaro & Smith, 2011).

### **Empirical Review of Related Literature**

Clark (2014) examined the challenges facing the non-implementation of the 'ECOWAS' Protocol on the Free Movement of goods, services, persons and capital. In its finding, several problems including the lack of political commitments, administrative restrictions, civil conflicts, wars and terrorism are major obstacles to the implementation of the Protocol on free movement of goods, services, persons and capital in West Africa. Thus the study recommended that ECOWAS' leaders should seriously address those obstacles in the implementation of the Protocol. The second variable which is Nigeria's economic development was not referenced, thereby making it a gap to address. The study fails to identify the source of data collection used as well as theory the study was built on.

Teye, Awumbila and Nikoi (2019) examined the challenges to the implementation of the Economic Community of West African States (ECOWAS) Protocol on Free

Movement, with particular reference to Ghana and Sierra Leone. The study was based on a desktop review and in-depth interviews with selected ECOWAS migrants and officials of institutions responsible for managing migration in Ghana and Sierra Leone. The findings suggested that Ghana and Sierra Leone have made modest progress in the implementation of the protocol. Apart from abolishing visa and entry requirements for 90 days, both countries have adopted the standardized ECOWAS Travel Certificate. Despite a few achievements, the following challenges affect the implementation of the free movement protocol in both countries: Policy ambiguities resulting from contradictions between national laws on employment and the ECOWAS Free Movement Protocol; harassment of migrants; migrants' lack of travel documents; low level of knowledge about the ECOWAS protocol; resource constraints; fears of competition with immigrants, especially in Ghana; securitization of migration and migrants; weak labour market and migration information systems, economic challenges and political instability. The study concluded that the future implementation outcomes of the ECOWAS protocol largely depend on the commitment of the member states and financial support that they receive from ECOWAS and its development partners. While ECOWAS should continue to lobby states to implement agreements and protocols, mechanisms must also evolve to deal with states that continue to violate the rights of citizens and migrants. The weakness of the study is that it was limited to Ghana and Sierra Leone while ignoring challenges the implementation of the ECOWAS protocol caused for Nigeria's economic development.

Ajiye (2019) examined the effectiveness of ECOWAS Protocols in the drive towards statehood. The study relied principally on secondary sources of data with extensive consultation of secondary material from the internet, published works of Non-governmental organizations, public and private libraries. It finds that some of ECOWAS policies towards statehood and regional integration have not been effective due to the peculiarities of inadequate funding by the members. The effectiveness or otherwise of ECOWAS to encourage cooperation and integration in the sub-region is however a bone of contention. The organization has been said to have achieved a lot in the area of peace building through mechanisms like the ECOMOG, while a little has been achieved in terms of economic cooperation or monetary integration. The emergence of economic blocs in Europe, North America, Asia, and the Pacific Rim, has created the urgency with which Africa, particularly West Africa, needs to review regional cooperation and integration efforts. Greater regional cooperation and integration efforts are perhaps one of the few flickers of hope left if Africa intends to contain its further marginalization in a world increasingly dominated by competing blocs. The extent to which the national constitutional frameworks within ECOWAS have affected the growth and development of



cooperation and integration has been under contention. This has brought up the argument of whether the constitutional frameworks are suitable for the Community objectives. Although the study did not acknowledge efforts made by ECOWAS and the government of Nigeria to overcome the challenges facing the implementation of ECOWAS protocol on free movement of goods and persons for an improved Nigeria's economic development, however the study recommended that there should be viable and sustainable enforcement mechanisms against member signatories to the ECOWAS Protocols to fulfill their financial obligations.

### **Theoretical Framework**

The study adopted State First Approach as a theoretical framework. State First Approach is a theory of integration which claims that creation of centralized political institutions at the regional level is the best way to build social and economic community. The most outspoken proponent of this theory is Nkuruma (1963) in his book "Africa Must Unit" where he argues that African economic integration must proceed under sound political direction to permit the planning of complementary industrial development.

The amalgamationists position seems to be on how existing government can be persuaded to yield sovereignty to regional organizations. Nevertheless, amalgamationists emphasized that strong regional institutions offer a corrective to the purer forms of functionalism and interventionism which minimized their significance. The issue of solidarity and unity has been viewed as essential, not only as far as the continental integration agenda is concerned, but also given the fact that for them, not a single African country can change the socio-political and economic relations with the global system and countries controlling it (Ugwuja, 2019). Central to this view of solidarity and unity among African countries to achieve continental integration are several key issues: Applying the amalgationalist position to the explication of the lacklustre implementation of the ECOWAS Protocol on Free Movement, the point needs to be made that it has been largely shaped by the character of politics in the ECOWAS member states. This is reflective in the reluctance of member states to transfer decision-making powers to the regional body which still lies squarely with the national governments of member states. In other words, there is a great tendency in the ECOWAS framework for the internal politics of the member states to intrude in the works of the community thereby stultifying the emergence of a truly supra-national entity which in itself is a desideratum for a proper regional integration. It is this that accounts for inability of the community to enact and enforce laws; its legislations and protocols are often left at the mercy of the national governments of member states to decide whether to enforce or not.



### Methodology

This research adopted descriptive design to ensure accurate description of the phenomenon under study. ECOWAS Secretariat, Federal Ministry of Foreign Affairs, Federal Ministry of Trade and Investment Headquarters, Abuja, Nigeria Export Promotion Council, Nigerian Chamber of Commerce, Nigeria Customs Service, Abuja, Nigeria Immigration Service Abuja. The total population of the study is two thousand and nineteen (2,019). **The Rakesh statistical model for determining sample size was employed in this study to arrive at a definite population size of four hundred (400).** This study adopted purposive sampling technique. The technique allowed the researcher to choose the sample on the basis of some predetermined characteristics such as deep knowledge of the issue under study.

### Data Presentation and Interpretation of Results

Four hundred (400) copies of questionnaire were distributed to officials of ECOWAS Secretariat, Federal Ministry of Foreign Affairs, Federal Ministry of Trade and Investment Headquarters, Abuja, Nigeria Export Promotion Council, Nigerian Chamber of Commerce, Nigeria Customs Service, Abuja, Nigeria Immigration Service Abuja while three hundred and seventy-six (376) copies of questionnaire were filled and retrieved. Thus 376 out of the 400 copies of questionnaire were used to analyze the data.

**Table 1: Challenges of the ECOWAS Protocol**

Options	Frequency	%
Lack of Political Will among Member-states	89	24
Bribery & corruption of security operatives at the borders	51	13
Inadequate understanding of the Free Movement Protocol	52	14
The lack of good roads and well developed seaports	86	23
All of the above	98	26
<b>Total</b>	<b>376</b>	<b>100</b>

Source: Field Data, January (2023).

As seen on table 1 above shows that there are numerous challenges facing the implementation of the ECOWAS Protocol on Free Movement of Goods and Persons for Nigeria's economic development: eighty-nine (89) respondents representing twenty-four (24%) indicated lack of Political Will among Member-states; eighty-six (86) respondents representing twenty-three (23%) said lack of good roads and well developed seaports; fifty-two (52) respondents accounting for fourteen (14%) ticked inadequate understanding of the Free Movement Protocol; fifty-one (51) respondents representing thirteen (13%) percent pointed to Bribery & corruption of security operatives at the borders while those who indicated all of the above constituted the majority with ninety-eight (98) representing twenty-six (26%) percent.

The above result is in tandem with an interview response conducted with a staff of the Federal Ministry of Foreign Affairs who noted that there has been a gross lack of political will on the part of Africa states to translate goals and objectives into reality. A major impediment to operationalising supranationalism in Africa is the fact that regional institutions are not independent enough to implement integration initiatives. These institutions are expected to operate in accordance with the whims of member states which are often run by dictators with personal interests at heart, rather than to fulfil the ambitious objectives of the organisation. It is thus not uncommon to see the dissolution or derailment of integration initiatives based on the change of government in member states, or personal differences among heads of state (Interviewed January 16<sup>th</sup> 2023).

Elumelu (2015) conducted a study on 3,000 sampled migrants across the three borders within the ECOWAS region revealed numerous problems impeding free movement of persons across the sub-region. According to him, politically, some of the major problems working against free movement include the reluctance on the part of national governments and the perceived notions of relinquishing sovereignty that leads to the lack of political will to fully implement agreements signed by ECOWAS Heads of State. More often than not, member states still invoke their sovereign right to govern despite their commitment to the protocol. The result, therefore, is that they are mostly unwilling to put adequate structures on the ground to implement the Free Movement Protocol. This has left acute gaps for corrupt security operatives and their proxies to hijack the process and enact their laws which run parallel to community laws, all under the watch of the leaders who signed the protocol. Going further, a staff of the Federal Ministry of Trade and Investment Headquarters, Abuja submitted that:

Countries can hide behind national order and security concerns to refuse granting of residence permits... Practically anything can fall under public security. I mean if I get up and say that you are against the security of the state so I'm deporting you that is it, I don't have to explain to you how you are against the security of this state. So that provision gives a leeway for nations to manipulate the system depending on whether they want you or they don't want you (Interviewed January 20<sup>th</sup> 2023).

Opanike and Aduloju (2016) argue that the Nigeria-Niger border has become transit zones for all forms of trans-border crimes. Thousands are dying at the hands of human traffickers who trafficked people from Nigeria to Europe through the desert via Nigeria-Niger-Algeria-Libya borders. They opined that the problem lies with the poor implementation of the protocol, and as such trans-border criminals are now taking undue advantage of the protocol'. To this end, Ochoga (2019) corroborated this position further: The protocol has not helped the security landscape of the sub-region.

It constitutes more security concerns than boosting regional trade and economic development. Furthermore, the border security agents have turned border security into private business, encouraging smuggling of contrabands into Nigeria with just a tip of tokens.

The statements above show that some of the ECOWAS citizens do not have adequate understanding of the Free Movement Protocol. The statements also indicate that harassment at the borders is linked to the lack of travel documents. However, the accounts of some migrants suggest that it is indeed the harassment at the borders that make people reluctant to acquire travel documents. They asserted that border officials are more interested in the money they extort from people than travel documents and given that travellers who have all their travel documents are also required to make unofficial payments, there is no incentive to acquire travel documents.

**Table 2 Tabular representation of Progress and Challenges in Nigeria's implementation of the Free Movement Protocol**

Indicator/Item	Key Characteristics, Achievements, and Gaps
Economic Features	<ul style="list-style-type: none"> <li>- The Strong economy in West Africa due to large markets, human capital, and the presence of opportunities both in the formal and informal sectors.</li> <li>- Economic hegemon in West Africa</li> </ul>
Migration Profile	<ul style="list-style-type: none"> <li>- Important migrant destination for migrants in West Africa</li> <li>- The Bulk of the migrants in Nigeria from ECOWAS countries are from Benin, Ghana, and Mali</li> </ul>
Progress with Implementation of the Free Movement Protocol and Key Achievements	<ul style="list-style-type: none"> <li>- Ratified the Free Movement Protocol of 1979 and its supplementary protocols</li> <li>- Abolished visa and entry requirements for 90 days</li> <li>- Uses the ECOWAS Common Passport</li> <li>- Adoption of the ECOWAS Brown Card Motor Vehicle Insurance Scheme</li> <li>- Adoption of the use of biometric identity cards</li> </ul>
Gaps/Challenges	<ul style="list-style-type: none"> <li>- Prioritization of national interests over the ECOWAS regional agenda</li> <li>- Divergences in certain areas of national laws and policies from ECOWAS laws on migration</li> <li>- Ineffective border management systems</li> <li>- Knowledge and information deficit regarding ECOWAS policies and laws on migration on the part of security operatives</li> </ul>

Source: Joseph (2021).

There is a strong nexus between the effective implementation of integration initiatives and the autonomy of regional institutions. The ability of these institutions to act above member states in respect of specific areas of common interests ensures that integration is firmly placed in capable and neutral hands and insulated from the vagaries of national politics. It also guarantees that integration proceeds at a significant pace since decisions will not always be taken unanimously or by consensus.

**Table 3: Temporal closure of border, adoption of ECOWAS Common External Tariff, import restriction and Joint Border Patrol are the obvious effort made by ECOWAS**

Option	Frequency	Percentage
Strongly Agree	189	50%
Agree	168	45%
Disagree	10	3%
Strongly Disagree	9	2%
Undecided	-	-
<b>Total</b>	<b>376</b>	<b>100%</b>

Source: Field Data, January (2023).

Table 3 reveals that temporal closure of border, adoption of ECOWAS Common External Tariff, import restriction and Joint Border Patrol such as Multinational Joint Task Force (MNJTF) are the obvious effort made by ECOWAS and the government of Nigeria to overcome the challenges facing the implementation of ECOWAS Protocol on Free Movement of goods and persons for an improved Nigeria's economic development. This is supported by one hundred and eighty-nine (189) respondents or fifty (50%) percent who strongly agreed and those who agreed are one hundred and sixty-eight (168) representing forty-five (45%). Ten (10) respondents representing three (3%) percent disagreed while nine (9) respondents or two (2%) percent strongly disagreed.

Ascertaining this, an official of the ECOWAS Secretariat exposed that:

*The analysis is in agreement with the submission by Golub, Mbaye, & Golubski, (2019) who noted that, more recently, in August 2019, the Federal Government of Nigeria under President Mohammed Buhari announced the closure of land borders mostly to tackle the case of rice smuggling from Benin Republic. Given Nigeria's larger population, economy, and natural resource wealth, Benin adopted a strategy centered on being an "entrepôt state," i.e., serving as a trading hub, importing goods and re-exporting them legally but most often illegally to Nigeria, thus profiting from distortions in Nigeria's economy. As the fifth-largest importer of rice in the world with a population of only about 12million, smugglers from Benin illegally sell over 90% of this imported rice without paying customs duties, tax, or other forms of duties traders trading legally across the borders ought to pay. Not*

*only has this resulted in a loss of government revenue, but created several distortions in the Nigerian market economy especially in the agricultural sector.*

The major justifications given for the recent closure of borders are the quest to protect national security, protect infant industries, and checkmate illegal activities and the importation of contraband goods. There has been an outcry from the regional community as stakeholders claim that the border closure goes against all trade and free movement treaties signed by Nigeria at the regional level. Ghana, Niger, Chad, and Benin have all experienced economic downturns in one way or the other as Nigeria's 200million inhabitants provide a large market for producers in these countries and according to the ECOWAS Commission Chairman, it has also had a negative impact on the volume of inter-community trade between 2019 and 2020. The border closure suggests two things – one is that with Nigeria being the “regional hegemon” it can dictate what it does by flouting the rules and the other is that it is a breach of the protocol. The question is what smaller member states can do to Nigeria if it breaches the protocol. There is a kind of counter imbalance between how Nigeria behaves and its role within the community as Nigeria contributes about 60% of the community levy and its regional power status is adversely affecting how it behaves.

### **Discussion of Findings**

- i. The study established that the lack of political will among ECOWAS members to submit part of their sovereignty, lack of trust among member-states, refusal to fully implement the free movement of goods, persons and right of establishment provisions by member-states, language barrier, and colonial differences are challenges to proper implementation of the policies and protocol under review. This means that research proposition one (1) which states that **several challenges are** facing the full implementation of ECOWAS protocol on free movement of goods and persons for Nigeria's economic development.
- ii. In ascertaining the measures put in place by ECOWAS and the government of Nigeria in order to forestall or overcome the challenges facing the implementation of ECOWAS Protocol on Free Movement of Persons and Goods for an improved Nigeria's economic development, respondents have applauded the federal government of Nigeria and other stakeholders in their efforts to regulate the illegal movement and trade through porous borders. To the respondent, most security agents have been sufficiently deployed. Government has also Adoption of ECOWAS Common External Tariff, border closure, import restriction, Joint Border Patrol such as Multinational Joint Task

Force (MNJTF), among other relevant regional security measures. With this the Nigerian Government has listed higher import revenue, lower domestic fuel consumption and increased rice production by local farmers among the gains of the closure of the country's land borders. Therefore, the finding is in agreement with research proposition two (2) that temporal closure of border is the obvious effort made by ECOWAS and the government of Nigeria to overcome the challenges facing the implementation of ECOWAS Protocol on Free Movement of goods and persons for an improved Nigeria's economic development.

### **Conclusion**

The ECOWAS Protocol on Free Movement has succeeded to remove the border lines instituted by colonialists indicating a tremendous acceptance to the idea of economic integration in the sub-region. However, the general economic downturn of ECOWAS member-states is responsible for the backlash between ECOWAS migrants and their host states. Even though the enactment of the Protocol of Free Movement, Right of Residency and Establishment was to accelerate the economic cooperation and integration of member states of Economic Community of West African States, thereby creating a sustainable economic development that will impact positively on the lives and wellbeing of citizens. However, the issue of economic crisis and security challenges confronting member's states of ECOWAS has not helped the members to engage in collective effort at implementing the measures for the overall interest of the member states as envisaged.

As with any other regional agreement/treaty all over the world, the implementation of the ECOWAS Protocol on Free Movement of Persons, Right of Residence, and Establishment comes with its challenges; however, the reaction to these challenges ultimately determine the nature of results gotten from the ECOWAS integration agenda. About Nigeria, and other states within the region, it becomes pertinent to see these challenges not as stumbling blocks to the furtherance of national interests or national security, but as an opportunity to find joint solutions to problems that affect all.

### **Recommendations**

- i. Though there have been previous joint initiatives aimed at facilitating the implementation of the Protocol on Free Movement including the ECOWAS Common Approach on Migration, the ECOWAS Cross Border Cooperation Fund, as well the establishment of monitoring units at selected border posts, the Government of Nigeria should work more in collaboration with neighboring member states to find joint solutions aimed at tackling the

ineffective border management systems, smuggling, and illegal migration rather than adopting protectionist policies that do not augur well for regional integration in the long run.

- ii. The commission should review the provisions of the movement of goods, persons and right of establishments, economic development and trade liberalization policies to meet up with the current economic needs of her member-states, it should be complimented by full implementation of ECOWAS Common External Tariff so that foreign investors/traders will be indifferent as to which of the ECOWAS Member State to trade with, and also support it with other trade facilitation policies that will lead to reduction in the trade cost and the number of days that will be required for preparing documents for export.

#### **Limitations of the Study**

The study is limited by the inability of the researcher to physically interview the various Heads of States and Government in Africa to get their opinion on the workability of the treaty as well as their personal opinion on what they feel could constitute an impediment to its success. The study is further limited by the inability of some respondents to fill and return completed questionnaire despite efforts by the researcher to get to them to complete them.

#### **Suggestion for Further Study**

The study suggest that a study should be conducted on ECOWAS free trade and international trade between Nigeria and Ghana, Sudan and Niger

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**ALMAJIRI INTEGRATED MODEL SCHOOLS IN NIGER STATE AND POLICY  
IMPLEMENTATION: AN APPRAISAL**

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**Abstract**

*Almajiri education systems were integrated into the mainstream of the Universal Basic Education to address the inequities in accessing primary education and to eliminate the apparent exclusion being suffered by many children in the Northern part of the country. Despite the establishment of the Almajiri Model Schools initiative in Shiroro Local Government Area, assessing basic education remains a major challenge in the area. This study examined **Almajiri Integrated Model schools' and policy implementation: An appraisal**. The study employed a mixed research design by integrating both qualitative and quantitative data in the evaluation of the **Almajiri Integrated Model schools: security challenges and implementation in Niger State** in Shiroro Local Government Area of Niger State. The primary data required for this study was sourced from 240 Almajiris/pupils and 60 mallams/teachers through structured questionnaire. The study discovered several key obstacles in the implementation of Almajiri Integrated model schools in Shiroro Local Government Area. These obstacles include inadequate funding, lack of community engagement, insufficient infrastructure, and the resistance from certain religious and cultural groups. The study recommends that the Niger State government and relevant stakeholders should allocate increased funds to support the infrastructure, training of teachers, and resources for Almajiri Integrated model schools as well as develop a curriculum that respects the cultural diversity of the Almajiri children and incorporates local languages to facilitate learning, which can improve the effectiveness of the schools.*

**Keywords:** Almajiri, Schools, Mallam, Religion, Shiroro

**Introduction**

Globally, the issue of marginalised and disadvantaged communities struggling to access quality education is not unique to Nigeria. Many countries face similar

obstacles in reaching remote and underprivileged populations (Kandi, *et al.* 2023). The United Nations Sustainable Development Goal 4 (SDG 4) emphasises the importance of providing inclusive, fair, and high-quality education for everyone. This worldwide commitment aligns with the challenges posed by the *Almajiri* system, which results in disparities in educational access. Education is a fundamental component of a nation's development and significantly impacts the socio-economic progress of societies. Nevertheless, in various parts of the world, notably in Nigeria, specific segments of the population have encountered substantial difficulties in accessing quality education (Kandi, *et al.* 2023).

Nigeria, being the most populous country in Africa, faces a complex educational landscape. The *Almajiri* system is a prominent feature of this landscape, primarily in Northern Nigeria. The proliferation of *Almajiri* schools has sparked debates concerning child welfare, educational quality, and integration into the mainstream education system (Abubakar, *et al.* 2023). The Nigerian government has acknowledged the need to address these issues and enhance the educational prospects of *Almajiri* children. To put it into perspective, Nigeria has approximately 13.2 million children out of school, with Nigeria accounting for 45% of out-of-school children in West Africa. Of these, 69 percent are from Northern Nigeria, with 60 percent being girls. The number of out-of-school children in Nigeria has risen from 10.5 million in 2010 to 13.2 million in 2015, with a 2022 UNESCO report estimating it at around 20 million (National Bureau of Statistics, 2023). Contributing factors to this issue include the prolonged conflict in Northeast Nigeria, which has led to the destruction of schools by insurgents, forced displacement, and the region's volatile nature, severely impacting primary education accessibility (Kandi, *et al.* 2021). In 2012, the Federal Government of Nigeria (FGN) established a committee on the implementation of the *Almajiri* Education Programme with the aim of integrating over 9 million *Almajiri* into the Universal Basic Education (UBE) Programme (Abdullahi & Mohammed). Regrettably, the UBE program didn't receive significant support from the locals. Many parents in Northern Nigeria still prefer *Almajiri* schools due to religious obligations, affordability, and the belief that children learn better away from home (Abdullahi & Mohammed, 2020). Consequently, many *Almajiri* schools continue to thrive, but the downside is that due to their time spent on the streets, several *Almajiri* children eventually mingle with criminals (Attahiru & Bako, 2023).

Niger State, a northern Nigerian state, has taken substantial measures to address the *Almajiri* education issue. The state government has initiated the establishment of *Almajiri* Integrated Model Schools as part of a broader policy framework aimed at reforming and integrating the *Almajiri* system into the mainstream education system (Kandi, *et al.* 2023). The success of these initiatives will have significant implications, not only for Niger State but for the entire country. This study closely examines the *Almajiri* Integrated Model Schools in Niger State, shedding light on the policy implementation process, the challenges encountered, and the potential impact on the

*Almajiri* education system. In doing so, it contributes to the ongoing discussion on inclusive education in Nigeria and the broader global context.

### Statement of the Problem

Education is a fundamental driver of individual and societal development. In the Nigerian context, the *Almajiri* system, which has deep historical and cultural roots, has been a prominent part of the educational landscape. *Almajiri* schools were traditionally religious institutions where young students received Islamic education. However, over the years, these schools have faced numerous challenges, including inadequate infrastructure, a lack of quality education, and limited opportunities for social and economic development (Bolu-Steve, et al.2023).

Similarly, the *Almajiri* practice was what the past governments labeled as dangerous to national development. These innocent adolescents are either killed in road accidents or used as weapons for insurgency. Sometimes, they are murdered for rituals or fall victim to child labour (Teke et al., 2022). In response to these challenges, the Niger State government, like several other states in Nigeria, introduced the concept of *Almajiri* Integrated Model Schools (AIMS) (Kandi, et al.2022). The aim of these schools is to provide a holistic education that combines religious and secular subjects, fostering a more balanced approach to education for *Almajiri* children.

The introduction of the AIMS is part of a broader policy shift towards improving educational access and quality, particularly for marginalised and underserved communities (Kandi, et al.2022). Years later, A report published by Daily Trust (2019) reveals that all the *Almajiri* schools (also known as Tsangaya schools) built for integrating these children into the contemporary system of education are in appalling condition. Moreso, Usman (2022) opines that the schools established in various parts of the country cannot accommodate these students, and that many boys are opting out of conventional schools to join the *Almajiri* sect. It is in the light of the above that this study seeks to provide an appraisal of the *Almajiri* Integrated Model Schools in Niger State, with a specific focus on policy implementation.

### Objectives of the Study

This study examined the challenges of implementing ***Almajiri* Integrated Model schools in Niger State**. The specific objectives are:

- i. To interrogate the specific challenges faced by stakeholders involved in the implementation of *Almajiri* integrated model schools in Shiroro Local Government Area.
- ii. To explore the impact of socio-economic and cultural factors on the successful integration of *Almajiri* children into the educational system through these model schools in Niger State.

### Research Questions

The paper is guided by the following questions:

- i. What are the key obstacles encountered in the implementation of *Almajiri* integrated model schools in Shiroro Local Government Area of Niger State?
- ii. How do the socio-economic and cultural factors impact the effectiveness of *Almajiri* integrated model schools in addressing the educational needs of *Almajiri* children in Shiroro Local Government Area?

### Conceptual Framework

#### *Almajiri*

*Almajiri* is a Hausa word meaning im-migrant children in search of *Qu'ranic* education. The *Qu'ranic* School is the pre-primary and the primary level of traditional Islamic education. It is an institution which has its origin traced to the prophetic period of Islamic education. Historians have traced the *Almajiri* system of education to the beginning of the 11th Century, largely promoted by leading lights of Islam who were determined to spread Islamic knowledge and learning, long before the amalgamation of the Northern and Southern Protectorates of British Nigeria (Jimba, 2021)

The word "*Almajiri*" emanated from Arabic word "*Al-Muhajirin*" which came as a result of Prophet Mohammed's migration from Mecca to Medina. From the Islamic perspective, the word was first used by the prophet Muhammad to indicate those of his companions (*Muhajirun*) who migrated with him for the sake of Islam from Mecca to Medina (Mashem& Kawu, 2017). However, the name *Muhajirun* later came to refer to those knowledge seekers who move from one place to another in search of knowledge like the *Quranic* school teacher and his pupils. In a *Hadith* (sayings) of the prophet in the collection *Al-Tirmidhi* (1980), the Prophet is quoted to have said "the search for knowledge is obligatory upon every Muslim". The *Hadith* did not discriminate against age or status. In another *Hadith* collection by *Wali'al-din* (1977) (*Mishkat al-Masabih*) the prophet said: "go in search of knowledge even to china". The above *Hadith* shows that the search for knowledge knows no geographical, social or religious boundary. He said in another *Hadith* "wisdom (knowledge) is the lost property of the believer wherever he sees it, he picks it up." These and many other similar *Hadith* propelled Muslims to go in search of knowledge. In Hausa land *Almajiri* refers to "children sent from their homes and entrusted into the care of Islamic teachers to learn the Islamic studies. Similarly, Pantami (2019) opined that the Hausa word *Almajiri* (Plural *Almajirai*) is derived from the Arabic *Almajiri* (Plural *Almuhajirun*) which means one of the companions of Prophet Muhammad (S.A.W) who accompanied him from Mecca to Medinah during his *Hijira* (Migration). The Arabic word *Al-muhajir*, therefore had a special religious connotation in the early period in Islam. It meant a scholar who

migrated from his home to another community in search of knowledge. Up to date a pupil undergoing Islamic Religious training is called *Almajiri* in the Hausa language, hence the *Almajiri* system of education. In Nigeria, the *Almajiri* system started in the 11th century, as a result of the involvement of Borno rulers in *Qur'anic* literacy. Seven hundred years later, the Sokoto Caliphate was founded principally through an Islamic revolution based on the teachings of the Holy Qur'an. These two empires run similar *Qur'anic* learning system which over time came to be known as the *Almajiri* system (Mashema& Kawu, 2017).

### Review of Empirical Studies

Teke, et al. (2022) conducted an empirical inquiry into the problems and prospects of the integration programme in North West Geo-Political Zone, Nigeria. A total of 240 *Almajiris*/ pupils and 60 *mallams*/teachers responded to questionnaires designed for the study, while 33 community leaders and school heads were interviewed. The study reveals that authorities are performing below expectations in the area of education, which hinders the achievements of quality education for Nigerian *Almajiris*. Shortage of qualified teachers in some schools and inadequate numbers of *Almajiri* integrated schools in North West Nigeria were also recorded. The researchers further discovered that the government is not consistent in its policies and programmes there were a lot of irregularities and corrupt practices in institutionalized education, including the *Almajiri* Integrated Programme. It is therefore, recommended that the government should be consistent in its policy and programmes for the betterment of its citizens. Authorities' approach to quality education should be centred on the eradication of corrupt practices. *Almajiri* Integrated Programme should be handled as introduced by president Goodluck's Administration.

Lawson, et al. (2021) examined the phenomenon of *Almajiri* system of education in Northern Nigeria. The study adopts the qualitative research model using a phenomenological case study approach. This paper seeks to examine how the process started; the various dimensions the system took overtime and how government came in to rescue the deteriorating state of the system by integrating the system with the modern system, thereby making the beneficiaries (*Almajirai*) learn both the *Almajiri* education and the modern educational system simultaneously. In the end, the study offers suggestions as to how the system could be improved so as to meet the standard set by National Policy on Education and subsequently attain Education for All (EFA).

Mashema and Kawu (2017) examined the integration of traditional Islamic education schools with the western education schools 'model: A case study of *AzareTsangayamodel* boarding primary school. The study aims at integration of the traditional system of *Qur'anic* schools to the western model system of education. This study examined this school with a view to assess the success of the integration programme. Hence, the study formulated an open-minded questionnaire for both the traditional and model *Tsangayateachers* to enable researcher gather the information

required and a percentage method was used for the analysis. Twenty teachers were drawn from both the *AzareTsangayamodel* boarding primary school and other *Qur'anic* Schools in *Azare* town as sample for the study. Finally, the result has shown that most of the teachers are aware of the integration process and the Government has made various efforts to integrate the two systems. It was recommended that the current integration drive should be seen as genuine and purposeful educational endeavor that must not only be supported but should be incorporated within the mainstreams of our educational policies.

### Theoretical Framework

#### Elite Theory

Elite theory is a political theory that suggests that societies are ruled by a small, privileged group of individuals or organisations. Key proponents of elite theory include are: Vilfredo Pareto (1848-1923). Pareto argued that societies are governed by a circulation of elites, where a small group of individuals with the most power and influence replace one another over time (Pareto, 1935). Gaetano Mosca (1858-1941). Mosca's theory emphasised the existence of a political class that holds power and manipulates the political process to maintain its control (Mosca, 1939). According to Pareto (1935) and Mosca (1939) the key assumptions of the Elite Theory are as follows:

- i. **The existence of a small, influential elite:** Elite theory assumes that there is a select group of individuals or organizations that wield disproportionate power and influence in society.
- ii. **Limited political participation:** It suggests that the majority of the population has limited influence in political decision-making, and real power is concentrated in the hands of the elite.
- iii. **Elites act in their self-interest:** Elite theorists argue that the elite class primarily acts to protect and promote its own interests, often at the expense of the broader population.
- iv. **Reproduction of elites:** Elite power is often self-replicating, as those in power have the means and resources to ensure their continued influence.

In the case of the *Almajiri* schools, political elites play a pivotal role in shaping the policy. Their influence extends to decision-making, funding allocation, and policy prioritisation. Elites often use their political clout to advance or hinder policies, depending on their interests and agendas (Attahiru & Bako, 2023). Elites also have significant influence in the implementation of the *Almajiri* Model Schools policy. They control resources and can exert pressure to ensure the policy aligns with their preferences. For example, influential religious leaders may shape the curriculum and values taught in these schools, impacting the educational experience of *Almajiri* children. While elite involvement is inherent in policy-making, it may lead to



challenges in policy effectiveness. This is because some Nigerian elites often prioritise their interests over the intended beneficiaries, potentially resulting in skewed resource distribution and inadequate implementation. Elite theory provides a lens used for the analysis of the *Almajiri* Integrated Model Schools in Niger State and their policy implementation. This study therefore, acknowledged the role of elites in policy formulation and execution which is vital for understanding the dynamics of this educational initiative and its potential impact on *Almajiri* children in Niger State.

### Research Methodology

The study employed a mixed research design by integrating both qualitative and quantitative data in the evaluation of the **challenges of implementing *Almajiri* model schools in Niger State** in *Shiroro* Local Government Area of Niger State. The study employed a descriptive survey research design which assisted the researcher in gathering first-hand information from the respondents. The primary data required for this study was sourced from both the teachers, religious leaders, government officials, students and administrative officers of selected *Almajiri* integrated model schools in *Shiroro* Local Government Area using structured questionnaires. The interview questions collected more details the choice of this design was to establish the interaction among the variables in the study. The study population comprised the entire staff of two selected *Almajiri* model schools in *Shiroro* Local Government Area and the 3 staffs that are heading the department of *Tsangaya* under the universal basic education (UBE). The target population of this study comprises of selected community members, *mallams*, parents, security personnels, teachers and *Almajiri* students in *Shiroro* Local Government Area with a total number of 1,800 people who have been resident in the study area for at least 10 years prior to the survey. With the use of purposive sampling technique, 317 of the teachers as well as other community members were administered questionnaires and the two (2) head teachers were interviewed, focus group discussion was held with the 3 staff of Universal Basic Education. Hence, the sample size for the study is 317 respondents derived from the target population (1,800) with the used of Krejcie and Morgan (1970) sample size table. However, only 310 questionnaire was returned and valid for the data analysis. Data collected was analysed through simple percentages and frequency tables.



**Data Presentation and Analysis****Table 1: Distribution of Respondents by Gender**

Category	Male F (%)	Female F (%)	Total F (%)
Pupils	240 (100.0)	0 (0.0)	240 (100.0)
Teachers	69 (98.6)	1 (1.4)	70 (100.0)

**Source: Questionnaire Administered (2023)**

Table 1 above presented the age distribution of the respondents. From the result, all the pupils were male, 98.6% of the teachers were male while only 1.4% were female. This suggested that Almajiri schools could be dominated by male children and male teachers.

**Table 2: Distribution of Respondents (Teachers) by Educational Qualification**

Qualification	Frequency	Percentage
Primary	0	0.0
Secondary	6	8.6
NCE/Diploma	21	30.0
Others	43	61.4
Total	70	100.0

**Source: Questionnaire administered (2023)**

Result presented in table 2 shows distribution of teachers by educational qualification. From the result, the respondents were made up of 8.6 secondary certificate holders, 30% NCE/Diploma holders and 61.4% with other qualifications. This indicates that data were gathered from respondents that are educated enough to participate in the study.

**Table 3: Distribution by Pupils or Almajiri**

Qualification	Frequency	Percentage
<i>Almajiri</i>	60	25.0
Pupil	180	75.0
Total	240	100.0

**Source: Questionnaire administered (2023)**

Table 3 above shows whether children are pupils or *Almajiri*. From the result, it was gathered that 25% were *Almajiri's* (in *Qur'anic* schools) while 75% were

pupils (from integrated *Almajiri* schools).

**Table 4: Response on the specific challenges faced by stakeholders involved in the implementation of *Almajiri* integrated model schools in Shiroro Local Government Area.**

S/N	Items	Agree F (%)	Disagree F (%)	Undecided F (%)
1	The schools have daily records	28 (9.0)	250 (80.6)	32 (10.4)
2	The schools have barricades, wired fences as well as monitored gates	35 (11.3)	256 (82)	19 (6.1)
3	The schools have presence of security personnels at the gates	41(13.2)	257 (82.9)	12 (3.9)
4	The schools are closer to their domain	142 (45.8)	125 (40.3)	43 (13.9)

Source: Questionnaire administered (2023)

Table 4 shows response on perception of stakeholders regarding the challenges of implementing the *Almajiri* integrated model schools. The result shows that the schools' daily records are not effective enough (9.0%), the schools do not have barricades, as well as monitored gates at the moment (11.3%), the schools do not have presence of armed security personnel at the various school gates (13.2%). Mixed reaction was found on perceptions of whether schools the *Almajiri* integrated model schools were closer to students' domain. On this item, 45.8% of the respondents agreed, 40.3% disagreed while 13.9% were not sure. On the basis of the results, it can be deduced that pupils in the *Almajiri* integrated model Schools located in Shiroro Local Government Areas are not safe and the students are not secured. However, it was very clear that some pupils came from far places while others were still within the immediate environment of the school community.

When questioned about the general effects of banditry on the *Almajiri* Model Schools in Shiroro Local Government, respondent (1) had this to say

*I never knew that after 58 years of my existence in my community, I will wake up one day to witness the burning of my family farmland and crops, the shooting and killing of my family members on the farm and the raping of my three innocent daughters in my presence, and I wept bitterly without anything to do (KII, 2023).*

Respondents 2 and 3 were from Shiroro Local Government areas of the state and had these to say on their personal safety and human security;

*Our youths have now found new businesses, collaborating with bandits, they know the spies of the bandits in the community and often go there to give*

*information about who is keeping money at home, the bandits will just ride on bikes numbering between 20 to 30 in broad day light and come straight to your house to demand for the money and even direct you to where you kept the money to bring it out or they kill you. They will collect the money and yet kidnap your wife or daughters and still ask you to look for money to pay as ransom to serve as punishment.*

**Table 5: Response on the impact of socio-economic and cultural factors on the successful integration of Almajiri children into the educational system through these model schools in Niger State**

S/N	Items	Agree F (%)	Disagree F (%)	Undecided F (%)
1	Social stigma	185 (59.7)	112 (36.1)	13 (4.2)
2	Quality of education	152 (49.0)	120 (38.7)	38 (12.3)
3	Asses to education	191 (61.6)	105 (33.9)	14 (4.5)
4	Economic background	178 (57.4)	114 (36.8)	18 (5.8)
5	Parental involvement	222 (71.6)	47 (15.2)	41 (13.2)

**Source: Questionnaire administered (2023)**

Table 5 shows response on the impact of socio-economic and cultural factors on the successful integration of Almajiri children into the educational system. The respondents submitted their agreement with regards to the following factors: social stigma (59.7%), quality of education (49.0%), assess to education (61.6%), economic background (57.4%), and parental involvement (71.6%). These results indicated that there are socio-economic and cultural factors affecting the implementation of Almajiri integrated model schools in Nigeria. In this context the pupils' basic needs were divided into two, thus, basic needs for life and basic needs to live in the school. For any pupil to study successfully the two needs must be met. The pupils must be able to eat food and drink good water, have accommodation and clothing (basic for life). They also need school uniform, reading and writing material, beds and mattresses, house and sport wears (basic needs in school).

As mentioned earlier, the schools were of different categories. There are those that were established by the federal government of Nigeria and those established by their respective state governments. But the entire school feeding goes to the respective state government.

Respondent 2 reported that; Ministry (i.e Niger State Government) is responsible for the funding of the school. School infrastructures are those facilities in schools that enhance the welfare of students/pupils in schools. These include; the physical building (plant) class rooms and dormitories, electricity supply, water supply, health facilities, furniture, among others. Most *Almajiri* integrated schools were boarding, which made the infrastructure as basic necessity for the survival of the schools. Availability of good and enough infrastructures assist in arousing the interest of students in schools. They will be happy that they had enough water to use, good toilet facilities among other.

The school infrastructure differed based on the type of the school. Respondent 1 described that:

Infrastructure of school differ, ultra-modern *Almajiri* integrated school (model I) has wide land and sufficient classes, the school still has empty classes, unlike the small centres which has small area and small classes. In the former, there were cleaners responsible for the school latrines, unlike the latter which is dependent upon the commitment of the teacher. In Minna metropolis we have about eleven (3) of such centres and one (1) ultra- modern *Almajiri* integrated school.

The findings reveal that, category one with model I and II has good infrastructure and category two (small centres) suffered dilapidated building and acute shortage of school infrastructure. However, the significant percent of those who disagree and those who were not sure indicates this development might not cut across all states where *Almajiri* integrated schools were established. To this end, the government is not adequately funding the system. School infrastructures are those facilities in schools that enhance the welfare of students/pupils in schools. These include; the physical building (plant) class rooms and dormitories, electricity supply, water supply, health facilities, furniture, among others. Most *Almajiri* integrated schools were boarding, which made the infrastructure as basic necessity for the survival of the schools. Availability of good and enough infrastructures assist in arousing the interest of students in schools. They will be happy that they had enough water to use, good toilet facilities among others. In this context the pupils' basic needs were divided into two, thus, basic needs for life and basic needs to live in the school. For any pupil to study successfully the two needs must be met. The pupils must be able to eat food and drink good water, have accommodation and clothing (basic for life). They also need school uniform, reading and writing material, beds and mattresses, house and sport wears (basic needs in school).

Respondent 3 states that;

As you know, the school is for *Almajiris*, who traditionally beg for food. So, the arrangement for good accommodation and three-square meals (feeding) is actually attractive that make the pupils to be happy and stay in the school. And there were some specified days that the pupils used to eat chickens or eggs (Fridays). And eat variety of food according to the time table. The school also distributed five set of cloth to the pupils. Uniform two sets, house wear two sets and sport one set and every week each pupil used to receive one tablet of soap for washing. There used to be Qur'anic recitation early morning and evening after the normal lessons, considering the normal lessons all primary school subjects were taught including *Tahfizul Qur'an*. All these can attract pupils to stay in the school (KII,2023).

Respondent 1 described that,

The integrated *Almajiri* schools in Niger State was completely founded by government. With good feeding to all students, but for other centers which has itinerant *Almajiris* has no provision for feeding, the students have to beg for food as usual (KII, 2023). These show that, Model *Almajiri* integrated schools were completely fed and funded by state governments. Adopted Quranic school centers were not feed and funded by any government. And the boarding model schools were served with three meals and day ones were served with only two meals.

This shows that provision of pupils/students' basic needs in the *Almajiri* integrated schools can assist retention and completion.

### **Discussion of Findings**

The findings revealed that, category one with model I and II has good infrastructure and category two (small centres) suffered dilapidated buildings and acute shortage of school infrastructure without government support. It also revealed that model III schools had shortage of classrooms and hostels. These findings agreed with the work of Mashema and Kawu (2017) that most of the teachers are aware of the integration process and the Government has made various efforts to integrate the two systems. Similarly, Teke, et al. (2022) study reveals that authorities are performing below

expectations in the area of education, which hinders the achievements of quality education for Nigerian *Almajiris*. Shortage of qualified teachers in some schools and inadequate numbers of *Almajiri* integrated schools in North West Nigeria were also recorded. The researchers further discovered that the government is not consistent in its policies and programmes there were a lot of irregularities and corrupt practices in institutionalized education, including the *Almajiri* Integrated Programme.

However, this present study discovered that here was shortage of water in some schools, there was even a school that used to buy water for school food. This shows that government is not doing well in terms of the school's infrastructure because new contracts are not awarded after the initial ones. The above is inline with Lawson, et al. (2021) who opines that government came in to rescue the deteriorating state of the *Almajiri* system by integrating the system with the modern system of education in Nigeria.

The findings revealed a shortage of instructional materials in some *Almajiri* integrated schools which made some community members to donate in that direction. This had indicated that instructional materials were also inadequately supplied. These findings are in agreement with the work of Oyewumi (2018) that discovered that education is an instrument of liberation which can provide a better, meaningful and robust future for the *Almajiris* labelled as the most disadvantaged in terms of quality and accessibility to formal education.

### **Conclusion and Recommendations**

*Almajiri* education is not well integrated into the mainstream Nigerian education. In conclusion, the study has identified several key obstacles in the implementation of *Almajiri* Integrated model schools in Shiroro Local Government Area. These obstacles include inadequate funding, lack of community engagement, insufficient infrastructure, and the resistance from certain religious and cultural groups. These challenges significantly impede the successful implementation of these schools. Additionally, this research has demonstrated that socio-economic and cultural factors play a significant role in the effectiveness of *Almajiri* Integrated model schools in addressing the educational needs of *Almajiri* children in Shiroro Local Government. Thus, socio-economic disparities, cultural practices, and language barriers are identified as key factors influencing the effectiveness of these schools. In the light of the aforementioned findings, the study recommends the following:

- i. That the Niger State government and relevant stakeholders should allocate increased funds to support the infrastructure, training of teachers, and resources for *Almajiri* Integrated model schools as well as develop a curriculum that respects the cultural diversity of the *Almajiri* children and

incorporates local languages to facilitate learning, which can improve the effectiveness of the schools.

- ii. The federal, state, local government and other key stakeholders must work harmoniously to implement programmes that provide socio-economic support, such as scholarships or vocational training, to address the socio-economic challenges faced by Almajiri children, as well as ensuring they can fully engage with the educational system.

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**CRISIS MANAGEMENT AND HUMANITARIAN SERVICES: ANALYSING  
THE IMPACT OF INTERNATIONAL ORGANIZATIONS ON THE IDP CAMP  
IN DURUMI, ABUJA**

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**Abstract**

Armed conflicts within states and regions continue to lead to significant movements of Internally Displaced Persons (IDPs) in Africa. Examples include the Biafra War in Nigeria (1967-1970), Guinea-Bissau's liberation struggle (1963-1973), Senegal's Casamance Independence Movement, Boko Haram insurgency in north east Nigeria and Banditry in north west and central Nigeria. The research focused on crisis management and humanitarian services: Analysing the impact of International Organizations in the management of the IDP camp in Durumi, Abuja. This study employs a mixed-method approach, combining qualitative interviews with key stakeholders, camp residents, and quantitative data analysis to provide a comprehensive overview of the situation. Findings showed that the displaced person are faced with challenges such as inadequate shelter, poor health care facilities, food insecurity as well as lack of adequate resources to provide basic needs of the IDP's by international organisations. The study recommends that international organisations needs to develop a research-based master plan for IDP rehabilitation, considering their socio-demographic composition, preferences, and priority needs. This comprehensive plan should address their problems and offer sustainable solutions, enhancing government and international support.

**Keywords:** International Organisation, IDP, Durumi, Boko Haram

**Introduction**

Armed conflicts within states and regions continue to lead to significant movements of Internally Displaced Persons (IDPs) in Africa. Examples include the Biafra War in Nigeria (1967-1970), Guinea-Bissau's liberation struggle (1963-1973), Senegal's Casamance Independence Movement, the 1989 Mauritanian conflict, the conflict in

Sierra Leone and Liberia between 1999 and 2000, the Nigeria-Cameroun Bakassi Peninsula conflict, the Ivory Coast post-electoral crisis (2010-2011), ongoing political crisis in Mali, and the ongoing Boko Haram insurgency in Nigeria (Olushola, *et al*, 2022). Natural disasters have also added to this displacement. According to the 2022 estimate by the Internal Displacement Monitoring Centre (IDMC) in Geneva, there are approximately 33.3 million displaced people worldwide, half of whom are in Africa. About 15 million people are internally displaced in Africa, with nine of the 24 countries with the highest displacement rates being African (Ejiofor, *et al*, 2023). Sub-Saharan African countries host 10.4 million IDPs, showing a 7.5% increase between 2013 and 2014. Sub-Saharan Africa accounted for 12.5 million IDPs by the end of 2016, over a third of the global total. Among these, Nigeria had around 3.3 million IDPs as of March 2017, leading in numbers within Africa, followed by the Democratic Republic of Congo and Sudan.

Nigeria struggles to effectively manage its considerable IDP population. Internal displacement in Nigeria is growing and poses various risks to citizens and the achievement of Sustainable Development Goals (SDGs) (Olanrewaju, *et al*, 2021). For instance, post-election violence in 2011 displaced around 65,000 people in northern Nigeria. Floods displaced 2.1 million residents between July and October 2012, and internal conflicts and natural disasters led to displacement between January 2013 and February 2014, affecting approximately 470,565 and 143,164 people, respectively. This phenomenon spans 24 states in Nigeria. From January to March 2014, insurgency alone displaced around 250,000 people in the northern part of the country (Olanrewaju, *et al*, 2021). Internally Displaced Persons require basic necessities like shelter, food, water, healthcare, education, security, clothing, and information upon arriving at their temporary location. Meeting these needs is crucial to prevent negative consequences for both the displaced individuals and the host communities. Therefore, this study focused on crisis management and humanitarian efforts: analysing the impact of International Organizations in the management of the IDP camp in Durumi, Abuja.

### Statement of the Problem

Terrorism, whether domestic or transnational, often have severe societal consequences. Since 2009, Boko Haram gained global attention, particularly due to the 2014 abduction of over 250 Chibok school girls (Sambo, 2021). Within 2002-2013, an estimated 10,000 people lost their lives to insurgency, causing over \$100 million in property damage and massive displacement (Kandi, 2019). Despite allocating significant funds to security (around 25% of revenue), Nigeria hasn't effectively addressed the growing IDP population. Critics attribute this to politically driven factors. For instance, a survey estimated that over 300,000 people were displaced in the southeastern part of Nigeria due to communal conflicts. Boko Haram alone displaced over 60,000 people across neighboring countries (Kandi, 2019). The increasing number of IDPs is a concern to the international community. Unaddressed

security challenges persist for IDPs. Past efforts have not thoroughly examined Nigerian government policies for the displaced or victims' needs from organizations like United Nations Human Right Commission, Red Cross, and Action Aid International. The paper interrogates crisis management and humanitarian services: analysing the impact of International Organizations in the management of the IDP camp in Durumi, Abuja.

### **Objectives of the Study**

This study examined crisis management and humanitarian crisis: analysing the impact of International Organizations in the management of the IDP camp in Durumi, Abuja. Specific objectives are:

- i. Examine the impact of international organizations on IDP in Durumi camp
- ii. Evaluate the challenges international organizations face in addressing the humanitarian needs of internally displaced persons in Durumi, Abuja.

### **Research Questions**

- i. To what extent does international organizations impact on IDP in Durumi camp?
- ii. What challenges does the international organizations encounter in meeting the humanitarian needs of internally displaced persons in Durumi, Abuja?

### **Conceptual Clarification**

#### **International Organisations**

International organizations, which are intergovernmental entities, come in a diverse range of forms and numbers, with approximately 300 such entities in existence (Sambo, 2021). While states often use existing organizations as models when creating new ones, each organization is unique. This diversity is evident in membership, spanning global (like the United Nations), nearly global (such as the World Trade Organization), regional (like the EU and African Union), and even bilateral entities (e.g., the Franco-German Youth Office) (Sambo, 2021).

Additionally, some organizations have ideological membership criteria (e.g., NATO, OECD, OIC). These organizations also vary in their areas of operation, including military alliances (e.g., NATO), financial matters (e.g., IMF), trade and economic issues (e.g., WTO), research (e.g., European Forest Institute), human welfare (e.g., WHO, UNICEF), and general jurisdiction (e.g., UN) (Osagioduwa, &Toluwanimi, 2016). There are entities not formally recognized as international organizations but are similar in function, like COPs and MOPs under environmental agreements, and organizations like the Council of the Baltic Sea States. Furthermore, a recent trend involves creating international hybrids that include public and private actors, such as the GAVI Alliance and the Global Water Partnership. The Contact Group on Piracy resembles a network rather than a formal entity (Surajudeen, et al,2019).

### **Internally Displaced Persons**

On the topic of Internally Displaced Persons (IDPs), unlike refugees who cross international borders, there is no legal definition for IDPs. The United Nations' Guiding Principles on Internal Displacement define IDPs as groups forced to leave their homes due to armed conflict, human rights violations, or disasters, but who haven't crossed an international border. IDPs remain within their country of origin, often due to factors like armed conflicts, human rights abuses, or disasters (Sambo, 2021). Wuam's definition adds that IDPs are those who flee their homes within their country's borders due to conflicts, rights violations, internal strife, or disasters (Wuam, 2016). These individuals remain within their own country despite displacement due to various forms of injustice, violence, or disasters

### **Review of Empirical Studies**

Kanu, Bazza, and Omojola (2019) investigated the phenomenon of Boko Haram and its impact on forced migration in the northeastern region and Lake Chad Basin. They utilized qualitative methods, performing descriptive analysis and drawing extensively from secondary sources like journals and articles. The study examines the evolution of Boko Haram from a religious group to a mysterious militant entity, its causes, and its repercussions on forced migration and Nigeria's development. Additionally, the research delves into the crisis's nature, structure, growth, and consequences. Forced migration into and within Nigeria has various causes like environmental degradation, natural disasters, conflicts over land, electoral violence, and Boko Haram's insurgency. The most significant driver of forced migration in recent times is the Boko Haram conflict, forcing over two million people to leave their homes. The study also evaluates the effects of the crisis on displaced people's living conditions, health, security, and education, and it offers recommendations to address the situation. Salleh and Jamil (2018) explored forced displacement in northeast Nigeria due to the Boko Haram conflict. They highlighted the vulnerabilities of displaced individuals, particularly internally displaced persons (IDPs), as conflict intensified in the region. The crisis resulted in more than two million IDPs within Nigeria and refugees in neighboring countries. The paper emphasized the need for a comprehensive national policy, legal framework, and coordination to alleviate the plight of IDPs. Eme and Azuakor (2019) investigated Boko Haram's impact on population displacement in Nigeria and the need for psychological interventions. Using a descriptive approach, they relied on textual sources for information. Displacement crises amplified existing vulnerabilities, such as food insecurity and abuse, especially in confined spaces like camps or transit routes.

Isah's (2015) study aimed to investigate the reproductive health challenges experienced by internally displaced women in Abuja, Nigeria. The study used primary data collected through questionnaires focused on women aged 15-49 at the New-kuchigoro IDPs camp. The research indicated that women aged 15-24 and 25-35 comprised the majority of respondents. Recommendations included providing

access to reproductive healthcare services within the camps. Similarly, Sheikh et al. (2015) examined depression among internally displaced persons after post-election violence in Kaduna, Nigeria, identifying female gender, trauma exposure, and comorbid PTSD as predictors of depression. Ekpa and Dahlan (2022) employed mixed methods, using interviews and secondary data sources to analyze the experiences of internally displaced persons in Abuja, revealing inadequate government assistance and attention to their situation.

## **Theoretical Framework**

### **Human Needs Theory**

The research's theoretical framework centers around the Human Needs Theory, which asserts that human behavior and social interactions are driven by fulfilling essential needs. This theory, popularized by Maslow, Burton, Rosenberg, and others, contends that conflicts often arise due to unmet needs, whether they're subsistence-related (like food, shelter) or psychological (such as belonging, self-esteem) (Osagioduwa & Oluwakorede, 2016). Critics of the theory highlight challenges in identifying and prioritizing needs during conflicts, as well as the practicality of parties identifying each other's needs. Despite criticism, real-world instances have demonstrated the theory's effectiveness in conflict resolution, making it favorable to mediators and negotiators worldwide. In terms of relevance, the theory underscores the importance of meeting basic needs to prevent conflicts. It aided the researcher in comprehending the needs of displaced individuals in Nigeria and advocating for the government to provide essential resources like shelter, clothing, food, and security for those in IDP camps.

### **Method and Materials**

The study utilized a survey research design to systematically gather data from a sample of the population through questionnaires, enabling the researcher to draw conclusions and make inferences. Carefully selected samples representing characteristics of the displaced population in Durumi IDP camp were used, and the sample size was determined using appropriate tools. This allowed the findings to be generalized to the entire population of displaced people. The target population included internally displaced persons in Durumi Abuja (IDP) camp (8,014 individuals) and selected NEMA Abuja staff. Taro Yamane formula was used in determining the sample size in this study. Which formula is given as follows:

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

Where n = sample size

N = population of the study (8,014)

1 = Constant

$e^2 = \text{error limit } (0.05)^2 = 0.0025$

$$\begin{aligned} n &= \frac{8,014}{1 + 8,014 (0.0025)} \\ &= \frac{8,014}{8,014 (0.0025)} \\ &= \frac{8,014}{20.035} = 400 \end{aligned}$$

Therefore, a total of 400 questionnaires was administered to the sampling size.

Purposive sampling was employed, selecting members of the displaced camp knowledgeable about the subject matter. Both primary and secondary sources were used. Secondary sources included government publications, journals, periodicals, research papers, magazines, newspaper pages, and scholarly presentations. Primary data was collected through structured questionnaires, observation, face-to-face contacts, and structured interviews with key individuals involved with the IDP camp. Data from questionnaires were analysed using tabulation, frequency distribution, and percentages. Qualitative data from interviews were transcribed and analyzed qualitatively.

## Results

**Table 1 Sex of Respondents**

Variables	Frequency	Percentage
Male	180	48.4
Female	192	51.6
<b>Total</b>	<b>372</b>	<b>100</b>

**Source: Field Survey 2023**

Table 1 shows that 192 (51.6%) of the respondents are female while 180 (48.4%) of the respondents are male. The statistics from the above table shows that there were more female displaced due to Boko Haram insurgency in Durumi (IDP'S) camp when compared to the male. The implication of the above is that more females were affected by the attacks carried out by Boko Haram in Nigeria.

**Table 2 Marital Status of Respondents**

Variables	Frequency	Percentage
Single	71	19.1
Married	132	35.5
Widower/Widowed	110	29.6
Divorced	59	15.8
<b>Total</b>	<b>372</b>	<b>100</b>

**Source: Field Survey 2023**

Table 2 shows that 132 (35.5%) of the respondents are married, 110 (29.6%) of the respondents are widower/widowed, 71 (19.1%) of the respondents are single, while 59 (15.8%) of the respondents are divorced.

**Table 3 Age of Respondents**

Variables	Frequency	Percentage
20-29 Years Old	184	49.5
30-39 Years Old	122	32.8
40 Years and above	66	17.7
<b>Total</b>	<b>372</b>	<b>100</b>

**Source: Field Survey 2023**

Table 3 shows that 184 (49.5%) of the respondents are 20-29 years old, 122 (32.8%) of the respondents are 30-39 years old, while 66 (17.7%) of the respondents are 40 years and above.

**Table 4 Occupation of Respondents**

Variables	Frequency	Percentage
Farmers/ Artisans	215	57.8
Civil Servants	43	11.6
Self Employed	75	20.2
Applicant	39	10.4
<b>Total</b>	<b>372</b>	<b>100</b>

**Source: Field Survey 2023**

Table 4 shows that 215 (57.8%) of the respondents are farmers/ artisans, 75 (20.2%) of the respondents are self-employed, 43 (11.6%) of the respondents are civil servants, while 39 (10.4%) of the respondents are applicants. This shows that most of the displaced persons in Durumi IDP camp were farmers and artisans displaced from areas affected by Boko Haram insurgency in Nigeria.

**Table 5 Educational Attainment of Respondents**

Variables	Frequency	Percentage
Primary	127	34.1
Secondary	191	51.3
Tertiary	54	14.5
Others (specify)	-	-
<b>Total</b>	<b>372</b>	<b>100</b>

Source: Field Survey 2023

Table 5 shows that 191 (51.3%) of the respondents are secondary school graduates, 127 (34.1%) of the respondents are primary school graduates, while 54 (14.5%) of the respondents are tertiary school graduates.

**Table 5. Impact of international organisations on IDP in Durumi camp**

	SA Freq. (%)	A Freq. (%)	D Freq. (%)	SD Freq. (%)	U Freq. (%)	Mean ( $\bar{x}$ )	Remark
Humanitarian Assistance	275(1,375) (73.9%)	65(260) (17.5%)	7(21) (1.9%)	19(38) (5.1%)	6(6) (1.6%)	4.7	Accepted
Protecting the rights and safety of IDPs	294(1,470) (79.0%)	41(164) (11.0%)	15(45) (4.0%)	17(34) (4.6%)	5(5) (1.4%)	4.6	Accepted
Supports educational programmes and training	262(1,355) (70.4%)	71(284) (19.1%)	3(9) (0.8%)	22(44) (5.9%)	14(14) (3.8%)	4.6	Accepted
Provide medical services, mental support and hygiene education	286(1,310) (76.9%)	48(192) (12.9%)	22(66) (5.9%)	9(18) (2.4%)	7(7) (1.9%)	4.3	Accepted
Provide livelihood support	292(1,460) (78.5%)	52(208) (13.9%)	13(39) (3.5%)	7(14) (1.9%)	8(8) (2.2%)	4.7	Accepted
<b>Average Overall Mean</b>						<b>4.6</b>	

Source: Field Survey, 2023

Table 5 shows that the respondents agreed that provision of humanitarian assistance, protecting the rights of the IDPs, supports for educational programmes and training, provision of medical services and hyenine education as well as provision of livelihood supports are the impact of international organisations on IDP's in Durumi.

Contrastingly, the Woman Leader of the camp, Layatu Ayuba opines that:

while bemoaning their condition, stressed that the camp cannot even boast of basic drugs in its clinic which was recently donated by the wife of the former Chief of Army Staff Tukur Buratai,. She narrated how with her bare hands, she has assisted women in labour to take delivery of their babies on several occasions, stressing that the camp has inadequate health facilities and officials to attend to the health and hygiene needs of the camp community which is populated with women and children. Contrary to reports, the purported daily



distribution of relief materials by authorities is a hoax, as the researcher confirmed. For days, there has been no single distribution of any relief material, be it food or clothing in the camp, my personal investigation revealed.

Asked if the school has a sickbay or clinic, in case of emergencies, Abubakar, the school Headmaster, shrugged and stated that the school shares the only available small health facility with the entire camp. "If you go in there, not even a single tablet of Panadol is there." When the researcher visited the clinic, neither was a single sachet of Panadol, other cheap pain killers nor any drug at all sighted on the drug shelves. Not even a single health worker was sighted. A glance around the clinic shows inactivity, to further confirm the statements of Ayuba the Woman Leader and Abubakar. Woman Leader of the camp Layatu Ayuba, who complained bitterly how the IDP's in the camp have unfortunately been abandoned and neglected by the government despite several promises. "If not for the once-in-a-while help from NGOs, we would have all either died here of hunger or total neglect, she added. This neglect is expressed further by the spokesperson, for the IDP's at Durumi Camp: We have been here since 15<sup>th</sup> February 2014 when we were kicked out of our communities by Boko Haram. NEMA officials only came last year. They only came after a pastor of one of the churches brought them here. Layatu stated further that:

The people in Durumi IDP camp are living a sham live. She further argues that Naomi with her husband and five (5) children live in a tight room in the Durumi IDP camp. She said "when there is rain; they would have to cluster in a corner of the room until after the rain is over and then spread their mat again to sleep". Furthermore, not only is the camp bereft of hygiene and sanitation facilities, manageable accommodation, security and so on, the only educational centre instituted inside the camp is now a shadow of itself. Investigation shows how enrolment rate of the school has drastically reduced from about 900 to 300 pupils; this, she attributed to a lot of factors ranging from poor feeding condition, inadequate teaching staff, poor funding and a myriad of other reasons. "The school is now a shadow of its old self and lacks teaching aids like textbooks, markers, writing materials and so on".

**Table 6. The challenges international organizations face in addressing the humanitarian needs of internally displaced persons in Durumi, Abuja.**

	SA	A	D	SD	U	Mean	Remark
	Freq. (%)	Freq. (%)	Freq. (%)	Freq. (%)	Freq. (%)	( $\bar{x}$ )	
Coordinating efforts among various international organisations, government agencies and local NGOs are complex	288(1,440) (77.4%)	66(264) (17.8%)	5(15) (1.3%)	10(20) (2.7%)	3(3) (0.8%)	4.7	Accepted
IDP camps can be breeding grounds for diseases	284(1,420) (76.4%)	61(244) (16.4%)	9(27) (2.4%)	12(24) (3.2%)	6(6) (1.6%)	4.6	Accepted
Durumi, like many other areas with IDPs faces security issues that hinders access for humanitarian organisations	272(1,405) (73.1%)	81(324) (21.8%)	3(9) (0.8%)	2(4) (0.5%)	14(14) (3.8%)	4.6	Accepted
Limited funding and resources make it difficult to provide adequate support	296(1,360) (79.6%)	58(232) (15.6%)	6(18) (1.6%)	9(18) (2.4%)	3(3) (0.8%)	4.4	Accepted
Meeting basic needs such as food, shelter, clean water and sanitation facilities are difficult	292(1,460) (78.5%)	62(248) (16.7%)	3(9) (0.8%)	7(14) (1.9%)	8(8) (2.1%)	4.7	Accepted
<b>Average Overall Mean</b>						<b>4.6</b>	

**Source:** Field Survey, 2023

**Table 6 indicates that coordinating efforts among various international organisations, government agencies and local NGOs are complex, IDP's camp have become a breeding ground for diseases, the camp are faced with security challenges, limited funding and resources, as well as the adequate provision of basic human needs such as shelter, clothing, foods, clean water and sanitation are the problems facing international organisations in the provision of humanitarian assistance. To buttressed the above, a respondent asserts that:**

Aminu Abubabkar, a volunteer worker and headmaster of the school, said. "Sadly too, there is no provision for Secondary education within the facility for the pupils who will graduate from primary six soon which means an obvious drop out and joining their peers to roam about the camp aimlessly. Abubakar, who disclosed that the makeshift school which now has a population of about 300 pupils used to have about

11 volunteer teachers, but now has only three volunteer staff, due to inadequate finance". Abubakar said: "They can barely transport themselves here every school day. Nobody is encouraging them, they ran out of resources, so they stopped coming (KII, 2023).

### **Discussion of Findings**

From the study conducted on the role of international organizations in managing the Durumi IDP camp in Abuja, it was observed that respondents believed the Boko Haram insurgency in northeastern Nigeria was the main reason for displacement in Durumi. The insurgency had led to an increase in internally displaced persons (IDPs) in the camp, severely affecting their living conditions. Similar findings were aligned with previous research by Nnamdi (2016), who highlighted issues like inadequate accommodation, water supply, and security. The study revealed that the mechanisms in place for caring for IDPs were insufficient, resulting in a lack of education, clean water, medical facilities, nourishment, and proper accommodation. Other studies by Egwemi (2016) Obi (2022) Usman, and Kigbu (2016) reinforced these challenges, including the exploitation of IDPs' situation by certain entities. Reintegration was a major concern for the Durumi IDP camp residents, as they had not experienced successful reintegration efforts since their arrival in 2014. Respondents rated international organizations, NGOs, and religious bodies as the most effective in IDP management in Nigeria. However, these findings indicated a lack of full success in adhering to guiding principles, possibly rendering productive individuals redundant in the Durumi IDP camp.

### **Conclusion and Recommendations**

The conclusion emphasizes that the rehabilitation and resettlement of internally displaced persons (IDPs) in Durumi camp, Abuja, remain unresolved. Managing IDPs in Nigeria is challenging due to insurgency and humanitarian crises. Failure to manage them properly could lead to human rights abuses and hinder social development. Collaboration between government agencies, NGOs, and foreign humanitarian organizations is urged.

This paper recommends the following:

- i. Develop a research-based master plan for IDP rehabilitation, considering their socio-demographic composition, preferences, and priority needs. This comprehensive plan should address their problems and offer sustainable solutions, enhancing government and international support.
- ii. Collaborate with stakeholders, including government, international

organizations, NGOs, and community-based groups, to provide vocational training and social support to empower IDPs for self-reliance and prevent negative outcomes due to idleness.

### **Limitations of the Study**

Access to the internet at a point in time to source for related materials for the paper was the key limitation of the study and also inadequate power supply.

### **Guide for Further Studies**

The following studies are recommended for political science researchers along this path:

- i. A study on management of displaced persons by the Nigerian government
- ii. A study on the implications of internally displaced persons on Nigeria's security

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## COVID-19 PANDEMIC AND PSYCHO-EMOTIONAL BEHAVIORS OF ACADEMIC RESEARCHERS: AN EMPIRICAL EXPLORATION

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### Abstract

*This investigation sought to examine the impacts of the dreaded Covid-19 pandemic has on the Psycho-emotional behavior of academic researchers. In view of the above the study utilized five classic psycho-emotions measures; Depression, Anxiety, Joy, psycho-stress and self-assurance. Non-experimental research design; a survey randomly carried out on 43 academic researchers electronically for which data collated were subjected to inferential statistical test and all five null hypotheses were rejected showing correlation between Covid-19 pandemic and academics Psycho-emotional behavior. Specifically, findings revealed that COVID-19 pandemic is positive and significantly related to depression amongst academic researchers. Also, There is a positively significant link between Covid-19 pandemic and anxiety amongst academic researchers. However, There seems to be an inverse but significant correlation between Covid-19 pandemic and joyfulness amongst academic researchers. The study equally revealed strong positive significant link between the COVID-19 pandemic and psychological stress amongst academic researchers, but finally shows inverse relationship between COVID-19 pandemic and self-assurance among academic researchers. Sequel to the above findings the investigation recommends that to combat depression and anxiety, academic researchers should engage in fraternal discussion and seek help where necessary. In addition, Academic researchers should observe NCDC guidelines to abase the rise of deadly infectious diseases like Covid-19 and its kinds to boost their self-assurance, joy and reduce psycho-stress as evidence in the examination.*

**Keywords:** Covid-19, Psycho-emotional Behaviour, Anxiety, Self-assurance, Depression

### INTRODUCTION

The work nature of an academia is such that he barely has enough time to combine the rigors of career – academic exercise and other life domains. The work cycle of an average academia is characterized with intense hours of research in preparation to teach, examine and assess students, supervise students long essays vis-à-vis research projects, undertake counseling sections with students attending to their quandaries, perform spectrum of administrative responsibilities that are ardent. These does not elude the expectation on him to carryout researches for publication in reputable local and international peer reviewed journals couple with the need to attend seminars and execute community service which are integral for his promotional assessment. In most cases, these severities continue cyclically without leave period for rejuvenation due to the jumbled academic calendar where various graduate and postgraduate programs

in the institutions run concomitantly.

In view of the above background it's only archetypal to expect that the lockdown of institutions and stay at home order by the government amid of the novel global Corona virus (COVID -19) pandemic would have created an ample opportunity for the academia to engage rapaciously on research exercise which forms a foremost constituent of his career. Well, is that the case considering the socio-economic and psychological ordeal that comes with the pandemic? Bear in mind also that engaging in research exercise is so psycho-emotionally demanding and requires a whole lot of concentration. An academia must properly synchronize his emotions agilely to remain fit psychologically to embark on a strenuous exercise such as research enquiry.

The pandemic COVID-19 is a clinical name given to the novel disease caused by the Corona Virus by World Health Organization (WHO) on the 11<sup>th</sup> Feb. 2020 following its outbreak in Wuhan, China that made WHO declared the pandemic as Public Health Emergency of International Concern on the 30th January 2020 (WHO 2020). The pandemic brought the world to a halt as governments of various regions as effort to cushion its rapid spread announced either partial or complete lockdown which has brought severe social, economical and psychological quagmire globally. Following WHO's report as at 20<sup>th</sup> May, 2020 there are 4,789,205 **confirmed cases** of COVID-19 with **318,789 deaths tall spread across** 216 Countries and regions. The surge of the pandemic has left untold hardship and psychological tension not only on health workers but academic researchers and average human in the society at large. To this end, this research seeks to establish the empirical link between COVID- 19 pandemic and psycho-emotional behaviors of academic researchers in Nigerian Universities with specific focus on Niger Delta University.

#### **Statement of Problem**

The Covid-19 pandemic has brought unprecedented challenges to academic researchers worldwide, necessitating an in-depth investigation into the psycho-emotional behaviors exhibited by this group. This research aims to identify and understand the psychological and emotional impacts of the Covid-19 pandemic on academic researchers, including depression, anxiety, joy, self-assurance, and burnout. By exploring these dimensions, this study seeks to provide valuable insights that can inform support strategies and interventions to mitigate the negative effects of the pandemic on the mental well-being and productivity of academic researchers, ultimately ensuring the sustainability of academic research during and beyond the pandemic.

#### **The Research Objectives**

The major objective of this research is to examine the empirical link between COVID - 19 pandemic and Psycho-emotional agility of academic researchers in Nigerian Universities with specific purpose;

1. To establish the link between Covid-19 pandemic and depression amongst academic researchers
2. To ascertain the extent Covid-19 pandemic is related to anxiety amongst academic researcher's
3. To find out the extent Covid-19 is related to academic researcher's joy
4. To investigate the link between Covid-19 pandemic and psycho-stress amongst academic researchers
5. To establish the empirical link between Covid-19 and academic researcher's self-assurance

### Research Questions

The research would proffer answer to the posed questions;

1. What is the significant link between Covid-19 pandemic and depression amongst academic researchers?
2. To what extent Covid-19 is significantly related to anxiety amongst academic researchers
3. What is the significant relationship between Covid-19 and academic researcher's joy
4. To what extent is Covid-19 related to psycho-stress amongst academic researchers
5. What is the significant relationship between Covid-19 and academic researcher's self-assurance

### Research Hypotheses

The questions posed above are addressed hypothetically using the null form  $H_0$

$H_{0_1}$  There is no significant link between Covid-19 and depression amongst academic researchers

$H_{0_2}$  Covid-19 pandemic is not significantly related to anxiety amongst academic researchers

$H_{0_3}$  There is no significant link between Covid-19 and academic researcher's joy

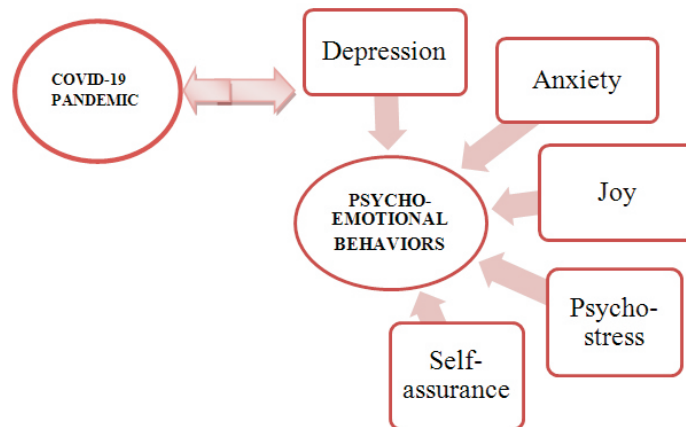
$H_{0_4}$  There is no significant extent Covid-19 is related to psycho-stress amongst academic researchers

$H_{0_5}$  There is no significant extent Covid-19 is related to academic researcher's self-assurance



## 2. REVIEW OF RELATED LITERATURES

Reviewing literatures would be limited to the conceptual framework shown below



**Fig. 1 conceptualized by researchers**

### COVID- 19 Pandemic

The world is currently facing an infectious disease caused by the most recently discovered corona virus, a virus that has not been previously identified in human race with a devastating effect following its outbreak with Pneumonia of unknown cause detected in Wuhan, China in December 2019. The World Health Organization (WHO) 2020 announced the pandemic as public health emergency of international concern with its wide spread across 216 Countries with over 318,789 mortality rate. Only in Nigeria as at 2<sup>nd</sup> of June, 2020 recorded 10,578 confirmed cases of the pandemic with 299 death causalities (Nigerian Centre for Disease Control 2020).

**Clinical evidences revealed** fever, dry cough, fatigue, aches and pains, nasal congestion, headache, conjunctivitis, sore throat, diarrhea, loss of taste and smell with rash on skin, discoloration of fingers and toes as symptoms of the novel disease (WHO 2020). WHO further espoused that the pandemic is transmittable from person to person via small coughs or exhales droplets from the nose or mouth and even coming in contact with contaminated objects and surfaces around the person. Hence, maintaining social distancing, regular washing of hands with soap on running water, wearing of face mask, using hand sanitizer and staying at home are pragmatic measures ensued from NCDC and WHO's guidelines to contain the spread.

The damaging effect that comes with the pandemic is unwholesome; it cut-across

various sectors of human concern socially, economically, physically and even mentally. Sijia , Yilin, Jia , Nan, and Tingshao (2020) noted that the menace that exudes from pandemic does not only affects people's physical health, but both mentally; emotionally and cognitively. Behavioral Immune System (BIS) theory avers that people probably develop negative emotions such as aversion, anxiety, anger, sadness etc, when brazen out with ailment threat thereby resorting to negative cognitive assessment and consequently develops behaviors for self protection and precaution which are in conformity with professionally delineated guidelines (John, Natalie, Michael cited in Sijia et al 2020), as an obviously seen behavior amid the Covid-19 pandemic globally.

In a bit to ameliorate the psychological impact of the pandemic upon its declaration by WHO - its Department of Mental Health and Substance, fashioned series of timely messages communicated to sensitize and support mental well-being amongst different target groups (WHO 2020).

#### **Psycho-emotional Behaviour**

Psycho-emotion is a construct from two concepts "Psychology" - describing the cognitive mental state and action of a person that tend to form a person's mental profile, and "Emotion" – referring to the spontaneous state of mind of an individual (YourDictionary 2020 ). Psycho-emotional is the psychological interaction with one's emotion. According to Munshi (2018), The Psychology of a person is their individual trend and habits that tends to stay with them throughout life which forms their mental profile, whereas, emotions are temporal individual state of mind that comes and go and cannot form their mental profile. In bringing clarity to the concepts, Rangan (2018) noted that Psychology is the totality of a person's thoughts and actions ensuing from their intelligent mind based on logical decisions. While, emotions are actions ensuing from a sub-conscious mind free from one's control.

Psycho-emotional behaviors therefore describe how an individual accepts and manages their extemporaneous and conscious state of mind to exhibit actions that are consistent with their ideals and intentions. David (2016) similarly opined of emotional behavior as individual's strategy in accepting and addressing the seven basic dimensions of emotions; joy, anger, surprise, fear, contempt and disgust as they manifest and ensuring to live in ways that align with one's intentions and values.

Karen and Simon (2013) revealed how the academics work nature is peculiar and psycho-emotionally laden. Such emotions are either expressed exaggerative or suppressed to cope with work requirements like research, administration, student's management and counseling (Ogbonna and Harris 2004). Maslach and Jackson (1981) further identified burnout as syndrome linked to academics emotional exhaustion. Consequently, Baitukbaeva (2013) argued that high level emotional intensity amongst academics hinders their professional development and effectiveness. Baitukbaeva further noted that the academic researcher works in

conditions that are socially frustrating and stressful impacting on their mental agility.

Psycho-emotions can fall into the spectrum of positive and negative emotions.

The Oxford Handbook of Positive Psychology defines positive psycho-emotions as pleasant or desirable situational responses to stimuli in our environment. Conversely, negative emotions are those usually not pleasurable to experience, they are unpleasant emotions stirred up in an individual to put across a negative effect towards an event or person (Pam, 2013; Ackerman n.d). Ackerman further states that emotions that dampens and pull one down are mostly possible a negative emotion. Albeit, Rowe and Fitness (2018) has contrary perspective as they avers that distinct negative emotions such as anxiety, fear, frustration, anger, boredom, sadness, shame, hopelessness, guilt and embarrassment are proven to have great importance in academics exercise.

However, the range of positive and negative psycho-emotional dimensions have been categorized into four dimensions according to Sandeep (2012), they include; 1) Valence, which has emotions raging from pleasant to unpleasant such as joy and sadness. 2) Arousal, which has attentiveness/love as passive emotions and anger/hostility as active emotions. 3) Dominance – from interest/self assurance to fear or anxiety. 4) Predictiveness which express emotions such as surprise, quilt/disgust.

In a bit to manage the enumerated emotions to stay-true with one's values and intentions David (2016) enumerated emotional coping practices drawn from the original Action and Commitment Therapy (ACT) proposed by Steven C. Hayers; 1) Recognize your thoughts pattern 2) Labeling of thoughts 3) accepting of thoughts and 4) acting on your values.

## **METHODOLOGY**

The research adopts non-experimental research design; a survey randomly carried out on 43 academic researchers electronically. Questionnaire adapted from General Anxiety Disorder (GAD-7), Depression Anxiety and Stress Scale (DASS), Oxford Happiness Scale (OHS) and Self-confidence Scale (SCS) was used as instrument for data collection. Data generated was descriptively and inferentially tested. Spearman Rank Order Correlation Coefficient was used to analyze the strength of the relationship between the variables.

## **RESULT**

### **Descriptive Results**

The descriptive results of the study and the Cronbach's alpha reliability coefficients are presented in Table 1 below.

Table 1: Descriptive Results and Reliability Analysis

S/N	Variables	Mean	Std. Dev.	Alpha	No. of Items
1	Depression	1.4186	.58686	.711	7
2	Anxiety	1.3488	.51339	.707	7
3	Joyful	1.3488	.61271	.904	7
4	Psycho-Stress	1.5581	.62877	.865	7
5	Self-Assurance	1.3488	.48224	.865	7
6	COVID-19	1.9302	.98550	.715	3

Source, Survey Data, 2020.

Information contained in table 1 above indicates that the mean scores for all variables are below the median score. This is suggestive of a general disagreement among respondents to the questionnaire items. The possible reason for this disagreement is because the scales are negatively worded. Therefore, disagreeing with the items in the instrument portrays respondents' genuine emotions at the time the study was conducted. This is further supported by the low standard deviation scores as it indicates a narrow spread of the data around the mean, which shows that respondents responses does not vary significantly.

The reliability scores are also shown in table 1 above. Malhotra (2004) reported a satisfactory internal consistency if the instrument produces a Cronbach's alpha coefficient of 0.60, while Burns and Bush (1995) suggested an alpha of 0.65 as a satisfactory and reliable instrument. The alpha coefficients as shown in the table above are all above the benchmarks presented by Malhotra (2004) and Burns and Bush (1995) and are therefore taken to be reliable.

### Demographic Distribution of Respondents

The demographic distribution of the respondents is presented in Table 2 below.

Table 2. Demographic Profile of Respondents

Demo Variable	Options	Freq.	Percent
Sex	Male	29	67.4
	Female	14	32.6
Career Designation	Asst. Lecturer / Graduate Asst.	8	16.2
	Lect. I & II	21	47.7
	Senior Lect.	12	27.3
	Professor/Ass. Prof.	3	6.8
Employment duration	1-5 years	9	20.9
	6-10 years	13	30.3
	11 - above	21	48.8
Educational qualification	B.Sc./ HND	3	7.0
	Masters	25	58.1
	Ph.D./ Post-doctoral	15	34.9

Source, Survey Data, 2020.

Four demographic variables of the respondents were examined. The results as presented in Table 2 above reveal that 67.4% of the respondents are male academics while the rest 32.6% are female academics.

Results collected for career designation indicate that 16.2% of the respondents are either assistant lecturers or graduate assistants, 47.7% are either lecturer 1s or lecturer 2s, 27.3% are senior lecturers and the remaining 6.8% are in the professorial cadre. This shows that a larger percentage of the respondents are below the rank of professor.

On duration of employment, the results indicate that 20.9% of the respondents had been in academics for not more than 5 years 30.3% had been lecturing for not more than 10 years and the rest 48.8% had been in academics for more than 11 years.

The results gathered for the last demographic variable – educational qualification reveal that respondents with B.Sc. or its equivalent accounts for only 7% of the respondents, those with a Master's degree account of a whopping 58.1% and the rest 34.9% have a Ph.D. or post-doctoral degree.

		Depression	Anxiety	Joyful	Psycho-Stress	Self-Assurance	COVID-19
Spearman's rho	Depression	1.000	.824**	-.469**	.817**	-.197	.809**
	Corr. Coef.						
	Sig. (2-tailed)		.000	.002	.000	.205	.000
	N	43	43	43	43	43	43
Anxiety	Corr. Coef.	.824**	1.000	-.382*	.690**	-.106	.798**
	Sig. (2-tailed)	.000		.012	.000	.499	.000
	N	43	43	43	43	43	43
Joyful	Corr. Coef.	-.469**	-.382*	1.000	-.412**	.250	-.528**
	Sig. (2-tailed)	.002	.012		.006	.105	.000
	N	43	43	43	43	43	43
Psychological stress	Corr. Coef.	.817**	.690**	-.412**	1.000	-.291	.870**
	Sig. (2-tailed)	.000	.000	.006		.058	.000
	N	43	43	43	43	43	43
Self-Assurance	Corr. Coef.	-.197	-.106	.250	-.291	1.000	-.315*
	Sig. (2-tailed)	.205	.499	.105	.058		.040
	N	43	43	43	43	43	43
COVID-19	Corr. Coef.	.809**	.798**	-.528**	.870**	-.315*	1.000
	Sig. (2-tailed)	.000	.000	.000	.000	.040	
	N	43	43	43	43	43	43

\*\* . Correlation is significant at the 0.01 level (2-tailed).

\* . Correlation is significant at the 0.05 level (2-tailed).

The correlation results for the relationship between psycho-emotional behaviors of academic researchers and the COVID-19 pandemic are shown in Table 3 above. As shown in the table, results for the relationship between depression and the COVID-19 pandemic reveal that  $r = .809$  indicating a strong positive relationship and is significant at  $p = .000 < .01 < .05$ . Given this result, the null hypothesis ( $H_0$ ) is rejected and the alternative hypothesis is accepted.

As shown in the table, results for the test of hypothesis two  $H_{o_2}$  reveal that correlation between the COVID-19 pandemic and anxiety of academic researchers is  $r = .798$  indicating a strong relationship between the variables which is significant at  $p = .000 < .01 < .05$ . Given this result, the null hypothesis ( $H_{o_2}$ ) is rejected and the alternative hypothesis is accepted.

The third hypothesis examined the link between the COVID-19 pandemic and joy among academic researchers. As shown in the table, results for the relationship between the COVID-19 pandemic and joy of academic researchers revealed an inverse relationship of  $r = -.528$  which is significant at  $p = .000 < .01 < .05$ . Given this result, the null hypothesis ( $H_{o_3}$ ) is rejected and the alternative hypothesis is accepted.

Again the result for the correlation between the COVID-19 pandemic and psychological stress among academic researchers reveal a correlation of  $r = .870$  indicating a strong positive relationship significant at  $p = .000 < .01 < .05$ . Given this result, the null hypothesis ( $H_{o_4}$ ) is rejected and the alternative hypothesis is accepted.

The final hypothesis examined the relationship between the COVID-19 pandemic and the levels of self-assurance of academic researchers. As shown in the table, results reveal that  $r = -.315$  indicating a weak negative relationship between the variables that is significant at  $p = .040 < .05$ . Given this result, the null hypothesis ( $H_{o_5}$ ) is rejected and the alternative hypothesis is accepted.

## FINDINGS

The inferential statistical analysis revealed results as thus;

1. COVID-19 pandemic is positive and significantly related to depression amongst academic researchers. The implication of this finding is that, the higher the fears associated with the pandemic, the higher the levels of depression among academic researchers.
2. There is a positively significant link between Covid-19 pandemic and anxiety amongst academic researchers. This result suggests that levels of anxiety of academic researchers increase with a rise in fears associated with the pandemic.
3. There is an inverse but significant correlation between Covid-19 pandemic and joyfulness amongst academic researchers. This implies that a rise in fears associated with the COVID-19 pandemic decreases joy among academic researchers.
4. A percentile increase in the pandemic necessitates increase in psychological stress among academic researchers. This is due to the strong positive significant link between the COVID-19 pandemic and psychological stress amongst academic researchers.

5. There is an inverse relationship between the pandemic and self-assurance among academic researchers i.e., an increase in COVID-19 related fears lead to a decrease in self-assurance. This means that there is a significant link between the COVID-19 pandemic and self-assurance amongst academic researchers

### RECOMMENDATION

1. To combat depression and anxiety, academic researchers should engage in fraternal discussion about their fears and seek help where necessary.
2. Academic researchers should observe NCDC guidelines to abase the rise of deadly infectious diseases like Covid-19 and its kinds to boost their self-assurance, joy and reduce psycho-stress as evidence in the examination.

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**EFFECT OF HUMAN RESOURCE TRAINING ON EMPLOYEE PERFORMANCE OF  
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**ABSTRACT**

*The study examined the relationship between personnel training and job performance among civil servants in Bayelsa state civil service. To achieve the above, four research questions as well as four hypotheses were derived from the study's objectives. The study adopted a descriptive survey design. This was because the researcher intended to gather information through a questionnaire. The population of the study was approximately 27000 civil servants, out of which only staff from five (5) ministries, agencies, and parastatals were randomly selected for the study. Thus, a sample size of 394 respondents was adopted for the study. The collected data was analysed using SPSS version 23. The demographic data of the respondents was analysed using frequency and percentage. And the research questions were answered using mean and standard deviation. The chi square test of significance was used at the 0.05 level of statistical significance to look at the research hypotheses. The findings from the study indicate that 65.7% of the respondents have worked for the Bayelsa State civil service for more than 10 years which is a clear indication that they have experience and have worked in the organization long enough to comment on their performance and feedback, promotion and training significantly relate performance of the civil servants. Based on the finding from the study recommends that personnel training is a fundamental instrument of performance and training should be conducted to employees at regular interval.*

**KEYWORDS: Human resource, training, employee, promotions, performance**

**INTRODUCTION**

The civil service is made up of all the permanent, sometimes temporary and non-political offices and employments held under the Federal or State government with the exception of the armed forces". This view seems to follow that of H. R. Wade, when he said "the legal test of a civil servant is that he should be in the non-military service of the state. That is why the civil service systems have become so an important institution which interfaces between the state and its citizens. In recent times, many governments have realized the importance of greater efficiency in the delivery of services to their citizens. Thus, governments in different parts of the world have initiated large scale reform in their civil services to achieve greater efficiency, effectiveness and responsiveness (Denhardt & Denhardt, 2011).

There is a general recognition that civil service plays a crucial role in all societies whether developed or developing. In the modern administrative state, public administration has become so significant that nation's development, upliftment and progress depend mainly upon an efficient functional civil service system. Since

independence in 1960, the civil service system in Nigeria has been preoccupied with the formulation as well as the implementation of policies. In this regard, the civil service is an institution saddled with the responsibility of designing, formulating and implementing public policy, and discharging government functions and development programmes in an effective and efficient way.

However, in almost every state of the Nigerian Federation and in Bayelsa State in particular, development efforts and government policies are threatened by the incompetence and ineffectiveness of most civil servants who undermine government's developmental efforts through corruption and other sundry practices. As a result of this, successive Military and civil administrations in the state (from the time of its creation in 1996 to the present), have embarked on articulated patterns of reforms aimed at improving the efficiency and effectiveness in the state civil service. Hitherto, the civil service in the state, like its counterparts in the rest of the country remain inefficient and

incapable of reforming itself (Salisu, 2001, p. 1; Murana, Salahu & Ibrahim, 2016), due to adverse factors such as, weak governance structure, red-tappism, weak accountability, low professional standards, waste and corrupt practices, poor productivity, and lack of control, redundancy and over-bloated staff structures in some cases which amounts to low job performance and productivity.

Nevertheless, the key word here is performance (job performance) among employees in the civil service. Performance is one of the major and significant sources of economic growth and competitiveness thereby making it a statistical reference point for comparisons and also a productivity assessment tool. According to (Mahadevan, 2007), performance can be measured in different forms and is dependent upon the purpose of the performance measurement or data available. Performance being objective creates the implication that it can be measured against a standard and as such, performance can be monitored for strategic reasons such as corporate planning and organization improvement and also making comparisons with competitors. As a relative measure, performance is the actual output of production compared with the actual input of resources measured within a timeframe and against entities that are common. Performance therefore can be termed as a measure of effectiveness which is doing the right thing efficiently (Disselkamp, 2013).

For many decades, the concept of job performance in the work place has evolved in many ways due to the changes in social, economic and political environments, made possible by information technology and the flexible ways of organizing work processes (Hasun & Makhbul, 2005). An attractive and supportive work environment is paramount in making employees physically and emotionally fit as well as perform satisfactorily on the job. Employees under such environment are sure to have the desire to work and their performance outcomes would also be increased. More so, a work environment that is conducive helps in reducing the number of absenteeism and thus

have the tendency to increase the performance of employees which leads to increased productivity at the workplace (Phillips & Boles, 2004; Agbozo, Owusu, Hoedoafia & Atakora, 2017).

Suffice to note here also that, a conducive work environment will play vital role in enhancing employee job performance. And work environment here entails good office space, furniture, lighting and internet facilities which are key enablers of employees' morale booster and productivity. Many organizations fail to achieve their objectives due to inherent weaknesses thereby lacking the ability to understand the importance of work environment (Raziq & Maulabakhsh, 2015). Coopersmith (2017) also opined that work environment impact immersely on employee's productivity either towards positive outcomes or towards negative outcomes. A good working environment cannot be undermined as Ogunyemi, Akinlaja & Adesoye (2015) found that a good number of people spend more than 50% of their time within indoor activities which affects their mental health, abilities and performance. Available literature pertaining to the study of multiple offices and office buildings indicate that factors such as dissatisfaction, cluttered workplaces and the physical environment plays a major role in the loss of employees' job performance which ultimately leads to low productivity (Clement-Croome & Kaluarachi, 2000; Bastida, Marimon, & Carreras, 2017; Housman, 2016).

The quality and state of working environment in any workplace is a critical factor and may simply determine the level of an employee's motivation and subsequent performance and productivity. There is no gainsaying the fact that how well an employee gets along with the organization influences his/her enthusiasm, error rate, ability to work and remain on the job and the organization, his/her level of innovation and collaboration with other employees, absenteeism and ultimately time period to stay in the job. Employee working conditions are therefore, essential to service delivery, service satisfaction and institutional performance in a competitive environment.

#### **Statement of the Problem**

Civil service is widely acknowledged to perform a significant role in all countries, and that national development and progress dependents mainly upon an efficient-functional civil service system. It is nearly impossible for the executive and cabinet members to carry out the government's responsibilities without assistance from bureaucrats.

However, in almost every state of the Nigerian Federation, and particularly in Bayelsa State, development efforts and government policies are threatened by the incompetence and inefficiency of most civil servants, who undermine the government's developmental efforts through corruption and other practices. Importantly, this inefficiency of the civil service is not without its causative factors. And this could largely

be associated with the motivation question or otherwise.

But over the years, the researcher has observed that civil servants are often exposed to poor working conditions, unsatisfactory hygiene environment and facilities, delay and denial of promotions, as well as poor reward system. Other prevalent problems with regards to working conditions in Nigeria Civil Service are inadequate office accommodation, inadequate lighting, poor and epileptic power supply, lack of sufficient ventilation, shortage of working apparatus, routine refusal to pay overtime benefits, unfriendly welfare packages, as well as poor health insurance schemes, which have left most workers taking responsibility for their medical expenses (Ipole, Agba, & Okpa, 2018). Onwards to this issues the researcher writes on investigate the relationship between personnel training and employee performance.

### **Objectives of the Study**

The general purpose of the study is to investigate the relationship between personnel training and employee performance in Bayelsa state civil service.

- i. To determine the relationship between human resource training and development on the performance of civil servants in Bayelsa State.
- ii. To determine the relationship between performance feedback on the performance of civil servants in Bayelsa State.

### **Research Questions**

- i. What role does training and staff development play in employees job performance in Bayelsa State civil service?
- ii. How does performance feedback improve employees job performance in Bayelsa State civil service?

### **Hypothesis**

The hypothesis (i.e., Scientific guess) utilized in the study and which shall be subjected to empirical tests are as follows:

- H<sub>1</sub> There is significant relationship between staff training and development and job performance of civil servants in Bayelsa state.
- H<sub>2</sub> There is a significant relationship between feedback and job performance of civil servants in Bayelsa state.

### **Performance Feedback**

One good step to take in human resource planning in an organization is to carry out a regular assessment of staff. This is to Provide effective performance feedback which

is a key human resource management strategy that enable organizations to retain and support talent management. Organizations can also develop the knowledge, skills and abilities of employees for successful performance through providing effective performance feedback that grows and develop employees (Boon, Eckardt, Lepak & Boseli, 2017). Performance feedback is an information exchange and conflict resolution process between the employee and supervisor or superior in the workplace. This consists of both positive feedback on what the employee is doing right as well as feedback on what requires improvement. Managers and supervisors will need to be comfortable with working with the whole range of workplace factors that influence employee performance. While the supervisor gives his/her feedback and requirements, the employee is enabled to give his/her feedback regarding his/her requirements. Although this process is formal, it could be managed informally by gaining closer relations for two sides (Chandrasekar, 2011).

Performance feedback is important for both the employee and the employer; more important it is for the organization to provide feedback to employees to engage job performance and employee motivation. Such feedback needs to be clear, specific and detailed so that employees can gain information on their strengths and weaknesses. This information allows employees to gain better knowledge of their job duties and consider how best to improve and refine their performance (Humphrey, Nahrgang, & Morgeson, 2007).

Feedback also helps to identify gaps in current knowledge and so is related to training analysis that identifies training needs and shows strengths and developmental opportunities. Organizations succeed when employees develop and grow through performance feedback and learning in the process (London, 1997). Providing effective performance management system and also enables organizations to identify individuals for promotions and other rewards, and to facilitate lateral transfers through identifying employee strengths. (Jackson & Mathis, 2008) state that the development and implementation of economic incentives at all levels of an organization for the purposes of employee benefit is one means through which high performance can be achieved. Constructive feedback on a regular basis is also another means through which performance among workers can be increased since feedback is a foundational management skill; considering that feedback can either be positive or negative, the manner in which it is conveyed will serve as a vital tool for improving or reducing performance among workers

### **Human Resources Training**

Training and development have been defined in several ways by different authors. The main idea that each one of them highlighted in their studies is, the workforce capability enhancement (Imran & Tanveer, 2015). In the field of human resource management, Training has to do with organizational activity aimed at bettering the performance of individuals and groups in organizational settings. It has been known

by several names, including employee development, human resource development, and learning and development (Harrison 2005 as cited in Kennedy, 2009). In training the focus is current, use of work experiences is low, goal is to gain skills for the present job, and participation is mandatory if initiated while vice versa is applicable for development initiatives. Development is more self-directed and requires self-motivation to explore and find the ways for career and personal advancement (Imran & Tanveer, 2015). Human resources are important assets to support the success of an organization. As the executor of all organizational policies, HR needs to be equipped with adequate knowledge. The importance of these human resources needs to be realized by all levels of management in a company. The rapid development of technology cannot eliminate the role of humans in the success of an organization. All companies/organizations, including the National Civil Service Agency, must have problems. The agency has several problems related to the work environment, career development, and communication. An employee must have the ability to do a job. Ability is the capacity of individuals to do work. A person's ability is basically formed from two sets of factors, namely intellectual abilities, and physical abilities. Ability greatly influences one's work performance. The better or higher the ability of employees to work, the better the results of their work, which in turn will lead to good performance.

In the traditional sense, training has been defined as the process by which individuals change their skills, knowledge, attitudes, and/or behavior (Robbins & DeCenzo 1998 as cited in Kennedy, 2009). In this context, training involves designing and supporting learning activities that result in a desired level of performance (Kennedy, 2009). Training is an educational process. People can learn new information, re-learn and reinforce existing knowledge and skills, and most importantly have time to think and consider what new options can help them improve their effectiveness and performance at work. Effective trainings convey relevant and useful information that inform employees and develop skills and behaviors that can be transferred back to the workplace (Charnov, 2000 as cited in Kennedy, 2009). An investment on Human resources management practices can rise and also sustain high Performance among employees; competitive advantage can be achieved through the right policies since through HRM, organizations locate, develop, rare and retain human capital. It needs to be ensured that the cost incurred in HRM practices does not go beyond the perceived benefits. Organizations that systematically train and develop their staff are seen to enjoy the rewards of a productive workforce (Secord, 2003).

Training basically deals with the acquisition of understanding, knowhow, techniques and practices. In fact, training and developing staff is one of the imperatives of human resource management as it can improve performance at individual, mutual and organizational levels (Ahmad, Iqbal, Mir, Haider, & Hamad (2014)). Khan (2001) emphasizes that training focuses on present jobs while development prepares employees for possible future jobs. Basically, the objective of training is to contribute

to the organization's overall goal. It describes the formal, ongoing efforts that are made within organizations to improve the performance and self-fulfilment of their employees through a variety of educational methods and programs. In the modern workplace, these efforts have taken on a broad range of applications from instruction in highly specific job skills to long-term professional development. In recent times, training has emerged as a formal business function, an integral element of strategy, and a recognized profession with distinct theories and methodologies. More and more companies of all sizes have embraced "continual learning" and other aspects of training as a means of promoting employee growth and acquiring a highly skilled work force. In fact, the quality of employees and the continual improvement of their skills and productivity through training are now widely recognized as vital factors in ensuring the long-term success and profitability of small businesses and in addition create a corporate culture that supports continual learning (Marmer, 1999 as cited in Kennedy, 2009).

### **Employee Performance**

According to (Al Mehrzi and Singh, 2016) Performance is the result or level of success of a person as a whole during a certain period in carrying out tasks compared to various possibilities, such as work standards, targets or predetermined criteria that have been mutually agreed upon. Performance comes from the word job performance or actual performance which means work performance or actual achievement achieved by someone. Definition of performance (work performance) is the work quality and quantity achieved by an employee in carrying out his function in accordance with the responsibilities given to him. Furthermore (Yang et al., 2016) state that performance is basically what employees do or do not do. Performance management is the entire activity carried out to improve the performance of a company or organization, including the performance of each individual and work group in the company. According to Shmailan, 2016, employee performance is an action what employees do in carrying out the work done by the company. Performance in carrying out its functions is not independent, but always relates to employee job satisfaction and the level of reward given, and influenced by individual skills, abilities, and traits.

It is not very unlikely that managers (and employees) perceive performance differently in different views, so that objective and measurable effort and performance criteria are needed (Varma et al., 2008). Companies with high-performance business strategies recognize the importance of a manager who can see talents, opportunities, and career paths for their employees. Therefore, today organizations need to focus on implementing human resource strategies to improve employee performance through training, performance appraisal, compensation, career development, teamwork (Eigenhuis & Van Dijk, 2007; Thevanes & Mangaleswaran, 2018).



Employee performance management includes various organizational activities to provide appraisals to employees so that they can apply them in the workplace to produce better performance (Fletcher, 2001; Decramer et al., 2012; Smith-Crowe et al., 2003, Woolliams, 2007). Performance appraisals increase employee motivation levels and encourage them to engage in innovative programs and facilitate the achievement of desired results. Meanwhile, performance reviews generate feedback, and performance improvement plans help employees develop skills that maximize their potential (Jiménez-Jiménez & Sanz-Valle, 2005; Cascio, 2014). The company always wants its employees to commit and instill organizational values to foster trust between the company and employees (Nygaard & Biong, 2010; Celep & Yilmazturk, 2012). To achieve a higher level of performance, companies need to understand, identify, and ensure functional areas and internal systems work effectively and efficiently (Aquila & Rice, 2012). Performance management is one of the components that need to improve in an organization, considering that performance management is an organizational way of communicating expectations and encouraging behavior to achieve goals, and identifying employees in career development programs (Pulakos, 2009; James & Lahti, 2011).

Through the works, scholars continuously insist that no standardized or uniform definition of performance indices, and they argue on how it is a multidimensional concept. However, Samsonowa argues that all the different definitions in the performance measurement literature, have one common characteristic; they all are related to two terms: effectiveness and efficiency; effectiveness as an indicator of the degree of a goal attainment, and efficiency as an indicator of the resources that were consumed to reach the level of achievement Samsonowa (2012). In her work (2012), she uses the term “performance” as the level/degree of goal achievement of an organization/department rather than of individuals. This chosen definition is mainly inspired from Krause's work (2005).

Andersen and Fagerhaug (2002) believe that it is adequate to reach a time where performance will be substituted to productivity. It is generally accepted to cover a wide range of aspects of an organization – from the old productivity to the ability to innovate, to attract the best employees, to maintain an environmentally sound outfit, or to conduct business in an ethical manner. Cordero (1989), defines performance as effectiveness (i.e., measuring output to determine if they help accomplish objectives). Efficiency (i.e., measuring resources to determine whether minimum amounts are used in the production of these outputs). Lebas (1995), in his own point of view says that performance is about deploying and managing well the components of the causal model that leads to the timely attainment of stated objectives within constraints specific to the firm and to the situation.

Therefore, employee performance management is crucial and it includes various activities in which organizations seek to assess employees and develop their



competencies, improve performance and distribute them in work (Decramer et al., 2012). The concept of numerical performance may not adequately describe the performance system so that involvement between management and employees is needed to build a positive work context and working relationship (Beamon, 1999; Huo, 2012; Imperatori, 2017).

### **Theoretical Framework**

This study adopted the Social Compensations Theory, which is also known as the Equity theory of motivation by John Stacey Adams (1963). The Equity Theory as developed by Adams, (1963) believed that people's work motivation is affected by perceptions of fairness. Individuals compare their effort/reward ratio with those of other employees and in case of an inequity, work motivation is adjusted. Their effort can be based on qualifications, experiences, seniority, time they spend on the job etc, while rewards could be pay, benefits, appreciation and respect. In sum, work motivation depends on perceptions of justice and fairness. Civil servants at some Ministry and agencies refer to consultants as others and for some, their work motivation is influenced significantly by comparing rewards. They perceive themselves as shareholders that need to be compensated for their contribution or membership from project resources. Also, in Bayelsa state, a change in Government usually results in facilitating political loyalists, which is not always related to expertise. The politically polarized public sector has affected the sense of justice of civil servants.

### **Methodology**

The study adopted a descriptive research design. According to Parkidisi (2003), A survey is a general procedure of collection of data from a selected sample of a population to describe the condition of the general population through simple random sampling techniques and the result obtained was used to generate data from the selected population of the study.

The population of the study included all employees of the Bayelsa State's civil service but limited to only senior and junior staff of selected ministries, agencies and parastatals. The state has 24 ministries and agencies with a total workforce (population) of 27000. See Table 3.2 in page 43 for a breakdown of the ministries and agencies

**Table 3.1: Sample size computation using Taro Yamane formula**

Taro Yamane	Computation	Sample Size
$n = \frac{N}{1 + N(e)^2}$	N= 27000	<b>394</b>
	(e) <sup>2</sup> = .05x.05 =0.0025	
	0.0025x27000 =67.5	
	1+67.5=68.5	
	∴ n =27000 ÷ 68.5 = <b>394</b>	

Source: Researcher's computation, 2022

Data from the answered questionnaires in this study were analysed using percentages and Chi-square. The collected data were checked properly for consistency and then frequencies and percentages were used to show responses of the distribution. The results were then presented in tables and chart forms. The software that was used for analysing the findings was Statistical Package for Social Sciences (SPSS) version 23.

#### Data Analysis

**Research Question One: The impact of training and staff development programmes on employees' job performance.**

**Table 1: Mean and standard deviation of the response of how training and staff development programmes influences job performance.**

SN	Items	N	Mean	STD	Remark
16	Employees' training and development is at the core of performance enhancement	394	2.8985	.30240	Agreed
17	Staff trainings and development conferences and seminars should be as regular as possible	394	2.8528	.35476	Agreed
18	Experienced employees should be encouraged to mentor less experienced employees	394	2.6447	.65819	Agreed
19	Employees desiring a Study Leave with pay on areas related to their specialisations should be given approval	394	2.9492	.21979	Agreed
20	Upon completion of Study Leave, is qualifications obtained by employees effected without delay?	394	2.7513	.53295	Agreed
21	Refusal to grant Study Leave to confirmed employees can be frustrating	394	2.7513	.35728	Agreed
22	An outright denial of records update can be frustrating	394	2.7970	.35728	Agreed
23	Employee development trainings and programmes should be open to all and not to a selected few	394	2.8477	.35975	Agreed
24	Employee development training should be done as often as possible at all cadres and grade levels	394	2.7005	.63938	Agreed
25	Employees on regulated self-development programmes are more motivated than those who are not	394	2.9518	.21451	Agreed
		394	2.8145		Agreed

Source: (Field Survey Data, 2022)

The above data in table 4.3 indicates how training and development influence job performance among civil servants in Bayelsa state. The items 16–25 above have mean scores above the criterion mean of 2.00, which indicates that training and

development are vital to job performance and, thus, should be regular. Also, participants agreed that training and development need to be encouraged on a regular basis across all cadres. Finally, the grand mean of 2.8145 implies that respondents agreed that the items of training and development above have a positive influence on job performance.

**Research Question Two: Performance feedback as a means of improving employee's productivity and motivation.**

**Table 2: Mean and standard deviation of the response of how feedback influences job performance**

SN	Items Statements	N	Mean	STD	Remark
1	Getting feedback from supervisor on regular basis help improves performance of civil servants	394	2.7995	.40089	Agreed
2	The performance feedbacks you get from your supervisor /superior, mostly come in written form	394	2.8985	.30240	Agreed
3	Do these feedbacks in anyway affect your career progression?	394	2.7970	.40278	Agreed
4	Do you think that your employer's or superiors' assessments of you in the feedbacks fair enough?	394	2.8477	.35975	Agreed
5	Have you ever been given award or gained public recognition on account of getting positive feedback?	394	2.5964	.66699	Agreed
6	Have you ever been denied a promotion or anything on account of negative feedback from your superior?	394	2.7970	.40278	Agreed
7	The type of feedback an employee gets, positively or negatively affects employee job performance?	394	2.9010	.29902	Agreed
	Grand	394	2.8053		Agreed

Source: (Field Survey Data, 2022)

The information in Table 4.1, above deals with how feedback impacts the job performance of civil servants. The seven items raised to explain the role of feedback on job performance all have mean scores above the criterion mean of 2.00. This implies that getting regular written feedback from supervisors and receiving a

reward or public recognition from them positively influences the performance of civil servants. In the same way, denial of promotion due to negative feedback also affects the performance of civil servants negatively. Finally, the grand mean of 2.8053 suggests that respondents all agreed that the above items of job feedback influence the performance of civil servants in Bayelsa State.

### Testing of Research Hypotheses Using Chi Square Statistics

Research Hypotheses One: There is significant relationship between staff training and development and job performance of civil servants in Bayelsa state.

**Table 3: Chi Square Analysis of the relationship between training and development and job performance.**

Variables	N	Df	alpha	Chi-Square	Asymptotic Significance (2-sided)	Remark
<i>Training/Dev.* PERFORMANCE</i>	394	16	0.05	883.167 <sup>a</sup>	0.000	Sig.

Source: (Field Survey Data, 2022)

The above data in Table 3 is a computation showing the relationship between the staff training and development and employee job performance. Table 3 revealed a chi-square of 587.292a with a p-value of 0.000. The p-value is less than the chosen alpha level of significance of 0.05, implying the rejection of the null hypothesis. In other words, the alternative hypothesis, which says that civil servants who get more training and development do better at their jobs, is true.

**Research Hypotheses two:** There is a significant relationship between feedback and job performance of civil servants in Bayelsa state.

**Table 4: Chi Square Analysis of the relationship between feedback and job performance**

Variables	N	Df	alpha	Chi-Square	Asymptotic Significance (2-sided)	Remark
<i>Feedback* PERFORMANCE</i>	394	16	0.05	722.440 <sup>a</sup>	0.000	Sig.

Source: (Field Survey Data, 2022)

The above data in table 4 is a computation, showing the relationship between feedback and job performance of civil servants in Bayelsa state. Table 4 revealed a chi-square of 722.440a with a p-value of 0.000. The p-value is less than the chosen alpha level of significance of 0.05, implying the rejection of the null hypothesis. In

other words, the alternative hypothesis, which says that civil servants who get feedback do better at their jobs, is true.

**Research Hypotheses Four:** There is significant relationship between work environment and employee performance.

**Table 4.8: Chi Square Analysis of the relationship between work environment and job performance**

Variables	N	Df	alpha	Chi-Square	Asymptotic Significance (2-sided)	Remark
<b>Work Environment.* PERFORMANCE</b>	394	16	0.05	608.464 <sup>a</sup>	0.000	Sig.

**Source:** (Field Survey Data, 2022)

The above data in Table 4.8, is a computation showing the relationship between work environment and job performance for civil servants in Bayelsa state. Table 4.8 revealed that the chi-square is 608.464<sup>a</sup> with a p-value of 0.000. The p-value is less than the chosen alpha level of significance of 0.05, implying the rejection of the null hypothesis. In other words, the alternative hypothesis that there is a link between work environment and civil servant job performance is true.

### Discussion of Findings

#### **Research Question 3: The Impact of training and staff development Programmes on employees' job performance.**

The research question three analysis revealed that training and development are critical to job performance and should be done on a regular basis. People who are trained and developed do better at their jobs. The statement items in table 3 above have mean scores above the criterion mean of 2.00, which indicates that training and development are vital to job performance and, thus, should be regular. Also, participants agreed that training and development programs need to be encouraged on a regular basis across all cadres. Finally, the grand mean of 2.8145 implies that respondents agreed that the items of training and development above have a positive influence on job performance

This is in line with the result of **hypothesis one** which has a chi-square of 587.292<sup>a</sup> with a p-value of 0.000. The p-value is less than the chosen alpha level of significance of 0.05, implying the rejection of the null hypothesis. In other words, the alternative hypothesis, which says that civil servants who get more training and developed do better at their jobs, is true. which affirmed that there is a significant relationship between staff training and job performance. This affirms the statement of Charnov

(2000), as cited in Kennedy (2009), who noted that effective training conveys relevant and useful information that informs employees and develops skills and behaviours that can be transferred back to the workplace to enhance job performance. Thus, Ahmad, Iqbal, Mir, Haider, and Hamad (2014) further affirm that training and developing staff is one of the imperatives of human resource management as it has the capacity to improve the performance of employees at individual, mutual, and organisational levels.

In testing **hypothesis one**, the result of the computation, shows a strong relationship between feedback and job performance of civil servants in Bayelsa state. Table 4 revealed a chi-square of 722.440a with a p-value of 0.000. The p-value is less than the chosen alpha level of significance of 0.05, implying the rejection of the null hypothesis. In other words, the alternative hypothesis, which indicates that civil servants who get feedback do better at their jobs, is true.

### Conclusion

Based on the research findings, the following conclusions were reached:

- a) Feedback from supervisors and superiors in the work environment influences job performance. Thus, there is a significant relationship between feedback from supervisors and the job performance of civil servants in Bayelsa state.
- b) A conducive work environment influences job performance among civil servants. Also, there is a vital link between the work environment and the job performance of civil servants in Bayelsa state.

### 5.3. Recommendations

Based on the research findings and the conclusion reached, the following proposals and recommendations were made:

- a) The people in charge of the civil service commission should come up with a way for staff to get promoted based on how well they do their jobs and how well they show up for work. There is a need for the government to set up a committee to reconsider promotion interviews and the outcome of the programme.
- b) For staff to be efficient, the work environment needs to be conducive and equipped with the needed office facilities. Thus, the government needs to identify the nature of work and design the offices to fit the operations carried out.

### Contribution to Knowledge

From the research findings, the study has been able to establish a link between personnel motivation and job performance and the influencing factors. It has been

established that job performance is affected or influenced by regular or periodic feedback, promotion, training and development, and the work environment.

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## KNOWLEDGE MANAGEMENT SYSTEM IMPORTANCE TO INFORMATION TECHNOLOGY

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### **Abstract**

The study was conducted to explore knowledge management system importance to information technology in an organization. Specifically, to examine the relationship of knowledge management system and information technology in an organization. This paper uses quantitative research approach with questionnaire as the primary source of data collection. To achieve this, we have used both descriptive and inferential statistics to give meaning to the data. The descriptive analysis was done using frequency, percentage and mean. While the Spearman Rank Correlation Coefficient was used as the inferential statistics to evaluate the relationship between the variables. The finding from the study indicates that, knowledge management was effective management with the support of standard information technology. The study recommends that business organizations need to structure their knowledge management system within a well-developed information technology foundation.

**Keywords:** *Knowledge Management System, Information Technology, Information, communication Technology*

### **Introduction**

Knowledge management is a flexible instrument for boosting company resilience, sustainability, and commercial growth. It is a strategy used to make corporate operations simpler by offering useful information for sensible decision-making. The process for idea generation among an organization's top employees has been labeled as an inventive trait for competitive advantage. With social networks, blogs, email, and other online platforms, knowledge and information are created, acquired, shared, transferred, and stored. Organizational management has made use of this digital platform to foster knowledge creation and sharing among employees and other internal players while also providing opportunity, with some limitations, to external actors like consumers, distributors, and government authorities (Emeti & Odo, 2022).

Post-industrial society refers to the era following the 1960s. The fundamental trait of such a society is the assumption that all innovations and political choices are driven by theoretical knowledge. This denotes an obvious transition in the economy and industry from one based on production to one based on services. Technical abilities were thus put in the backseat while management and professional services occupied the driver's

seat. A culture where access to information and its effective use are increasingly important to quality of life, social transformation, and economic growth. In such a society, improvements in information and knowledge have a significant impact on living standards, work and leisure habits, the educational system, and the economy. (Sivakumar & Dominic, 2018).

It is impossible to ignore the significant contribution that ICT contributes to knowledge management. Knowledge management employs various methods and procedures to find, develop, represent, communicate, and assist the adoption of insight and experiences that comprise knowledge, whether they are embodied in individuals or embedded in organizational processes or practices. Consistent knowledge management projects often focus on organizational goals such as improved performance, competitive advantage, innovation, sharing of lessons learned, integration, and continuous organizational improvement.

Although KM projects and organizational learning may overlap, they may be distinguished by a greater emphasis on managing knowledge as a strategic asset and a focus on facilitating knowledge sharing. Individuals and groups can benefit from KM initiatives by sharing insightful organizational information, reducing duplication of effort, avoiding outright reinventing the wheel, reducing new hire training time, retaining intellectual capital as employees leave an organization, and adapting to changing environments and markets (Sivakumar & Dominic, 2018).

It is critical to highlight that the advancement of information and communication technologies (ICT) over the last ten years has offered new options for knowledge management that may be critical in resolving current concerns related to knowledge sharing, technology exchange, and dissemination. ICT allows Knowledge, Science, and Technology (KST) to better capitalize on the amount of information and knowledge available. The ultimate aims of KST operations are, among other things, to give discoveries that may be used to enhance research in certain disciplines and to develop technologies that KST stakeholders can use to increase output and growth.

### **Problem Statement**

The first issue is a lack of appropriate national and regional infrastructure and mechanisms for disseminating agricultural research findings. Many research initiatives are repeated due to a lack of such infrastructure and methodology at the national level. Finding research papers published locally in local journals, conferences, theses, and technical reports are more challenging for researchers than finding research articles published globally in international journals and conferences.

The second issue is poor infrastructure and processes for directly or indirectly bringing research-produced innovations to growers (extension sub-system). Knowledge and technology aid in the production of goods and services in all industries. Even though previous researchers and systems created a plethora of materials to inform managers

and business owners about the most recent recommendations for various managerial practices, these materials are not widely distributed, updated, or managed to meet the needs of employees and businesses.

### **Objectives**

The study is carried out to explore knowledge management system importance to information technology in an organization. Specifically,

1. to ascertain the relationship of knowledge management system and information technology in an organization.
2. to find out the relationship of knowledge management system and organization growth.

### **Research questions**

1. What is the relationship between knowledge management system and information technology in an organization?
2. Is there a relationship between knowledge management system and organization growth?

### **Hypothesis**

$H_{01}$ : There is no meaningful relationship between knowledge management system and information technology in an organization.

### **Literature and Theoretical Review:**

#### **Knowledge Management**

Knowledge management is a deliberate discipline that aims to use the individual knowledge base to achieve corporate objectives. There are two categories of knowledge. One comes from a person's thinking and is referred to as tacit knowledge, and the other is found in papers that are given in writing and is referred to as explicit knowledge. Managerial initiatives should make individuals' implicit knowledge apparent. The goal of knowledge management is to foster the generation and transfer of knowledge, but the true difficulty comes from knowing what information to use and how to utilize it.

To effectively compete and build a sustainable knowledge base, organizations must manage knowledge. Creativity in information and timely availability of information are key factors in knowledge base development. Access to top-notch information and services may help an organization spread like wildfire. Understanding the technical viewpoints and concepts that enable knowledge management is crucial for organization and information professionals to support the phenomena effectively.

#### **Knowledge Management System**

The process of knowledge management often entails actions including knowledge

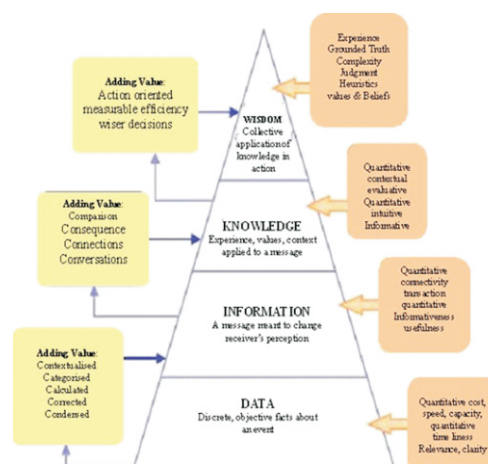
creation, capture, refinement, storage, management, and dissemination. The process of turning tacit information into explicit knowledge is known as knowledge creation. To determine knowledge demands, knowledge resources, and knowledge flows, a knowledge audit is initially conducted. It is necessary to offer more chances to produce fresh information (Emeti & Odo, 2022).

Eltayeb and Kadoda (2017), knowledge management system was empirically revealed to have a link with formulation and implementation of business strategies, which also relatively has improved business outcomes such as performance. through a structured knowledge management system business communication, workplace collaboration, employee learning and adaption has been achieved in the organization. Additionally, Putra and Winoto (2017), presented a result which indicate that knowledge management system has significant and positive correlation with IT investment success. This strategic investment in information technology has relatively boost organizational performance. This result was achieved after conducting an inferential analysis on survey data.

Knowledge capturing is the process of identifying and storing new bodies of knowledge. The process of refining knowledge is placed in conveniently accessible contexts or containers. New knowledge is deposited in a repository for later use. To determine its correctness and applicability, knowledge management is examined and appraised. When information spreads, everyone always has access to the most recent corpus of knowledge.

### Relationship between Data, Information and Knowledge

Data are necessary components of information. Various sorts of data provide varying interpretations. The data become information once it is brought under public scrutiny. By gathering data, we ensure that generalization develops into knowledge. Wisdom is a state of being that results through the application of information, experience, understanding, common sense, and insight over the course of a lifetime.



According to Russell Ackoff, human mental content may be divided into five categories:

1. Symbols are data.
2. Information: data that has been processed to offer valuable answers to who, what, where, and when queries.
3. Knowledge: the use of data and information to answer how-to queries.
4. Comprehension: appreciation for Why.
5. Wisdom: Evaluated comprehension.

According to Ackoff, the first four categories deal with what has happened or is known to have happened in the past. Wisdom is the sole category that encompasses vision and design, and it is concerned with the future. Wise people can see into the future rather than only the past and present.

### **Information Technology (IT)**

The ability to process and store information has been made possible by the convergence of data processing techniques, and telecommunications provides the means of transferring that information. Information can now be sent at incredibly fast rates from anyplace to anyone thanks to advancements in telecommunications. Instantaneous online database access is made feasible. The benefits of IT include the processing and distribution of electronic documents. The creation of expert systems can be used for activities involving information and documentation. Improving retrieval performance.

Serrat (2016) emphasized the importance of information technology when he buttressed what it can help achieve in the organization. Baltzan (2017) explained further by singling out IT-related contributions in achieving successful businesses, exploring organizational intelligence, streamlining organizational operations, and organizational accomplishments. From a review of experience, impacts of information technology on organizations has been nothing but astonishing; cheaper, easy access to information, which boosts organizational efficiency and productivity, generates a means for business reorganization, and minimizes cost of transactions and entry barriers (Serrat, 2016).

### **Information, Technology and Knowledge Management**

Until it exists in people's thoughts, the information found in books and periodicals is turned into useable knowledge. Face-to-face contacts and gatherings can help spread knowledge. On the other side, information management is the process of

gathering, planning, and controlling information. Enhancing the application of organizational knowledge through effective knowledge management activities is the goal of knowledge management. Even though technology management is all about technology, it does play a significant part in knowledge management. Information exchange and transmission are made easier or possible by technology. Technology must be used to create a knowledge management system that can support both explicit and tacit knowledge. Nevertheless, interactive usage of knowledge technology is made with users [Singh & Yuvaraj, 2013].

### **Resource Based View (RBV) Theory**

Penrose developed resource-based vision theory (RBV) (1959). He argued that the organization's resources—what it owns, uses, and deploys—are more essential than the structure of the industry. According to Barney (2001), a firm's resources are its principal source of competitive advantage. As a result, the resource-based view (RBV) is a management paradigm that identifies strategic resources that a firm may exploit to gain a long-term competitive advantage. The resource-based view (RBV) emphasizes the influence of an organization's resources on its capacity to compete in the business environment and emphasizes businesses' internal environments as a source of competitive advantage.

According to Barney (2001), in addition to a firm's overall resources, there are other resources such as physical capital, human capital, and organizational capital. He highlighted "all assets, capacities, organizational processes, organizational traits, information, knowledge, and so forth" that a business possesses for it to create and implement plans to boost its efficiency and effectiveness.

### **Empirical Investigations**

In Iran, Khodro, Saedi, and Yazdani (2010) established a process model for knowledge management implementation based on organizational learning. Through describing Iran Khodro experiences, the study examined the periods of knowledge acquisition and their relationship with loop learning. This process model depicts how knowledge management development is implemented through a four-loop learning process that enhances organizational resources and converts them into critical corporate capabilities and competencies.

Hassanbeigi published a thesis titled "providing a model of important success qualities of knowledge management in order to increase organizational learning and competence in Iran Airports Corporation" (2011). The study identified and selected essential success aspects of knowledge management that are shared with success factors of innovation and organizational learning as independent variables, and their effect on creativity growth and organizational learning as dependent variables was

explored. Of the seven fundamental success criteria for knowledge management, the findings demonstrated that knowledge-based strategies and policies, as well as human resource management, promote both creativity and organizational learning.

Information sharing may improve interpersonal relationships and interactions inside a company, which fosters creativity. Organizational learning happens when companies use or acquire information that has a positive impact on their receptivity to innovation or innovativeness (Darroch & McNaughton, 2002). Additionally, effective knowledge management increases an organization's knowledge reservoir, which produces infrastructure to facilitate innovation and increases an organization's innovativeness.

### Methodology and Analysis

This paper uses quantitative research approach with questionnaire as the primary source of data collection. The study adopts both descriptive and inferential statistics to give meaning to the data. The descriptive analysis was done using frequency, percentage and mean. While the Spearman Rank Correlation Coefficient was adopted as the inferential statistics to evaluate the relationship between the variables.

S/N	Items	SA (5)	A (4)	MA (3)	D (2)	SD (1)	Agg. Score	Mean X
<b>Knowledge Management</b>								
1	Knowledge is acquired from market, clients, customers, and competitors.	9 (37.5)	6 (25)	6 (25)	2 (8.3)	1 (4.1)	90	3.7
2	Knowledge is stored for futures usage.	8 (33.3)	6 (25)	3 (12.5)	4 (16.6)	3 (12.5)	84	3.5
3	Knowledge is transferred for making quality business decisions.	8 (33.3)	6 (25)	5 (20.8)	2 (8.3)	3 (12.5)	86	3.5
<b>Information Technology</b>								
4	Knowledge is sourced using electronic means from the market, clients, customers, and competitors.	4 (16.6)	11 (45.8)	3 (12.5)	3 (12.5)	3 (12.5)	82	3.4
5	Knowledge is stored using I.T devices for futures usage.	9 (37.5)	5 (20.8)	4 (16.6)	4 (16.6)	2 (8.3)	87	3.6
7	Knowledge is transferred with electronic medium for making quality business decisions.	4 (16.6)	11 (45.8)	3 (12.5)	3 (12.5)	3 (12.5)	82	3.4

Source: Survey Data Computation. All figures in parenthesis are (%)



**Correlation outcome between knowledge management system and information technology**

		Correlations		
			KMS	IT
Spearman's rho	KMS	Correlation Coefficient	1.000	.524**
		Sig. (2-tailed)	.	.000
		N	24	24
	IT	Correlation Coefficient	.524**	1.000
		Sig. (2-tailed)	.000	.
		N	24	24

\*\* . Correlation is significant at the 0.01 level (2-tailed).

The result in the table above, 0.524, indicates a substantial association between the knowledge management system and information technology in a business. This suggests that the previously stated null hypothesis is rejected. This indicates that a substantial link exists between a knowledge management system and information technology in a business.

**Conclusion and Recommendations**

Information systems, technologies, and human capital are all combined in knowledge management. Management should take advantage of this opportunity for knowledge management and provide access to world-class information and services to assess the organization's position and grow its workers' skills. To summarize, effective knowledge management requires standard information technology. IT promotes the classification and collaboration of explicit categories of knowledge at a low cost (Pinho, 2012). Moreover, information technology is a "key facilitator of KM operations in enterprises, with the usual proviso that the KM issue also contains significant social and cultural dimensions."

Businesses must construct their knowledge management systems on a sound information technology foundation.

Management should assess and analyze their knowledge management system to guarantee it is properly connected with the invested information technology for efficient knowledge and information management.

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## IMPACT OF ANCHOR BORROWERS SCHEME ON SMALL HOLDER FARMERS IN CROSS RIVER STATE

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### ABSTRACT

*Agriculture is the life wire of majority of the people of Cross River State and Nigeria at large. It is the quick means of employment and source of livelihood for most people and households. The study adopt Marxist theory of class struggle to examine the impact of anchor borrowers scheme on small holder farmers in the state. The intervention agricultural programmes reviewed by government of Cross River state through the state Agricultural Service Training include: Agricultural Reforms of President Olusegun Obasanjo Regime, Musa Yar'dua Administration, Goodluck Jonathan Regime and Muhammadu Buhari Administration. Survey design was used to collect data from 350 farmers. The finding from the study reveals that there are gaps in the inventions, execution and management of the programmes. The study therefore recommend that the state agricultural training service centre (ASTC) should be revamped by funding arrangement to provide mobility, training, incentives and institutional support in line with national agricultural policies so that it will increase its services to small holder farmers to enhanced it agricultural production.*

**Keywords:** Agriculture, Marxist, production, reforms, small holder

### Introduction

Agricultural production in the country at all levels has generally been dominated by the activities of small holders farmers who constitute about 94.37% of the total farmers, and as such make use of primitive tools and methods in their production (Ozowa, 1995). It is this very category of farmers that cultivate most of the agriculturally utilized lands and provide the food needs of the nation (Ozowa, 1995). The small holder farmers production capacity is reported to be constrained by unfavorable markets and farming condition; inaccessibility of credit facilities; lack of farm input fertilizer, chemicals, herbicide, seedlings, storage facilities; poor

implement, low saving, lack of farm input and incentives; inaccessibility to capital, land and environmental degradation, inadequate research, extension service and manpower caused rural urban rift ( Lawal 2011) Ozowa (1995) see small holding agricultural production as a farming activity that does not exceed the use of 10 hectare of land. Small holder farming is characterized by small farm size subsistence and low level of production.

According to World Bank (2022) for much of the developing world, small holders are regarded as operating farm of 10 hectares or less. Another area of agricultural activity dominated by small holders farmers include poultry snail, and fruit fish farming involving small to medium size ponds. This classification generally depicts the nature large number of farm holding found in Cross River State. Considering the important of agriculture to the socio-economic live of the people and the associate problem faced by this class of farmers as a result of food importation, Cross River Government in 2007 initiated and launched operation fight poverty with the establishment of Agriculture Services and Training Centre (ASTC) in three selected Local government areas namely: Akpabuyo, Obubra and Yala which represent the three senatorial district of the state. The initiative was aimed at making the state highest producer of the following categories of agricultural products such as cassava, pineapple, rice, yams, poultry, snail, fruits, fish farming, others agricultural products to boost food sufficiency. The aim is for providing training for the local farmers on application of modern ideas, skills and techniques to agricultural production. It was also to provide agricultural inputs and technology to farmer at subsidies prices. The important of this program therefore was to ensure that local farmers have access to market for their products and basic farm inputs like fertilizer, improved seedlings, herbicides and pesticides and tractors to boost agricultural productivity and improved socioeconomic well being of citizens. This seminar sets out to assess the impact of agricultural reform policies on agricultural productivity of small holder farmers in cross river state during the period 2007 - 2021.

#### **Statement of the Problem**

The greatest challenge faced by small holder farmers in Cross River State is lack of capacity to expand farm holdings and improve yield of production levels (Mgbenka, & Mbah, 2023) Agricultural production particularly peasant cultivation has been dominated by small holder farmers in State since it become a formal economy, farming which occur in most of Nigeria rural areas is the major preoccupation of small holder farmers who cultivate the land that is extremely small in space using primarily local technologies (Attah, 2022).

The size of the land and use of local technologies constitutes the primary determinants

of the capacity of small holders to produce. These limitations are confronted by others challenges to expansion of cultivable land and improved yield. The small holder farmer faces formidable constraints such as accessibility of land on large scale as result of land grabbing, herders and farmers crisis, finances capital, farm inputs, storage facilities and obsolete technology for cultivation of land. These constraints are reinforced by lack of storage facilities, low capacity to save, lack of market access and natural forces such as environmental degradation and rain flooding(Attah, 2022). Agricultural Reforms of President Olusegun Obasanjo administration, Musa Yar'dua administration, Goodluck Jonathan Regime and Muhammadu Buhari Administration represent national agricultural reforms designed to revamp the state agricultural sector. The economic reforms of the previous administrations had strong agriculture components that target small holder farmers. These reforms have however not been able to significantly improve the fortunes of the small holders' farmers leaving majority poorer. Cross River States being an agricultural State by virtue of the involvement of nearly 60% of its population in small holding agricultural production (Mgbenka, & Mbah, 2023). It shares the burden of declining production and rising poverty. It was to stem the tide that the state keyed into the national agricultural reforms of the federal government to boost production of small holder farmers and reduce poverty. This study therefore, is an attempt to assess the impact of anchor borrowers' scheme on small holder farmers to increase productivity and achieve external income.

### **Research Questions**

The study is premised on the following questions:

- i. What is the impact of anchor borrowers' scheme on small holder farmers in Cross River state?
- ii. What are the strategies adopted through anchor borrowers' scheme in improving the potential of agriculture in Cross River State?

### **Objective of the Study**

This study's broad objective is to examine the impact of anchor borrowers' scheme on small holder farmers in Cross River state. Detail objectives include to;

- i. Examine the impact of anchor borrowers' scheme on agricultural production by small holder farmers in Cross River state.
- ii. To identify the inhibiting the strategies adopted through anchor borrowers' scheme in improving the potential of agriculture in Cross River State

### **Conceptual Clarification Agricultural Reforms**

This means the necessity for a transition to sustainable food production, responding to global change and safeguarding food and nutritional security (Innocent & Victoria, 2021). **Agricultural reforms** had extensive ramifications for the whole rural economy. As farmers were now allowed to retain their excess output.

### **Small Holders**

Attah (2022) defines small-scale farmers as pastoralists, forest keepers, fishers who manage areas varying from less than one hectare to 10 hectares. Smallholders are characterized by family-focused motives such as favouring the stability of the farm household system, using mainly family labour for production and using part of the produce for family consumption.

### **Empirical Review of Related Studies**

Agba, Adewara, Nwanji, Yusuf and Ojipkong (2018) conducted a study of credit access by small scale farmers and its impact on poverty reduction in Kwara state. The study made use of survey research design and adapted the Cobb-Douglas production function which measured the productivity of small-scale farmers using ordinary least square method. The study also measured profitability, Net farm income and poverty status of borrowers and non-borrowers. It was found that though credit users had higher productivity, profitability and Net farm income compared to non-credit users, the difference was insignificant. Also, it was found that the poverty level of the famers who had access to credit was lower than that of farmers who did not have access to credit. Hence, the study concludes that credit can guarantee poverty reduction and also assist to include small scale farmers in the growth process if it is made available in sufficient quantities. The study therefore recommends an increase in credit available to small scale farmers through collaborative efforts between formal financial institutions and government since credit can positively impact on poverty reduction.

Nzeh, Famobuwa, and Iroechenwu (2017) assessed the implications of land reforms system on agricultural production in Nigeria. The study set three major objectives which include to: provide an overview of land reforms, examine the problems of land reforms and finally, consider the implication of land reforms on agricultural production in Nigeria. The study revealed that Land reform is usually linked with agricultural and rural development. This is so because the bulk of the population especially those involved in primary production depend on the availability of land in whatever form it may be required. Land must be available to persons and/or groups of people who are ready to put it to productive use. It is the farmers' most important asset and it plays an essential role in sustaining agricultural production. However, ownership of land often interferes with its use as an agricultural asset. The employment of land use reform is therefore needed to ensure equitable allocation, availability and

distribution of land to ready users both in rural and urban areas of the country. The Nigeria Land Use Act need be revisited to make room for easy and efficient land access to individuals, corporate institution and their likes that would be ready to use land for productive purposes.

Innocent and Victoria (2021) assessed sustainable agriculture policies for Small Scale Farmers in Niger State, Nigeria. The specific objectives of the study include; examining the socio-economic characteristics of the small-scale farmers in the study area; identify the system of farming they practiced; examine their level of adoption of improved technology; and, identify the constraints to achieving sustainable agriculture. Primary Data were collected from 120 respondents using a simple random sampling procedure. Six Local Government Areas of Niger State were studied during the 2010 cropping season. Data was generated using well-structured questionnaire; frequency distribution, percentages, and ordinary least square (OLS), multiple regression was used to analyze the data. The results show that majority of the small scale farmers were within the economically active age and that crop rotation as an agriculture system was widely practiced in the study area. Results from the regression analysis confirm that variables, such as family size and farm size were statistically significant at 1% level and 5% level respectively. However, inadequate credit facility was identified as a major problem. This study however failed to consider specific reforms aimed at improving small holder farmers in the south-south and Cross River in particular, hence this study.

Sabo, Isah,Chamo, andRabiu(2017)reviewed the role of smallholder farmers in ensuring food security in Nigeria. The study adopts secondary method of data. The finding shows that, smallholder farmers are those farmers owning small-based plots of land on which they grow subsistence crops and one or two cash crops relying almost exclusively on family labor. More than 80 percent of farmers in Nigeria are small holder farmers. Agriculture is a major contributor to Nigeria's Gross Domestic Product (GDP) and small-scale farmers play a dominant role in this contribution. They further revealed that, asmall-scale farmer depends on his efficiency in the utilization of basic production resources available to him. He makes a significant and important contribution to the national product, about 99 percent of total crops output. The small-scale farmer is the main producer of 98 percent of the food consumed in Nigeria with the exception of wheat. Over the years, deliberate efforts have been made to improve agricultural production by Nigerian governments and some foreign bodies but these efforts have not yielded expected results.

### **Theoretical Framework**

This study therefore considers Marxist theory of class struggle suitable in explaining the nature and character of farmers in Cross River State and how it inhibits development of the State's agricultural sector, most particularly the small-holder farmers who dominated agricultural production. Marxist theory provides better

explanation on the nature and character of the state that shapes the pattern of economic and political interaction among the various classes that participate in economic production within the society and favors one class against the other (Akpuru-Aja, 1998).

Marxist theory of class struggle is relevant to this study in explaining both the internal and external contradictions, as well as influence that led to the introduction of the present type of National agricultural reforms and how the dominant interest inhibits agricultural production in cross river state as a result of the large number of small-holder farmers that make up the activity of the sector. Marxist perspective to the explanation of social, economic and political phenomenon based on historical materialism and dialectics is contained in the works of Karl Marx and Fredrich Engels (Marx & Engels, 1848).

Historical materialism simply means the historical changes that took place within the society leading to its transformation from one mode of production to another, in the sequence of communal, slave, feudal, capitalist and the utopia of socialist modes of production. In the case of Nigeria, these changes that transform the economic fabric of the country to its present state was precipitated by slavery, imperialism and colonialism that replaced the peasant economy with the capitalist system whose aftermath still guides the direction of the nation's economy.

Dialectics is the internal contradictions, class relations and consciousness inherent in each of these modes of production, specifically the slave, feudal and capitalist modes of production. For instance, while absence of class struggle characterized the communal due to its egalitarian nature engendered by the underdeveloped state of forces and instruments of production, the relations of production in the slave mode was known for class antagonism between the slaves and the slave-owners; feudal mode which was based on serfdom (farm landholding), between the serfs and the feudal-lords; the capitalist mode, which is based on the idea of private ownership, between the have-nots and the haves, owners of labor and owners of capital, poor and rich, proletariat and bourgeoisie, oppressed and oppressors; exploited and exploiters, etcetera; however, these contradictions in the capitalist system will be overcome in the socialist movement that will replace man exploitation by man (Akpuru-Aja, 1998).

This has contained in the historical process of Nigeria translates into the contradiction between peasant economy and colonial economy; local production of food crops and imperial demand for raw materials (cash crops); local farmers and European agricultural bourgeoisie; and at present between the small- farmers and the new local agricultural bourgeoisie and their cohorts in the bureaucratic and political realm. Nigeria's social structure based on this conception places the small-holder farmers who are predominantly rural dwellers at the lowest stratum.



However, Marx's conception of capitalist system appears as if all decisions and policies undertaken in the state like the agricultural reforms introduced in state must be class inspired for appropriation of capital with no positive outcome on other classes. A position that even some of the proponents of the theory opposed by admitting that the state enjoys relatively autonomy and becomes 'independent' from and superior to all social classes as the dominant force in the society rather than instrument of the dominant class. The situation in Cross River state is however not different as small holder farmers also found themselves in similar situation

### Research Method

The research is based on field survey. For this reason, raw data was generated from the field in an objective manner using structured questionnaires and face to face interaction with the targeted population. This therefore constitute primary source of data which is processed using reliable techniques. However, the use of secondary source remains inevitable for the purpose of providing broader perspective on the subject of the research. Similarly, relevant data from these two sources is combined side-by-side to measure the extent of their reliability. It is for this reason therefore, this seminar attempts to analysis the role of small holder farmers' production in agricultural development using three LGAs in Cross River State 2007 and 2021 as study.

### Population, Sample Size and Sampling Technique

**Table 1. Sample Population of the three selected LGAs and Distribution of Questionnaires:**

Category of targeted population	Population
Ifondo Ikot Akai Akpabuyo LGA	35,165
Nyanya-Idigwe Obubra LGA	28,180
Okpoma Okuku Yala LGA	27,120
<b>Total</b>	<b>90,465</b>

**Source: Cross River State Bureau of Statistics, 2022.**

The sampling population comprise of all adults whose primary occupation is agriculture, found within the three selected LGAs, each representing one of the three Senatorial zones of the states. They are, Akpabuyo Ifondo Ikot Akai, representing Cross River South; Obubra Nyanya- Idigwe, representing Cross River Central; and Yala Okpoma Okuku, representing Cross River North. The sample population from these three Local Government areas is selected as representation of the entire population of Cross River State which has about 70% as farmers (NBS/CBN) (2023). The population and sample size to be determined by simple percentage of the entire population based on the current total population estimate of 2006 which increases by 3% annual (Opara (2010)). The formulae for this, using simple percentage is derived as:

$$\times 70\% =$$

Where:

2006<sub>npc</sub> = Total population of Akpabuyo, Obubra and Yala Local Government areas of Cross River State in 2006

3% = National annual population growth rate (Napgr)

9yrs = Difference between 2007 and 2021

100% = The percentile of the total population at present

70% = The number of farmers based on NBS report.

The same procedure will be used to obtain the cumulative of the three Local government Areas in Cross River State represented by  $T_{pfIKA} + T_{pfNI} + T_{pfOO} = C_{pf}$  before determining the actual sample size.

Where:

$T_{pfIKA}$  = Total population of farmers in Ifondo Ikot Akai

$T_{pfNI}$  = Total population of farmers in Nyanya-I digwe

$T_{pfOO}$  = Total population of farmers in Okpoma Okuku

$C_{pf}$  = Cumulative population of farmers of the three selected LGAs

Therefore:

$$T_{pfIKA} = \underline{35,165.}$$

$$T_{pfNI} = \underline{28,180.}$$

$$T_{pfOO} = \underline{27,120.}$$

**Thus cumulative of  $T_{pfIKA}$ ,  $T_{pfNI}$ , and  $T_{pfOO}$ :**

$$T_{pfIKA} + T_{pfNI} + T_{pfOO} = C_{pf}$$

$$35,165 + 28,190 + 27,120 = \underline{90,465}$$

According to Attah (2012), 95% of Nigerian farmers are small-holder farmers, while the remaining 5% are either medium or large scale producers. Going by this, it means the confidence and error levels for this seminar which is purposive (judgmental) is set at 95% and 5%, respectively. By implication, it is most likely that 5% responses from field may be generated from medium and largescale farmers who are not target of the seminar. Based on Check Market website ([www. Checkmarket.com](http://www.Checkmarket.com)), and Krejcie and Morgan (1970) formula:

$$n =$$

Where:

$n$  = sample size

$X^2$  = Chi-square for the specified confidence level at 1 degree of freedom

$N$  = Population Size

$P$  = population proportion

$ME$  = desired Margin of Error (expressed as a proportion).

The questionnaires were divided and administered as follows: Ifondo Ikot Akai village (Akpabuyo) has a 130 questionnaire constituting 36.5%; Nyanya-Idigwe (Obubra) 100 (30.0%), and Okpoma Okoku village (Yala) 120 which constitute 33.3% respectively.

However, a total of three hundred and fifty questionnaire were distributed.

For precision, questionnaires using snowball random sampling method were administered to respondents in towns and villages surrounding the clan heads of each of these selected wards in each of three LGAs. Snow ball random sampling was adopted in order to ease the difficulty in identifying farmers within the larger population. Also, the seminar focused on the nearest localities to the clan heads of these wards in the Local Government Areas to reduce the burden of going around the entire areas. Each of these villages visited, were clearly marked and identified as well as restricted to not more than fifteen (20) questionnaires. This is for the avoidance of repetition and concentration of the instrument within a particular region to guarantee fair distribution.

#### **Data Presentation and Data Analysis**

The study analyzes and interprets primary data generated from the field through administration of questionnaires. In doing so, the data are presented in tabular form and illustrated using bar-chart, pie-chart and frequency polygon. Also, content analysis of secondary information collated from the Cross River State Ministry of Agriculture and Rural Development, Agricultural Services and Training Centers (CRASTC) headquarters as well as the three centers in the selected wards of the three LGAs namely Akpabuyo, Obubra and Yala Local Government areas of Cross River State.

#### **Data Presentation**

A total of 350 copies of questionnaire were administered across the three selected Local Government Areas, each representing wards. The questionnaires were divided and administered as follows: Ifondo Ikot Akai village (Akpabuyo LGA) 130; Obubra (Nyanya - Idigwe) 100, and Yala (Okpoma Okuku) 120. However, for Ifondo Ikot Akai village, 120 questionnaires were filled and returned; in Obubra (Nyanya - Idigwe ward) 75 questionnaire were retrieved while Okpoma Okuku village, a total of 100 questionnaires were also retrieved. Going by these figures, only 295 were returned out of 350, constituting of the entire questionnaires administered. Since this study used both primary and secondary. It is important to explain the indicators the secondary source is mostly concerned with, which are: farmers' access to improved seedlings; training on new farming methods and skills; technology, like tractor and plough, combine harvester, storage facility, sprayer etc; irrigation sources and equipment; credit facility and market for agricultural goods.

**Accessibility of CRSATC Services and Output**

Table 1: Whether Respondents are Aware of any Government Initiative or Program Introduce in Cross River State from 2007 to 2021 Towards Improving Agricultural Production

		Frequency	Percent	Valid Percent
Valid	Yes	189	55.4	56.6
	No	145	42.5	43.4
	Total	334	97.9	100
No	Response	7	2.1	
Total		341	100	

Source: Field Survey May, 2023

Figure 1: Bar-chart showing whether Respondents are Aware of any Government Initiative or Program Introduce in Cross River State from 2007 to 2021 towards Improving Agricultural Production

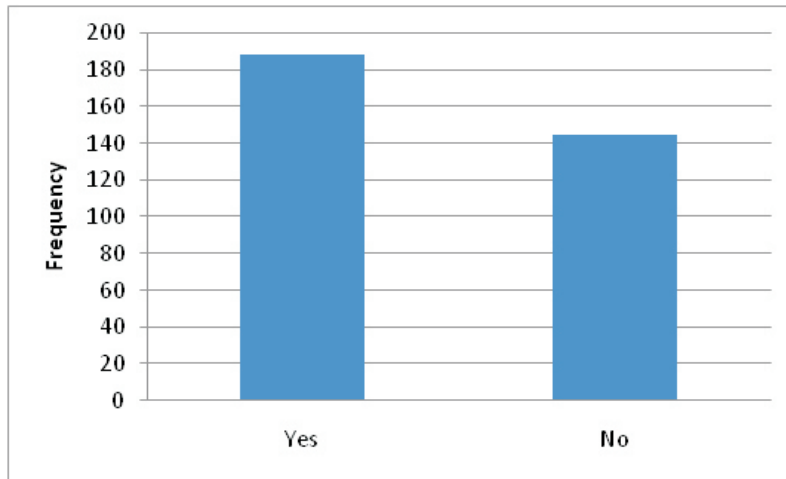


Table the above bar-chart illustrate that a reasonable number of the respondents consisting of about 55.4% were aware of various government initiative on agricultural production introduced from 2007 to date in Cross River State. Only about 42.5% are not aware. Thus, 2.1% did not state whether they are aware or not. Table 3: If yes, state.....

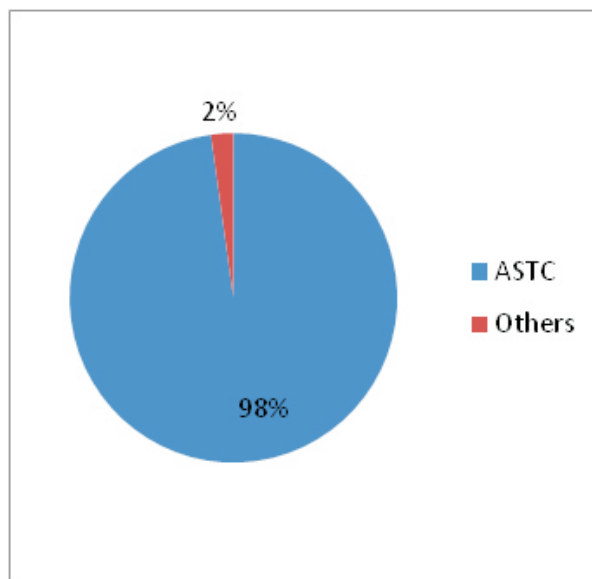
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	CRSATC	179	52.5	97.8	97.8
	Others	4	1.2	2.2	100
	Total	183	53.7	100	
Missing	System	158	46.3		
Total		341	100		

Source: Field Survey May, 2023

Table 2. Shows the number of respondents that are aware of various government programs towards promoting agricultural production in Cross River State. From these respondents, about 97.8% says they are aware of Agricultural Services and Training Centers, while only 2.2% said they are

not aware. Since a good number of the respondents who are aware of various government agricultural programs know of Agricultural Services and Training Centers, they can provide useful information on the activities of the agency. However, the study can therefore neglect the views of the remaining 46% who are unaware. Better explanation of respondents that are aware of the various initiatives is provided by the pie-chart below.

Figure 2: Level of Respondents' Awareness of ASTC Program in Cross River State



**Table 3: Whether or not Respondents have been Able to Access any of the CRSTC Initiative or Program**

		Frequency	Percent	Valid Percent
Valid	Yes	130	38.1	60.7
	No	84	24.6	39.3
	Total	214	62.8	100
Missing	System	127	37.2	
Total		341	100	

**Source:** Field Survey May, 2023

Figure 3: Pie-chart showing whether or not Respondents have been Able to Access any of the ASTC Initiative or Program

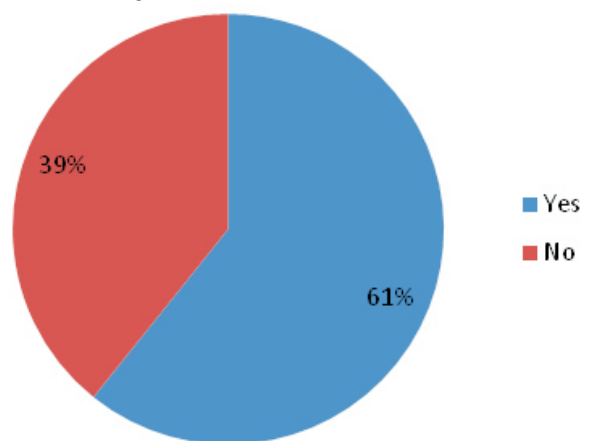
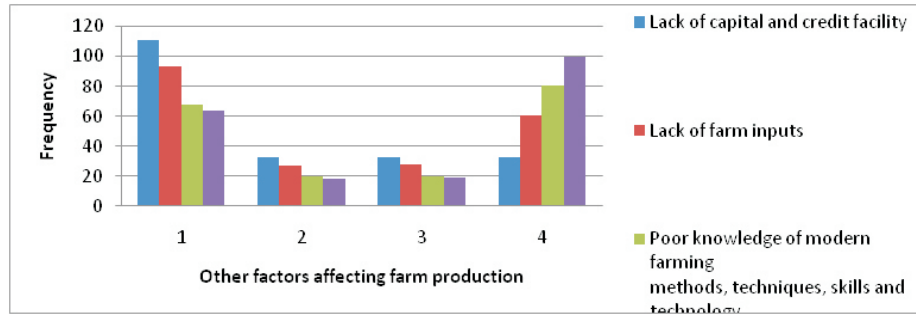


Table 5. The pie-chart above illustrate the number of respondents who through various ways were able to access the Agricultural Services and Training Centers initiatives. Although the figures of those who claimed they have or never accessed the initiatives have slightly changed from those who initially posited to be aware of various government agricultural programs on preceded table 3, this means the increased frequency of about 25 can be ignored. Giving to this therefore, 60.7% of the respondents who claimed to have accessed the Agricultural Services and Training Centers initiatives and the 39.3% who asserted not to have accessed presents good views of the small-holder farmers in Cross River State.

**Figure 4: Bar-chart Showing Factors besides Natural Ones that Affected Increase of Production Output of Respondents from 2007 to 2021**



**Accessibility of CRSATC Services and Output**

Table 4.2.12: Whether Respondents are Aware of any Government Initiative or Program Introduce in Cross River State from 2007 to 2021 Towards Improving Agricultural Production

		Frequency	Percent	Valid Percent
Valid	Yes	189	55.4	56.6
	No	145	42.5	43.4
	Total	334	97.9	100
No	Response	7	2.1	
Total		341	100	

Source: Field Survey May, 2023

**Discussion of Findings**

This study examines various reforms undertaken in Nigeria and their effect on agricultural production in general, which is further narrowed to how Agricultural Services and Training Centers established in Cross River State since 2007 has impacted on small-holder farmers in the state up to 2021. It is observed that small-holder farmers which dominated agricultural production in state have not since been transformed despite various reforms and agricultural development programs. Consequently, the constraints associated with peasant production still linger as small-holder farmers are faced with numerous problems such as poor access to inputs, new technology, knowledge of modern farming techniques and skills, lack of good markets, which addressing formed the major objectives behind establishment of ASTC in Cross River State. This is because, years of reforms rather than addressing these challenges have worsen them hence subsidies that hitherto ease them are no longer in place. In addition to this, the reforms put the small-holder farmers under tight

economic situation by entrusting more capital in the hands of the advantage few as demonstrated in the Marxist theoretical framework adopted by the study. Thus, the small-holder farmers are poor with no capital at their disposal to access the required inputs and technology that will guarantee increase in their agricultural production.

As it is, agricultural activity in the state has not shown any sign of improvement as it is still for subsistence. This is confirmed by the results of this study which shows that 51.6% of the respondents only produce food crops for consumption similar to the work of Attah (2012). This goes to say that the sector has not developed since 90% of the respondents only cultivate small plots of lands below five hectares which the output would have improved with the application of modern agricultural technology. Only natural factors in addition to increase in size of cultivated plots due to expansion of fallow land and shifting cultivation rather than increase in revolving capital engender changes that increase production of the small-scale farmers.

It is within the research findings also that even as Agricultural Services and Training Centers to an extent impacted on the production of small-holder farmers since establishment, the initiative would have done better if only the peasants have more capital at their disposal to access services and technology provided, although most of them are not open to new changes within the sector that will improve their production as 49.6% of respondents affirmed that their inability to access various ASTC services is due to their deliberate and nonchalant. This result is in agreement with study conducted by Amadiet'al (2013).

### **Conclusion**

The following inferences derive from the outcome of both field study and interactions with relevant stakeholders in Cross River State are hereby made: Access to initiatives of Agricultural Services and Training Centers led to increase in production of small-holder farmers who availed themselves and are satisfied with the outcome, as indicated by results of accessibility table pie charts. Large number of small-holder farmers, who did not access these national agricultural reform initiatives, did so voluntary as shown in the table by the results of Interview with stakeholders a view buttressed by the out-come of the face-to-face interview which indicates that most farmers hardly embrace new farming technology, methods, skills and knowledge. This disposition cannot be blamed on the initiative. These results confirm the second positive hypothesis and reject the null.

### **Recommendation**

The study made the following recommendations:

1. Government/small scale farmer should enter into partnership with small-scale farmers and relevant financial institutions, by playing an intermediary role for the acquisition of capital or loan, and repayment of same within next farming seasons of one year duration. This is by supervising all the



production processes of the farmers and directly participating in the final stage, which is the harvest and taking over sales of the farm produce to service part of the loan collected at the end of the farming season before remitting the proceed to the small-holder producers.

2. Besides improving their services in the areas of technology and marketing, government should also focus more on educating and training small-scale farmers on processing their farm produce based on cooperative units for easy procurement of machine, so as to add value to their farm items.

#### **Limitation of the Study**

The researcher faced negative and unenthusiastic attitude from respondents but was able to pacify respondents to fill questionnaire copies. Another limitation which presented itself in the study was that of the population of the study, which was a mere fraction in comparison to the multiple local governments in Cross State. Considering the large number of small holder farmers in Cross River State, the study was not able to include the entire population of farmers in the State.

#### **Suggestion for Further Study**

A study should be conducted on Anchor Borrowers scheme and food security in Cross River State

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