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## WORKFORCE DIVERSITY AND EMPLOYEE PERFORMANCE IN NATIONAL RESEARCH INSTITUTE, BADEGGI, NIGER STATE NIGERIA

ELIZABETH LARA DARAMOLA<sup>1</sup>  
[elizabethlaradaramol@gmail.com](mailto:elizabethlaradaramol@gmail.com)

Prof. M.A. Mawoli<sup>2</sup>

Dr. S.N. Sayeedi<sup>3</sup>

<sup>1,2,3</sup> The Department of Business Administration,  
Ibrahim Badamasi Babangida University, Lapai

### Abstract

*This research focuses on workforce diversity and employee performance at National Cereal Research Institute in Baddegi, Niger state Nigeria. The study attempts to find out how gender, educational, and ethnic diversity impact on employee performance at the NCRI Baddegi. The study engaged a survey methodology, with a standardized questionnaire as the primary tool for gathering data. The sample size for the study was 269 out of a population of 887 employees. The online Raosoft sample size calculator was used to determine the sample frame. However, only 248 out of 269 questionnaires were successfully completed and returned. Random sample method was used to choose respondents who contributed to the study's data collection. The Statistical Package for Social Science (SPSS, V.20) was used to analyze the hypotheses. The variables under study were further analyzed using multiple regression models and ANOVA. Reliability and validity were assessed using the normality test. Thus, the study find that; while gender diversity has no impact on employee performance, workplace diversity (including education and ethnicity) has a substantial and beneficial impact on employee performance of NCRI, Baddegi. Therefore, the study concludes that diversity in selection and appointment process of the organization's leadership should be discourage, and recommended that management should keep promoting equal employment opportunities regardless of gender, educational attainment, and ethnicity.*

**Keywords:** Workforce diversity, gender, education background, ethnicity, employee performance

### Introduction

Diversity is a fact that exists in today's current workplace and organization., which is the variations and similarities among the people in terms of skills, educational background, employment points of view, demographic, ethnic, and individual workplace employee traits or within an organization (Aashish 2023; Amir 2019; Ankita 2014). Difference in demographic aspects such as gender, age, ethnicity, race, education and migration is refers to as workforce diversity. It has become a major factor with great impact on employee performance (Kerdpitak & Jermstittiparsert 2020; Khan 2019). Thus, Erasmus (2007) considered the present Workforce to be much more diverse in composition than it was traditionally.

Diverse workforce in organization is now being accepted as tool in improving firm's performance (Sarfaraz, Shaikh, Saleem, Rahim, Herekar, Junejo, & Hussain, 2021;



Muhammed, Issa, Zekeri A 2021), and also important factor that organizations cannot overlook. Scholars opine that diversity enhances both concrete and intangible value, when it involves working along the effects that occasionally complement it. Our differences can occasionally foster creativity and boost job satisfaction. They may, however, result in conflict and obstruction between groups. Some organizational leaders, however, were unaware of how coworkers connect to one another both individually and collectively, or of the precise ways in which employee and organizational performance might influence workplace behavior (Makhdoomi & Nika, 2017; Ng & Sears, 2020).

Performance will suffer if leaders did not understand or unable to address diversity-related problems (Ng et al. 2020). Men are clearly favoured in the workplace whether they are in the majority or minority, whereas women are not taken into account, especially when they are in the minority and occasionally in the majority (Williams, 1992). The institution's leader, whose behavior governs the work environment, has the capacity to create a pleasant working environment. Positive conduct motivates the workplace environment, which increases motivation, and the resulting incentive is a key performance-enhancing factor. In order to create a positive work environment, the company's leader must collaborate with the workforce to manage diversity since it will improve an organization's performance and keep employees motivated.

Scholars argue that the influence of diversity on employee performance has been studied by a large number of writers (Oshin, Ayanleke, & Gazal. 2023; Ngalo, Ogohi, & Ibrahim, U. A. 2023; Shrestha, P., & Parajuli, 2021; Maingi, J. & Makori, 2015; Ikramuddin S., Jalil. and Syed 2021). Maingi, & Makori (2015) investigated the impact of workforce diversity on employee performance in Nepalese commercial banks of these, the most of which focus on private organizations. When examining place of work diversity, equality, and inclusiveness in the Zimbabwean labor market, Nadarajah et al. (2022) found that few people had study about government organizations. Due to political class and royal parent intervention in the selection and appointment of headship in government organizations, it is now important in Africa to examine the impact of workforce diversity and employee performance. Because, cultural, religious, and ethnic diversity have been introduced into Federal Government organizations, affecting employee performance. Because it fosters strong organizational efficiency, diversity management in the workplace today in Africa has a significant impact on organizational performance (Muhammed et al. 2021). Thus, this work will focus on how gender, education and ethnic diversity, affects employee performance by using a government owned organization; National Cereal Research Institute, Badeggi, Niger State Nigeria as a case study.

### **Research Problem**

*High level of political manipulation and interference by the political elites in the selection*

and appointment of staff into the civil service has become the order of the day in Nigeria (Ade and Lamidi 2021). The interferences of political class and royal fathers on employee enlistments and appointments of head of government organization has been characterized by regional identity, nepotism, gender stereotype in most government organization of Nigeria (Ejumodo, 2011). Corroborating the above, scholars observed that appointments into majority of public organization has also been influenced along regional lines where elites struggle for organizations to be headed by indigene even when there are others who are better in all standards (Ejumodo, 2011, Osakwe 2007). More importantly, the Federal Character Commission seems unconcerned to carry out their duty as observed in recent employments in these organizations. All these have gradually eroded the federal character impact in our federal recruitment, thus, reducing the establishment to ethnic or party line and has negatively impacted these federal establishment to shadow of themselves in terms of performance.

Furthermore, the available empirical studies on workforce diversity of **Frank, James, and Esther (2023)**; Oshin, Ayanleke, & Gazal. (2023); **Ngalo, Minapu and Umar (2023)**; Shrestha and Parajuli (2021) have left a gap of not using variables used in this study in investigating workforce diversity on employee performance. Hence, the reason for choosing NCRI, Badeggi, Niger state of Nigeria, to investigate the relationships between variables.

### Research Objectives

The research general objective is to examine the effect of workforce diversity on the performance of employee in NCRI Badeggi. And the specific objectives are to:

- A. Investigate the effect of gender diversity on employee performance.
- B. Determine the effect of educational diversity on employee performance.
- C. Examine the effect of ethnic diversity on employee performance.

### Research Hypothesis

The study postulates the subsequent null hypotheses (Ho) to validate its stated objectives.

H<sub>0</sub>: Gender diversity has significant effect on employee performance in NCRI, Badeggi

H<sub>01</sub>: Educational diversity has significant effect on employee performance in NCRI, Badeggi

H<sub>02</sub>: Ethnicity diversity has significant effect on employee performance in NCRI, Badeggi.

## LITERATURE REVIEW

### Concept of workforce diversity

The success of an organization is exclusively dependent on its staff. A varied, complete place of work is one that can depend on the exclusive skills, perspectives, and experiences of each employee to drive progress and boost efficiency. A complete work station is also a place where everyone feels valued, free from discrimination and harassment and where everyone feels respected, appreciated, and embraced.

Workforce diversity is the integration of workers from numerous races, origins, sexes, ages, religious, and sexual orientation backgrounds in the workplace, according to Aashish Pahwa (2023). It also entails hiring staff with a range of talents and limitations.

To offer exceptional customer service and to keep economical advantage, diversity is essential. Diversity, according to Akeem, Unekwu, and Dare (2020), entails appreciating the characteristics of employees that set them apart in the workplace, such as age, gender, ethnicity, and religion. Employee diversity refers to the combination of people with different or similar thought, emotion, job and behavior patterns, according to Oshin et al. (2023), citing Ehimare and Ogaga-Oghene. Warner, et al (2013) posited that workforce diversity is to be the association of workers from various backgrounds that are required to collaborate and work toward a common objective. Oshin et al (2023) reporting Ogbo, et al. believe that workforce diversity relates to the variety of individual.

### Dimensions of Workforce Diversity

Age, gender, educational background, ancestry, ethnicity, geography, earnings, marriage position, experiences in the military, spiritual views, parental position, attitude, value, personality, and job experience are just a few of the numerous dimensions of workforce diversity. This study will only focus on gender, educational, and ethnicity as they connect to employee performance, which is the dependent variable, to ensure reliable findings at the investigation's conclusion.

**Gender diversity:** is the level of relationship between male and female employees, as reported by Ehimare et al (2018). Moreover, they stated how some concepts and prospects, like attitudes, conducts, beliefs, knowledge, abilities, and areas of concern, are more gender-oriented than others. Furthermore, Makhdoomi and Nika (2017) and Oshin et.al (2023) reporting Ogbo, Ukpere, and Iyamho, posited that opposite sex respond differently to various organizational incentive, which may lead to a dysfunctional organization or increased performance. A similar claim was made by Gitonga et al. (2016) that a workforce with a varied range of genders may perform better as a result of their cognitive skills. Additionally, sex diversity can result in conflict because female workers are more likely to be viewed as inexperienced and incapable of doing duties, which has resulted in a lack of social support for them to

attain some organizational roles that are seen as being reserved for men (Oshin et.al (2023) reporting Ogbo, Ukpere & Iyamho; Kundu & Mo; Bhushan, 2016). Furthermore, Sharma (2016) noted that company that encourages gender diversity has a potential toward retain skilled personnel and boost productivity.

**Education diversity:** The knowledge, skills, and qualities of a person may often be very strongly hindered by their educational history. A greater efficiency is powered by a higher proportion of trained personnel, claim Choi and Rainey in 2010. One's effectiveness will also rely on the degree of education (Emiko et al 2009), thus, workers educational history is important. According to Tracy and David's (2011) research, organizations regularly object to recruiting individuals whose previous work skill or knowledge is considered insufficient. Moreover, it shows how much employers appreciate education background. Individuals without a strong educational foundation cannot get hired or function successfully.

**Ethnic diversity:-** Means people from distinct indigenous groups. Multicultural aspirations development in society is a result of the increase in multiethnic community groupings, which comprises organizations keen to religion, family, and education. Shrestha and Parajuli (2021) reporting Zgourides, John, and Watson revealed that, after groups gain the knowledge on how to make use of these dissimilarities, ethnic diversity simplifies problem-solving with racially diverse problem-solving viewpoints, which led to better group success. Ethnologically varied societies contribute to greater novelty and growth due to learning opportunities Shrestha and Parajuli (2021) commenting Garen. Multiracial employees are now more rampant in enterprises, permitting for enlarged participation and interaction to enhance and boost workforce performance. The society has become more varied, which is the reason of this increase. In a world that is becoming increasingly globalized, ethnic diversity is really important. Ethnic diversity at the moment is now certainty. As far as group performance in terms of business results like sales, profit, and market share, a reasonable level of ethnic diversity has slight impact. More ethnic diversity does, conversely, benefit performance if at least the mainstream of the team is ethnically diverse (Sander et al 2012).

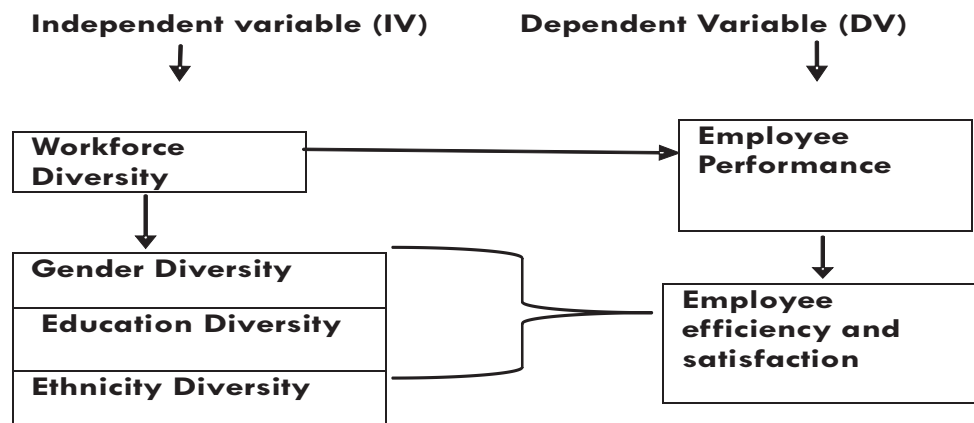
#### **Conceptual model**

Gomez & Bernet (2019) contend that our differences serve as the cornerstone of diversity. Diversity refers to the actual or imagined distinctions amongst people. According to Anglim et al. (2019), all people, regardless of their differences, are born with unique abilities and aptitudes.

This suggests that if the aspects of workforce diversity are well handled in a firm, employee performance will improve.

Because of this, the conceptual framework for this study which was inspired by Setati et al. (2019) and Anglim et al. (2019) is used to exemplify how the dependent and

independent study variables are comparable. This shows that if a company effectively manages the effects of workforce diversity, employee performance will increase.



**Figure 1: Researcher design, 2023**

### Concept of Employee Performance

According to Swaratsingh (2015), a firm must raise and improve employee performance in order to outperform rivals in the current worldwide entrepreneurial market. Employee performance is defined as the accomplishment of responsibilities by a knowledgeable or skilled person who is evaluated to an exceptional quality by a superior colleague while efficiently utilizing resources in a dynamic setting (Zhuwao, 2017; Krishnan, Gowrishankar, & Kanagaraj, 2017). Furthermore, Osabiya (2015) observed that each employee's performance is of countless value to any establishment's improved structural growth and success. He also recommend that organizations create high assessment to compensation and distinguish diligent employees that give a slighter likelihood for worker to resign their job. According to (Waiganjo, Mukulu & Kahiri, 2012), employee performance can be evaluated in relations of a variety business goals, including profitability, employee happiness, productivity, and growth. Furthermore, in a workplace, the attitude of employee and expected result are connected to each other. It is belief that decent workforce diversity approaches is vital to improve and increase employee performance.

### Dimensions of Employee Performance

#### *Employee Efficiency*

According to (Doucouliagos & Laroché 2002), the term efficiency can be defined as the ability to achieve an end goal with little to no waste, effort, or energy. Being efficient means you can achieve your results by putting the resources you have in the

best way possible. Put simply, something is efficient if nothing is wasted and all processes are optimized.

Efficiency is defined as the ratio of output to input, whereas effectiveness is the degree of expected output attained by using a particular system. Efficiency is crucial for organizational performance across all industries (Vashist & Dey, 2016). Burma (2014) added that even if an organization is financially sound, the likelihood of success will be minimal if the human resources are not sufficiently active. This implies that low human resource effectiveness makes it difficult for the organization to meet its current and future profitability goals. Employees can contribute productively and successfully to the overall attainment of the organization's goals and objectives when human resources are managed efficiently (Burma, 2014).

Organizations comprises important elements such as technology, human resource capital, and management. Human resources are considered the most important element and effective component of economic activity and trade because improving efficiency and achieving organizational aims depend on the rational and correct functioning of these resources (Pouryazdan, Soltani & Lari, 2015).

### **Employee Satisfaction**

Employee satisfaction is defined as a multifaceted psychological reaction to one's work, encompassing internal cognitive (perception) and affective (emotional) states reachable through verbal or other behavioral and emotional responses (Atefi, Lim, Wong, & Mazlom. 2015; Hayes, Douglas, & Bonner 2015). The development, growth, and competitiveness of a company are all impacted by employee satisfaction (Meneghel, Borgogni, Miraglia, Salanova, & Martínez, 2016 & Tzeng 2016). It also increases loyalty and commitment among employees, making them perform more conscientiously (Gil, Llorens & Torrente 2015; Babalola 2016).

According to Dubey and Gunasekaran (2015), organizations that do not encourage employee satisfaction will experience counterproductive behavior-behavior that will harm the organization and manifest as corruption, sabotage, extortion, theft, fraud, or violence, as well as deviant work behavior like delays, absenteeism, or turnover. Peng, Li, Zhang, Tian, Miao, Xiao, and J. Zhang (2016) also added that employees who experience dissatisfaction tend to avoid voluntary work, neglect instructions, and deliver jobs late, leading to an increase in abuse of alcohol, drugs, stimulants, high-term costs, conflicts, and strikes.

### **Empirical Review**

Oshin et al. in (2023) examined the impact of workforce diversity on employee performance in the United States of America, at the Toyota facility in Bowie,

Maryland, the research examined how employee performance was impacted by workforce diversity. The employment environment has been significantly harmed by the fact that people of diverse background are not handled similarly to people of the identical racial background, according to a review of the research. To evaluate employee productivity and performance in the chosen firm, this research substitute two workforce diversity criteria for the actual scenario. The study used simple survey and random sample research methods. The study used Google Forms to collect a total of 86 responses. Pearson correlation and linear regression were used to explore the offered hypotheses. According to the research, worker productivity is significantly impacted by gender diversity. Instead of NCRI Badeggi in Nigeria, the study was conducted in the United States at a Toyota facility. Furthermore, it is impossible to trust the Google form that was used to collect the questionnaire because the study's sample size calculations do not define the population. Therefore, depending on the sample size, culture, educational background, case study location, and demographic information, different results may be drawn.

Additionally, in 2023, Ngalo, Minapu, and Umar did research on workplace diversity and performance of employee in the Nigerian banking sector. The research objective was to investigate how workplace diversity proxies by age, gender, ethnicity, income, education, and belief diversity affected the dependent variable, employee performance proxies by employee efficiency. Survey-based research was used for the study. The research population comprised all 22 of Nigeria's major banks. A total of three hundred (300) respondents made up the sample size. 90% of participants in the online mail poll. Information was gathered via an online survey using the MS survey link. In SPSS version 25.0, descriptive and inferential statistics were used for the analysis. Regression analysis coefficient, which was assessed at a 5% level of significance, showed the size and direction of the association between every variable that is independent and the dependent variable. It has been discovered that workplace diversity characteristics such as gender, economic, ethnic, and belief diversity have a major impact on employee performance. The difference in age and educational attainment has, however, been found to have little to no effect on how effectively employees perform inside the firm. Despite the fact that this study was conducted in Nigeria, it was not at NCRI, Badeggi, Niger state which creates a research gap. In addition, multiple linear regression was not used in this study; instead, six (6) parameters (proxies) were used.

Furthermore, Frank, James, and Esther (2023) investigated employee performance among chosen health staff and workforce diversity in sub-Saharan Africa. Examining workforce diversity and how it affects employee performance in the healthcare system was the study's main objective. The antecedents of diversity, which was



essential to the study, were the ages, genders, ethnicities, and educational levels of the employees. Of the three hundred and twenty (320) prints of the questionnaires that were circulated for the survey, 293 were useable and suitable for the data analysis. The study's findings show that a diverse workforce significantly increases an institution's chances of success. The population of the study was drastically insufficient to generalize the variety of the health workforce in Sub-Saharan Africa, four dimensional variables were specified but no technique of data analysis was used, and the study was exclusive to the health sector.

In 2021, Shrestha & Parajuli carried out research on the effect of workplace diversity on productivity. The study's goal was to analyze how staff diversity and job performance varied among Nepal's commercial banks. Gender, age, education, and cultural diversity all interact to create a diverse workforce. To perform the surveys, a series of detailed questionnaires were issued. 72 questionnaires from four Nepalese commercial banks were used in this study. The model employed many relapses. The outcomes of the study demonstrated optimistic correlation amid worker performance and gender diversity. Additionally, the findings showed that worker performance was mostly unaffected by education level and racial diversity. Because of this, the study was conducted in Nepal's commercial banks in 2021 rather than NCRI Baddegi, Nigeria, in 2023, and multiple regression using SPSS version 22 was avoided.

Maingi and Makori (2015) examined how diversity in the workforce affected the effectiveness of Kenya's school of government employees. The research's objective was to ascertain, using the Kenya School of Government as an example study, how workforce diversity in Kenya affects employee performance. For the inquiry, a scenario examination research methodology was applied. 690 workers were the target audience at Kenya School of Government. Due to closeness to the researcher, accessibility, and time constraints, a sample of 87 workers from the target demographic at the Kenya School of Government and the study region was taken into consideration. The study's main approach for collecting data was stratified sampling. The primary data were obtained through the use of a questionnaire. To assess the dependability and correctness of the data collection tool, a pilot study was carried out. The quantitative data was examined using SPSS version 21 and MS Excel. Both quantitative and qualitative data were gathered and examined. A regression study of the variables revealed that independent characteristics (ethnic and educational diversity) significantly and favorably affected employee engagement at the Kenya School of Government. The most crucial factor was educational diversity, which had a favorable significant association at the 5% level of significance. Diversity in education and ethnicity have been independently related to negative employee performance. The research sample was insufficient when compared to the population to support the



findings, and the research also omits to specify the qualitative technique of data analysis. The study was restricted to Kenya's Government Schools.

### **Theoretical Framework**

#### **Glass Ceiling theory**

Glass Ceiling theory is one of the foremost theories about how gender differences affect employee performance was published in the 1970 by **Marilyn Loden**. Ekot (2017) asserts that preventing female employees from advancing to management positions or pursuing senior positions inside a business is a very potent barrier. Thus; according to Mulilima, (2019), female employees are not given the opportunity to reach their highest level of performance because of these. The study of Gellner and Veen (2019), however, discloses that some female employees have conquer the glass ceiling, allowed, and do well in senior roles. Thus, the assumption of this theory is that female employees can excel in managerial positions if given equal opportunity and not discriminated against.

#### **Similarity Attraction Theory**

According to the hypothesis of similarity attraction, people desire to interact with persons who share their demographic traits, such as gender, ethnicity, and so on. This attraction is thought to foster cohesion, interaction, and cooperation among coworkers in the same age group, as well as encouraging them to have lunch breaks with other coworkers. The Theory explains how elements like educational and cultural background can work as a catalyst for the demands of a specific employee. These demands may be satisfied by the deep interpersonal connections with coworkers. The positive relationships employees have with their coworkers may serve as a source of motivation for them to work (Koontz & Weihrich, 2010). People engage in interactions with others to satisfy their relationship requirements, which include the need for social and emotional approval, status, and treatment. The need for workers to be accepted by others, to develop a shared knowledge of topics that are important to them, and to have some impact on persons they work closely with on daily basis is explored by this theory (Triana, Garcia, and Colella, 2010).

#### **Social Categorization Theory**

This idea, as put out by Turner, as mentioned in Antwia et al.'s (2023), study is focused on elucidating, explicit or clearly observable disparities that exist between people (including gender, age, ethnicity, and belief), and it demonstrates connections of a certain social group. This theory extends the basic logical conclusions of the social identity theory. The categorization procedure encompasses putting people into groups based on features such as position, gender, age, religion, tenure, and color or ethnicity. These categories start to become social when a significant number of

individuals judge persons based on related qualities. According to these predictions, diversity will have a negative impact on group dynamics in a workplace where age and gender are prominent characteristics rather than a positive one.

The study adopted the Similarity Attraction theory above other theories because it is more relevant and describes aspects like cultural background, including custom, ethnicity, gender, language, religion, and education, which may operate as a catalyst for a particular employee's expectations. People often like to connect with those who share their demographic characteristics, such as race, gender, and so forth. This explains why politicians and royal fathers favor their own people for employment and organizational leadership. Consequently, the above-mentioned theory made it easier to comprehend the study's factors and purpose, which was to investigate the impact of educational, racial, and gender level diversity on employee performance at NCRI, Badeggi.

### Methodology

This study was premised on quantitative and survey research design. A systematic survey tool-questionnaire was used to determine the core source of data collection. The questionnaire was adapted from the work of **Alghazo et al** (2016). The survey uses a 5-Likert scale with 1 being strongly disagree and 5 being highly agree. The study population was 887 staff of National Cereals Research Institute Badeggi based on record collated from the institutes as at March 2023. Online Raosoft sample size calculator was used to determine the acceptable sample size of 269 at 95% confident level. The researcher administered 269 prints of questionnaire out of which 248 were returned for data presentation, analysis and interpretation. A simple random sampling techniques was employed to pick respondents that participated in providing data for the study because is easy to implement, understand and also help to eliminate bias among the sampling population. Multiple Regression technique was used to test the hypotheses and ANOVA test was used to analysis the studied variables, and to test for validity and reliability, while Correlation analysis revealed some findings from Statistical Package for Social Sciences (SPSS, V.20). Earlier studies (Ngalo, Ogohi (2023) & Ibrahim U. (2023) used regression to test the hypotheses. All tests are at 95% confidence interval

### Result and Discussion

#### Normality Test

The study's data were evaluated for normalcy using skewness and kurtosis. According to Hair, Black, Babin, and Anderson (2010), for the data to be characterized as regularly distributed, the results for Skewness and Kurtosis must be between -2 and +2 and -7 and +7, respectively. The table below shows the outcomes of the data's

normality test:

**Table 1:**

Variable	Skewness	Kurtosis	Decision
Gender Diversity (GD)	0.343	-0.830	Normal
Educational Diversity (ED)	-1.097	0.300	Normal
Ethnic Diversity (ETHD)	-0.257	-1.461	Normal
Employee Performance (EP)	-0.390	-0.692	Normal

Source: SPSS 23

### Test of Hypotheses and Discussions

This section is conducted to tests null hypotheses formulated for the study so as to arrive at a conclusion.

**Table 2: Model Test of Fitness**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.975 <sup>a</sup>	.951	.951	.610

a. Predictors: (Constant), IV3 (Ethnic Diversity), IV2 (Education diversity), IV1 (Gender diversity)

b. Dependent variable (Employee performance)

**Source: Researcher's Fieldwork Computation (2023).**

The model's diagnosis test results are shown in Table 2 findings.  $R$ ,  $R^2$ , and adjusted  $R^2$  have values of 0.975, 0.951, and 0.951, respectively. The coefficients of association, or  $R$  value (0.975), explain the link between the predictors and response variable, which is strongly positive. Since none of the correlation coefficients are bigger than 0.09, multicollinearity is not an issue. Again, the  $R^2$  value informs us that the predictors, which include gender, educational, and ethnic diversity differences, account for 95.1% of the variation in the dependent variable (employee performance).

**Table 3: ANOVA<sup>a</sup>**

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	1777.147	3	592.382	1593.196	.000 <sup>b</sup>
	Residual	90.724	244	.372		
	Total	1867.871	247			

a. Dependent Variable: DV (Employee performance)

b. Predictors: (Constant), IV3 (Ethnic Diversity), IV2 (Education diversity), IV1 (Gender diversity).

**Source: Researcher's Fieldwork Computation (2023).**

The importance of the entire regression output is shown in Table 3 by the ANOVA result. The  $F$  statistical value ( $p$ -alpha) is 1593.196, and it is 1% (0.000) significant. According to the significance of  $F$  change value (0.000), there is statistically significant impact. According to the  $F$  statistic criterion of fitness, this reveals that the research model is appropriate for this investigation. Only if the significance of the  $F$  statistic value is less than 0.005 ( $p$  0.005) is the research model considered suitable for the investigation. This means that the three explanatory variables ethnic diversity, educational diversity, and gender diversity can all have an influence on the variable that is dependent (employee performance). Additionally, Table 3 demonstrates that

the model was well-specified because the results of the study of the dependent variable's variation have a high value for the regression sum of squares (1777.147) compared to the value for the residual sum of squares (90.724). This score shows that a large portion of the variation in the dependent variables was clarified by the model.

### Regression Coefficients

The establishment of individual effect of independent variables on dependent variables was conducted using regression analysis. Outcome of the study are shown in Table 4.

Table 4: Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	95.0% Confidence Interval for B		Collinearity Statistics	
	B	Std. Error	Beta			Lower Bound	Upper Bound	Tolerance	VIF
(Constant)	4.489	.145		30.856	.000	4.202	4.775		
Gender	-.061	.038	-.074	-1.596	.112	-.137	.014	.093	10.802
Education	.413	.025	.507	16.642	.000	.364	.462	.215	4.660
Ethnicity	.366	.035	.568	10.458	.000	.297	.435	.068	14.799

a. Dependent Variable: DV (Employee performance)

Source: Researcher's Fieldwork Computation (2023).

Table 4 shows that, with a 95% confidence range of the predictive factors, the lowest and upper bounds of gender diversity are, respectively, -0.137 and 0.014, and an estimated coefficient value of -0.061. This discloses that Gender diversity has no significant effect in the employee's performance, this is because the coefficient value of gender diversity ranges between the lower and upper boundary limits and P-value  $0.112 > 0.05$ .

Moreover, with an estimated coefficient value of 0.413, the bottom and upper border limits of educational diversity are, respectively, 0.634 and 0.462. This also reveals the enormous and advantageous impact that educational diversity has on an employee's performance. This is also the case since the P-value is 0.000 to 0.05 and a coefficient score of educational variety varies between the lower and higher border limits.

Also, with an estimated coefficient value of 0.366, the bottom and higher border limits of ethnic diversity are 0.297 and 0.435, respectively. This reveals another important fact: variety in terms of ethnicity positively impacts employee performance. This is due to the fact that the P-value is 0.000 0.05 and the coefficient value of supervision fluctuates between the bottom and higher boundary limits.

In addition, the results of the multiple regression model are utilized to assess the hypotheses. The expression  $Y(\text{Employee Performance}) = 4.489 + (-0.061)X_1 +$

$0.413X_2 + 0.366X_3$  contends that gender, education, and ethnic differences have an influence on performance of employee. The outcome demonstrates this effect. As a result, the Decision Rule shown in Table 4 identified that, with the exception of gender diversity, employee performance is going to be 0.951 when (Gender, Educational, and Ethnicity Diversities) are held constant at zero. The results showed that, if the independent variables were held constant, a unit increase in the variables education and ethnicity would result in substantial rises in employee performance, whereas a unit increase in the variables gender would not result in a substantial rise in employee performance. As a result, the alternative hypotheses  $H_{01}$  and  $H_{02}$  (that there is a strong positive association between educational and racial diversity and employee performance) are supported and the null hypothesis ( $H_0$ ) has been rejected.

Employee performance was the outcome of a regression analysis, and the constant value was 4.489, with a standard error of 0.145. First, the gender variable has a negative co-efficient (-0.061) with a standard error of (0.038), a t-value of (-1.596), and a significant level of (0.112) (1%). Therefore, gender diversity does not improve NCRI staff performance. As a result, adding one gender will not materially improve performance by 0.061 (-6.1%). The results are consistent with (Oshin et al 2023; Sharma 2016) findings that there is no significant favorable connection between gender diversity and employee performance, in contrast to (Antwia 2023; Selvaraj, 2015; Eugene et al., 2011) findings that there is a substantial beneficial association between gender diversity and employee performance.

Second, the positive co-efficient for educational variety is 0.413, with a standard error of 0.025, a t-value of 16.642, and a significance level of 0.000. Therefore, educational variety has a favorable and noteworthy impact on NCRI staff performance. Thus, an increase of 1% in educational variety will result in a notable increase of 0.413 (41.3%) in NCRI employee performance. The results of (Antawia 2023; Shrestha 2021; Khan et al 2019; Ankita 2014; Odhiambo 2014; Elsaid 2012) are corroborated by the results, which show a strong and favorable association between employee performance and educational diversity. Contrary to Sarfaraz et al.'s findings from 2021, which claim that there is no association between educational diversity and performance at the time of COVID-19, there is a positive and substantial link.

Lastly, the positive co-efficient for ethnic diversity is 0.366, with a standard error of 0.035, a t-value of 10.458, and a significance level of 0.000 (1%). Therefore, ethnic diversity has a favorable and noteworthy impact on NCRI staff performance. Employee performance will therefore be greatly increased by 0.366 (36.6%) for every 1% rise in ethnic diversity. According to (Shrestha 2021; Odhiambo, 2014; Van Knippenberg et al., 2013), the result is as expected. The findings, however, are at odds with Antwia (2023), which claims there is no substantial correlation between employee performance and ethnic diversity.

### Conclusion and Recommendation

In the National Cereals Research Institutes (NCRI) Badeggi, Niger State Nigeria, the study looked at the impact of workforce diversity on worker performance. As a result, the research aims to clarify how gender, educational, and ethnic diversity impact NCRI, Badeggi's employment process and subsequent employee performance. The evidence supports the hypothesis that diversity in education and ethnicity had a large and favorable impact on NCRI employees' performance, however it was found that gender diversity had no such impact. In order to achieve employee success in a business, it is essential to have a workforce that is diverse in terms of education and ethnicity. As a result, the study draws the conclusion that workplace diversity significantly and favorably affects NCRI Badeggi, employees' performance in Nigeria.

Therefore, this study suggests that politicians and royal fathers cease interfering with the selection and appointment of the organization's leadership going forward. Additionally, management should keep advancing possibilities for fair employment, irrespective of career advancement should not depend on nepotism but rather on merit regardless of educational background, ethnicity, or skin color.

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**EFFECT OF FARMERS-HERDERS CONFLICT ON AGRICULTURAL PRODUCTIVITY IN  
BENUE STATE.**

**ADEYI NGBEDE  
09203850017**

**Department of Public Administration,  
Nasarawa State University, Keffi.  
[Ngbedeadeyi2k2@gmail.com](mailto:Ngbedeadeyi2k2@gmail.com)  
08037882098**

**ITODO SYLVANUS MOHAMMED (Ph.D.)  
Department of Public Administration,  
Nasarawa State University, Keffi.  
[itodosm@gmail.com](mailto:itodosm@gmail.com)  
08033138464**

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**Abstract**

*The farmers-herders conflict in Benue State poses significant challenges to both local communities and agricultural productivity. This conflict stems from resource competition, ethnic tensions, and a lack of effective governance systems. This study therefore analyzed the effect of farmers-herders conflict on agricultural productivity in Benue State. The study sought to achieve the following objectives; analyzing the underlying causes and consequences of the farmers-herders conflict in Benue State on agricultural productivity, and identifying potential solutions that promote peaceful coexistence between farmers and herders over resource allocation, and enhance agricultural productivity in Benue State. The study adopted the cross-sectional survey design as its method for the collection of data. The population of the study consisted of the 692,000 indigenes of Agatu, Guma and Logo Local Government Area of Benue State. The analysis of the results indicates a consensus among respondents that the farmers-herders conflict has negatively affected yam production in Benue State, primarily through hindrances caused by land disputes and disrupted access to suitable grazing areas. The study recommends that land disputes and conflicts between farmers and herders, should be addressed. This can be achieved by establishing or enhancing local dispute resolution committees or platforms where conflicts can be addressed and resolved amicably*

**Keywords: Farmers-herders conflict, agricultural productivity, resource competition, ethnic tensions**

**Introduction**

The farmers-herders conflict in Benue State, Nigeria, has been a persistent and escalating issue with profound implications for agricultural productivity in the region. Benue State, often referred to as the "Food Basket of the Nation," has a predominantly agrarian economy, and agriculture plays a vital role in the livelihoods of its people. However, the conflict between farmers and herders has significantly affected agricultural activities, posing serious challenges to food security, rural livelihoods, and the overall economic development of the state.

The conflict between farmers and herders in Benue State arises from a complex web of factors,

including competition over limited resources such as land and water, as well as cultural and ethnic differences. The state's fertile land and favorable climate make it attractive to both crop farmers and herders seeking grazing areas for their livestock. However, as population growth and climate change exacerbate resource scarcity, tensions have escalated, leading to violent clashes and disputes over land ownership and usage (Mbah, Jiriko & Amah 2020),

The farmers-herders conflict has had devastating consequences for agricultural productivity in Benue State. Solomon (2021) asserted that the destruction of farmlands, crops, and livestock during conflicts results in significant economic losses for farmers. The frequent attacks and insecurity create an atmosphere of fear and uncertainty, discouraging farmers from investing in their agricultural activities. Displaced farmers often face difficulties accessing their lands and engaging in productive farming, further hampering agricultural productivity.

The conflict's effect on agricultural productivity extends beyond the immediate losses suffered during violent incidents. The disruption of farming activities due to insecurity hampers the implementation of efficient and effective farming practices. Farmers are unable to plan and carry out their operations timely, leading to a decline in productivity. The fear of attacks and conflicts also restricts farmers' ability to adopt modern farming technologies, such as improved seeds, fertilizers, and mechanization. Without access to these advancements, farmers struggle to optimize their yields and maintain sustainable agricultural practices (Musa and Shabu, 2014).

Moreover, the farmers-herders conflict in Benue State has broader implications for food production and food security. Kwghtser (2019), opined that the state's ability to meet its agricultural potential and contribute to the national food supply is severely compromised. The conflict undermines agricultural investments, discouraging both local and foreign investors from engaging in the sector. The lack of investment hinders the development of critical infrastructure, such as irrigation systems, storage facilities, and transportation networks, which are essential for enhancing agricultural productivity and facilitating market access (Kwghtser, 2019).

The farmers-herders conflict exacerbates rural poverty in Benue State. Many farming households heavily depend on the income generated from agricultural activities for their sustenance. When these activities are disrupted or destroyed, families are pushed into poverty, struggling to meet their basic needs. According to Mbah, Jiriko and Amah (2020), the conflict also has gender-specific effects, as women, who play a crucial role in agricultural production and food processing, face increased vulnerability and are disproportionately affected by the conflict's consequences.

This study aims to delve into the farmers-herders conflict in Benue State and its effect on agricultural productivity. By analyzing the causes and drivers of the conflict, assessing its effect on agricultural activities, and exploring potential solutions, this study seeks to contribute to the existing body of knowledge and inform evidence-based policymaking. The findings of this research will provide valuable insights for policymakers, stakeholders, and agricultural practitioners, ultimately guiding the development of strategies that promote peaceful coexistence and support sustainable agricultural development in Benue State.

**Statement of the Problem**

The farmers-herders conflict in Benue State, Nigeria, poses a significant and ongoing challenge to agricultural productivity and food security in the region. Benue State, widely known as the "Food Basket of the Nation," relies heavily on agriculture as a key economic activity and livelihood source for its population. However, the conflict between farmers and herders has had severe repercussions, resulting in the destruction of farmlands, crops, and livestock, which, in turn, has led to economic losses for farmers and hindered their ability to engage in productive agricultural activities. This situation has serious implications for food production, rural livelihoods, and the overall economic development of Benue State.

The core problem lies in the adverse effect of the persistent farmers-herders conflict on agricultural productivity in Benue State. The conflict has significantly disrupted farming activities and undermined the ability of farmers to cultivate their lands effectively. Apenda (2016), asserted that the destruction of farmlands and crops during conflicts, as well as the prevalent fear and insecurity in affected areas, have hindered farmers' capacity to engage in productive farming practices. The displacement of farmers further exacerbates the problem, as they face challenges in accessing their lands and sustaining agricultural operations. As a result, agricultural output and income have been reduced, leading to decreased agricultural yields, poor crop quality, and lower overall productivity in the state.

Moreover, the farmers-herders conflict poses a grave threat to food security in Benue State. Historically, the state has played a crucial role in meeting local food demands and contributing to the national food supply. Dimelu, Salifu, Chah, Enwelu, and Igbokwe (2017), however, stated that the conflict's effect on agricultural productivity undermines food production and availability. The destruction of crops and livestock, coupled with the displacement of farmers, has resulted in reduced food production and availability in the state. This situation exacerbates food insecurity, affecting the well-being and nutritional status of the population. Inadequate access to food not only affects individual households but also has wider implications for health, nutrition, and social stability in the region (Dimelu, *et al*, 2017).

Furthermore, the farmers-herders conflict in Benue State has socio-economic ramifications that extend beyond the agricultural sector. The conflict undermines rural livelihoods, as farmers and herders face economic losses and increased vulnerability. Verter and Becvarova (2014), opined that the destruction of farmlands and livestock disrupts income-generating activities, pushing affected households into poverty. They stated that, this perpetuates a cycle of poverty, limiting opportunities for socioeconomic development and exacerbating social inequalities. Additionally, the conflict's effect on agricultural productivity affects the state's overall economic growth, as the agricultural sector is a significant contributor to the state's economy (Verter and Becvarova, 2014).

Addressing the problem of the farmers-herders conflict and its effect on agricultural productivity in Benue State necessitates a comprehensive understanding of the underlying causes, dynamics, and consequences of the conflict. It is crucial to explore and identify potential solutions that promote peaceful coexistence between farmers and herders, mitigate conflicts over resource allocation, and enhance agricultural productivity.

Through this research study, the researcher aims to contribute to the existing body of knowledge and provide evidence-based insights for policymakers, stakeholders, and agricultural practitioners. The findings will guide the development of strategies and interventions that address the root causes of the conflict, promote sustainable agricultural practices, and ensure food security and economic development in Benue State.

### Research Questions

The study seeks to address the following research questions;

- i. What are the underlying consequences of the farmers-herders conflict on yam production in Benue State?
- ii. What is the effect of the farmers-herders conflict on cattle rearing in Benue State, and how does it affect livestock production in the region?
- iii. What potential solutions can be identified to foster peaceful coexistence between farmers and herders, and enhance agricultural productivity in Benue State?

### Objectives of the Study

**The general objective of this study is to examine the effect of famers-herders conflict on agricultural productivity in Benue State.**

The specific objectives are to;

- i. examine and analyze the underlying consequences of the farmers-herders conflict on yam production in Benue State.
- ii. assess the effect of the farmers-herders conflict on cattle rearing and its implications for livestock production in Benue State
- iii. identify potential solutions that promote peaceful coexistence between farmers and herders, and enhance agricultural productivity in Benue State.

### Concept of Farmers-Herders Conflict

Farmers-herders conflict is a complex and persistent issue that has been prevalent in Benue State, Nigeria. It involves ongoing tensions and disputes between two primary groups: farmers, who engage in agricultural activities and cultivate land for crop production, and herders, who rear livestock and rely on grazing areas for their animals' sustenance.

The conflict arises due to a variety of factors, including competition over scarce resources such as land, water, and grazing areas. According to Ajibefun (2018), farmers require sufficient land to cultivate their crops and depend on water resources for irrigation, while herders need access to grazing areas to sustain their livestock. The limited availability of these resources, coupled with population growth and environmental degradation, has contributed to increased conflicts between the two groups.

Disputes over land and its use are a central element of the farmers-herders conflict. In Benue State, land is a valuable and finite resource, and both farmers and herders seek to secure access to suitable areas for their respective activities. Akpaeti and Umoh, (2013), asserted that the conflict often arises when herders' animals encroach upon farmlands, causing damage to crops and economic losses for farmers. Conversely, farmers may encroach upon grazing areas, leading to conflicts with herders who depend on these areas for their livestock's survival.

Water resources also play a significant role in the conflict. Farmers require water for irrigation purposes to support their crops, while herders need access to water points for their animals' hydration. Competition over water sources can intensify the conflict, particularly during periods of drought or scarcity when water availability becomes limited. Disputes over water access can further exacerbate tensions and lead to confrontations between farmers and herders (Duke & Agbaji, 2020).

The farmers-herders conflict in Benue State is not limited to disputes over resources but also involves instances of violence resulting in the destruction of property and loss of lives. Clashes between farmers and herders have been reported, often triggered by disagreements or conflicts over land and resources. These confrontations escalated into violent conflicts, posing a significant threat to the security and well-being of individuals and communities involved.

To illustrate, a study conducted by Akaahan, Ojeba, and Ogunsumi (2019) in Benue State found that the farmers-herders conflict has led to increased levels of violence, including attacks, killings, and the displacement of individuals from their homes. These violent incidents have had severe consequences, not only in terms of loss of lives but also in terms of economic losses and psychological trauma experienced by the affected communities.

The farmers-herders conflict in Benue State is a multifaceted issue that requires careful analysis and understanding to develop effective strategies for resolution. The conflict's effects extend beyond the immediate parties involved, affecting the broader community, agricultural productivity, and overall socio-economic development of the state.

In summary, the farmers-herders conflict in Benue State refers to the ongoing tensions and disputes between farmers and herders, primarily related to access to land, water resources, and grazing areas. It is characterized by clashes, violence, and property destruction. The conflict arises due to competition over limited resources and has significant implications for agricultural productivity, rural livelihoods, and the overall socio-economic development of the state. Understanding the complexities and dynamics of this conflict is crucial for developing sustainable solutions that promote peaceful coexistence and address the underlying causes of the conflict.

### **Agricultural Productivity**

Agricultural productivity is a fundamental concept that pertains to the efficiency and effectiveness of agricultural activities in producing crops, livestock, and other agricultural products. It encompasses various factors that contribute to the overall output levels, including crop yields, livestock production, and input utilization. By understanding and improving agricultural productivity, farmers and policymakers can work towards enhancing food security, rural livelihoods, and sustainable agricultural development.

Crop yields are a critical component of agricultural productivity. They represent the quantity of crops harvested per unit of land. High crop yields signify efficient use of resources such as seeds, fertilizers, water, and labor, resulting in increased production. Factors influencing crop yields include the choice of crop varieties, soil fertility management, pest and disease control, irrigation, and climate conditions. Improving crop yields requires the adoption of appropriate agricultural practices, such as precision farming techniques, crop rotation, and the use of improved seeds and fertilizers (Adewale, 2022).



Livestock production is another essential aspect of agricultural productivity. It refers to the quantity and quality of livestock raised for various purposes, including meat, milk, eggs, and fiber. Livestock productivity is influenced by factors such as animal genetics, nutrition, health management, and housing conditions. Enhancing livestock productivity involves strategies such as selective breeding, improved feed formulations, disease prevention measures, and proper animal husbandry practices.

Input utilization is a crucial factor in agricultural productivity, as it focuses on the efficient use of resources such as land, water, fertilizers, and energy. Optimal utilization of inputs ensures that the agricultural system operates efficiently, minimizing waste and maximizing output. For instance, precision agriculture techniques, including the use of technology such as GPS and remote sensing, enable farmers to apply inputs precisely where they are needed, reducing resource wastage and improving productivity. Furthermore, sustainable agricultural practices, like organic farming and conservation agriculture, promote efficient input utilization by minimizing chemical inputs and optimizing natural resource management.

Overall output levels are a comprehensive measure of agricultural productivity, encompassing both crop and livestock production. It represents the total value and quantity of agricultural products generated within a particular timeframe. Increasing overall output levels requires a holistic approach that addresses various factors, including crop and livestock productivity, input utilization, and value chain management.

The concept of agricultural productivity is closely related to the topic under study, the farmers-herders conflict in Benue State, Nigeria. The conflict between farmers and herders often arises due to competition over scarce resources, including land and water, which are crucial inputs for agricultural productivity.

Farmers in Benue State rely on access to land to cultivate their crops and generate income. However, the encroachment of herders' livestock onto farmlands can result in crop damage and economic losses for farmers. According to Ndiaye and Sow (2022), the conflict over land access disrupts agricultural activities and hampers agricultural productivity in the region. When farmers' crops are destroyed, it reduces their overall output levels and disrupts their livelihoods.

Similarly, herders depend on grazing areas to sustain their livestock. Kibaki and Mwamba (2023), asserted that competition over grazing areas can lead to conflicts with farmers who may encroach upon these areas. When herders are unable to access appropriate grazing areas, it affects livestock productivity, leading to reduced meat, milk, and other livestock product outputs. This not only affects the herders' livelihoods but also affects the availability and affordability of livestock products in the local market.

Furthermore, the farmers-herders conflict have wider implications for agricultural productivity and food security in Benue State. Ijirshar, Ker and Terlumun (2015), stated that the violence and destruction of property associated with the conflict has led to displacement of communities, loss of lives, and economic losses. Disrupted agricultural activities and the displacement of farmers and herders can lead to reduced agricultural productivity and food production in the affected areas. This can have severe consequences for local food availability and exacerbate food insecurity in the region.

To address the farmers-herders conflict and promote agricultural productivity, it is essential to find sustainable solutions that ensure equitable access to resources and promote peaceful coexistence between farmers and herders. This may include initiatives such as the establishment of grazing reserves, the implementation of land-use planning strategies, the promotion of dialogue and conflict resolution mechanisms, and the provision of support for agricultural practices that minimize resource competition and enhance productivity.

In conclusion, agricultural productivity is a crucial concept that encompasses the efficiency and effectiveness of agricultural activities in producing crops, livestock, and other agricultural products. It is closely related to the farmers-herders conflict in Benue State, Nigeria, as competition over resources such as land and water, which are essential for agricultural productivity, often triggers conflicts between farmers and herders. Resolving the conflict and promoting peaceful coexistence is vital for enhancing agricultural productivity, ensuring food security, and improving livelihoods in the region.

### **Food Security**

Food security is a comprehensive concept that encompasses the availability, accessibility, utilization, and stability of food for all individuals. It refers to the condition in which people have physical, social, and economic access to sufficient, safe, and nutritious food that meets their dietary needs and preferences, allowing them to lead an active and healthy life.

Availability of food is a crucial component of food security. According to Adebayo and Okonkwo (2023), it refers to the quantity and quality of food that is produced, imported, or available for consumption within a specific region or country. Adequate agricultural productivity plays a significant role in ensuring food availability. Higher crop yields and livestock production contribute to increased food availability, as they generate a larger quantity of food for consumption. Additionally, access to diverse food sources, including crops, livestock, and fisheries, enhances the availability of nutritious food options.

Accessibility pertains to people's ability to obtain food physically, socially, and economically. Physical accessibility refers to the proximity of food sources, including markets, supermarkets, and food distribution centers. Social accessibility considers factors such as cultural norms, gender roles, and social networks that may influence individuals' access to food. Economic accessibility focuses on affordability and the purchasing power of individuals to acquire food. It includes factors such as income levels, food prices, and availability of social safety nets or food assistance programs (Nwosu and Okafor 2023).

Utilization of food refers to the ability of individuals to consume food in a manner that promotes good health and nutrition. Access to safe and nutritious food is essential for adequate utilization. According to Mohammed and Ibrahim (2022), it involves considerations of food safety, hygiene, and proper food preparation and storage practices. Additionally, nutrition education and awareness play a crucial role in promoting healthy eating habits and optimal utilization of available food resources.

Stability is another key dimension of food security. It refers to the ability of individuals and communities to withstand and recover from shocks and stressors that may affect food availability and access. These shocks include natural disasters, conflicts, economic downturns, or disruptions in food supply chains. Ensuring stability involves building resilience in food systems, establishing early warning systems, and implementing social safety nets to mitigate

the effect of such shocks on food security.

The concept of food security is closely related to the topic under study, the farmers-herders conflict in Benue State, Nigeria. According to Nkrumah and Sow (2017), the conflict significantly affects food security in the region. The violence and displacement associated with the conflict disrupt agricultural activities, leading to decreased food production and availability. Farmers and herders are unable to cultivate crops or raise livestock, which results in reduced access to food for both groups and the wider population.

The conflict also affects the accessibility of food. Displaced communities often face challenges in accessing food markets and distribution centers, resulting in limited physical access to food sources. Economic access to food is also affected as livelihoods are disrupted, and individuals may lose their purchasing power, making it difficult to afford food at market prices. The conflict further exacerbates existing vulnerabilities and inequalities, affecting the social accessibility of food, particularly for marginalized groups (Akaahan, Ojeba and Ogunsumi, 2019).

Moreover, the farmers-herders conflict affects the utilization of food. Displacement and insecurity disrupt food preparation and storage practices, compromising food safety and hygiene. Inadequate access to nutritious food leads to malnutrition and other health issues, particularly among vulnerable populations such as women, children, and the elderly.

The stability of food systems is also compromised due to the conflict. Solomon (2021), also asserted that disruptions in agricultural activities, destruction of infrastructure, and displacement of communities weaken the resilience of food systems, making them more susceptible to future shocks. The conflict-induced instability can further exacerbate the vulnerability of individuals and communities to food insecurity.

Addressing the farmers-herders conflict is crucial for promoting food security in Benue State. Resolving the conflict and promoting peaceful coexistence between farmers and herders would enable agricultural activities to resume, leading to increased food production and availability. Efforts to rebuild infrastructure, restore livelihoods, and provide support to affected communities can contribute to restoring the stability of food systems. Additionally, implementing social safety nets, nutrition programs, and food assistance initiatives helps to alleviate the immediate food needs of affected populations and ensure their access to nutritious food.

In conclusion, food security encompasses the availability, accessibility, utilization, and stability of food for all individuals. It is closely related to the farmers-herders conflict in Benue State, Nigeria, as the conflict significantly affects the various dimensions of food security. Resolving the conflict and promoting peaceful coexistence is crucial for restoring agricultural activities, enhancing food production and availability, and ensuring access to safe and nutritious food for the population.

### **Empirical Review**

A study conducted by Idris and Onu (2021) analyzed the underlying causes and consequences of the farmers-herders conflict in Benue State on agricultural productivity. The study employed a mixed-methods approach, combining qualitative and quantitative data collection and analysis. Qualitative data was gathered through interviews and focus group discussions with farmers, herders, community leaders, and key stakeholders. The researchers also conducted a

quantitative survey to gather data on the extent of the conflict and its effect on agricultural productivity. The collected data was analyzed using thematic analysis and statistical techniques. The finding of the study revealed that the main causes of the farmers-herders conflict in Benue State were attributed to competition over land resources, scarcity of water sources, and ethnic tensions. The encroachment of farmlands by herders' cattle and the destruction of crops were identified as significant triggers for conflicts between the two groups. Based on their findings, the study recommended the establishment of inclusive and participatory platforms for dialogue and negotiation between farmers and herders. It emphasized the need for resource-sharing agreements and the development of clear guidelines for land use and access to water resources.

While the study provides insight into the causes and consequences of the farmers-herders conflict in Benue State, there is a gap in understanding the role of external factors such as climate change, socio-political dynamics, and economic pressures on exacerbating the conflict. Further research is needed to explore these external factors and their specific effect on agricultural productivity.

Nomor and Ominyi (2021), assessed the implications of this persistent violence on households' small off-farm businesses in Benue State. The data for this study was primary, gotten from structured questionnaire which was administered to 384 households that were affected by herdsman-farmers' conflict in Benue State. The sample covered farmers that engaged in small off-farm businesses and were affected by herdsman-farmers' conflict. The data were analysed with the use of frequency tables, simple percentages, t-test and logit regression model. The study revealed that, herdsman-farmers' conflict has a significant negative impact on small off farm businesses in Benue State. The study recommended that government should revisit the existing 1964 grazing reserves act and 1978 land tenure act so as to accommodate land ownership, usage and control by farmers and herders. The study also recommended that, government should provide access to finance for farm households, whose small off farm businesses were destroyed due to herdsman-farmers' conflict to rebuild their businesses wherever they are.

While the study by Nomor and Ominyi (2021) provides valuable insights into the implications of the herdsman-farmers' conflict on small off-farm businesses in Benue State, there is a gap in terms of comprehensively analyzing the underlying causes and consequences of the conflict on agricultural productivity. The study primarily focuses on the impact on small off-farm businesses without delving into the broader effects on agricultural activities, such as crop production, livestock management, and overall agricultural productivity. Further research is needed to explore the specific mechanisms through which the farmers-herders conflict affects agricultural productivity in Benue State, including factors such as land degradation, displacement of farming communities, disruptions in farming practices, and access to resources. Understanding these underlying causes and consequences will provide a more comprehensive understanding of the complex relationship between the conflict and agricultural productivity in the region.

Ahmed and Yusuf (2012), conducted a study to understand the socio-economic consequences of the farmers-herders conflict in Benue State and its implications for agricultural development. The study employed a mixed-methods approach, combining qualitative and quantitative data collection and analysis. Qualitative data was gathered through interviews

and focus group discussions with farmers, herders, community leaders, and relevant stakeholders. The researchers also conducted a survey to collect quantitative data on the socio-economic impacts of the conflict on agricultural activities. The collected data were analyzed using thematic analysis for qualitative data and statistical techniques for quantitative data. The finding of the study revealed that the farmers-herders conflict in Benue State had significant socio-economic consequences on agricultural development. It was found that the conflict led to increased levels of insecurity, displacement of farming communities, destruction of crops and farmlands, loss of livestock, and reduced agricultural investments. These consequences had a negative impact on agricultural productivity, food security, and the overall socio-economic well-being of the affected communities. Based on their findings, the study recommended the implementation of comprehensive conflict resolution and peacebuilding strategies. It emphasized the need for inclusive dialogue platforms and mediation mechanisms involving farmers, herders, and relevant stakeholders to address the root causes of the conflict. The study also recommended the development and implementation of policies that promote sustainable resource allocation, land management, and conflict-sensitive agricultural practices.

While the study by Ahmed and Yusuf (2012) provides insights into the socio-economic consequences of the farmers-herders conflict in Benue State, there is a gap in terms of comprehensively analyzing the underlying causes of the conflict and their specific impact on agricultural productivity. The study primarily focuses on the socio-economic implications without delving into the multifaceted factors that contribute to the conflict's occurrence and persistence. Further research is needed to explore the underlying causes of the farmers-herders conflict, such as competition over land and water resources, ethnic tensions, limited access to grazing areas, and inadequate policy frameworks. Additionally, there is a need to investigate how these causes directly and indirectly affect agricultural productivity, including the effects on crop yields, livestock production, land use patterns, and agricultural investments.

### **Theoretical Framework**

Theories have general functions which is the provision of general explanation of a phenomenon. This work is anchored on the Resource-Based View Theory (RBV).

The Resource-Based View (RBV) is a theoretical framework that originated in the field of strategic management and focuses on understanding how internal resources and capabilities contribute to a firm's competitive advantage and performance outcomes. The RBV suggests that a firm's unique bundle of resources and capabilities, rather than external market conditions alone, determines its ability to achieve sustainable competitive advantage.

The RBV emerged in the 1980s and 1990s as a response to the limitations of traditional market-based theories, which primarily focused on the external environment and industry dynamics. Proponents of the RBV argued that a firm's internal resources, such as physical assets, human capital, knowledge, technology, and organizational routines, play a critical role in shaping its ability to create value and outperform competitors.

Two influential proponents of the RBV are Jay B. Barney and Birger Wernerfelt. Jay Barney, an American scholar, contributed significantly to the RBV by developing the concept of "firm-specific resources" and introducing the notion of sustained competitive advantage. Barney argued that resources must be valuable, rare, inimitable, and non-substitutable (VRIN) to provide a sustainable competitive advantage.

Today, the RBV has wide-ranging applications beyond strategic management, including understanding the role of resources in various contexts, such as entrepreneurship, innovation, sustainability, and organizational performance. The RBV continues to be a valuable theoretical lens for analyzing the relationship between resources, capabilities, and competitive advantage in organizations across industries and sectors.

The Resource-Based View framework focuses on the internal resources and capabilities of organizations and how they contribute to competitive advantage and performance outcomes. In the context of the study, the RBV can be applied to understanding the effect of the farmers-herders conflict on agricultural productivity by examining the resources available to farmers, such as land, water, labor, and capital, and how they are affected by the conflict.

The RBV framework can help analyze how the disruption of resources and capabilities due to the conflict, such as land degradation, destruction of crops, livestock losses, and displacement of farming communities, directly impact agricultural productivity in Benue State. It can also explore the role of other resources, both tangible and intangible, such as knowledge, technology, and social capital, in mitigating or exacerbating the effects of the conflict on productivity.

By applying the RBV framework, the study can provide insights into the linkages between the farmers-herders conflict, resource availability, and agricultural productivity in Benue State, thus contributing to a better understanding of the underlying mechanisms and potential strategies for enhancing agricultural productivity in conflict-affected areas.

### Methodology

This study adopted the Cross-sectional survey design as its method for the collection of data. Pinsonneault and Kraemer (1993) defined Cross-sectional survey design as a “means for gathering information about the characteristics, actions, or opinions of a large group of people”. Kraemer (1991) in his work, identified three distinguishing characteristics of Cross-sectional survey research design. First, Cross-sectional survey research is used to quantitatively describe specific aspects of a given population. These aspects often involve examining the relationships among variables. Second, the data required for survey research are collected from people and are, therefore, subjective. Finally, Cross-sectional survey research uses a selected portion of the population from which the findings can later be generalized back to the population.

The researcher adopted the Cross-Sectional Surveys research design because it allowed the researcher to elicit information about attitudes that are otherwise difficult to measure using observational techniques and is cost-effective. The design helps portray an accurate profile of persons, events, and situations. The design also allows for in-depth analysis of variables and elements of the population to be studied and as well as the collection of large amounts of data in a highly economical way. It enables the generation of information about the study.

The population of the study was specifically limited to three local governments within Benue State, namely Agatu, Guma, and Logo. The total population of these local governments according to City Population Watch (2022), is 692,000.

These local governments were selected as the focal areas of investigation due to their classification as the worst-hit regions in terms of the farmer-herder conflicts. These conflicts

have had a significant and detrimental effect on agricultural productivity in the affected areas.

Agatu, Guma, and Logo were chosen to represent the diverse dynamics of the farmer-herder conflicts within Benue State. Each of these local governments has experienced recurrent clashes and tensions between farmers and herders, resulting in significant disruptions to agricultural activities and productivity. By focusing on these specific local governments, the study sought to provide a comprehensive understanding of the challenges faced by farmers and the consequences for agricultural productivity in the context of the farmer-herder conflicts.

The selection of these local governments allows for a targeted examination of the unique socio-economic, geographical, and cultural factors that contribute to the conflicts and their effect on agricultural productivity. By studying these specific areas, the research aimed to generate insights and recommendations that are contextually relevant and applicable to other regions facing similar challenges within Benue State.

To determine the sample size, the study adopted the Taro Yamane formula to determine the sample size for the specific population

The Taro Yamane formula is as follows:

$$n = N / (1 + N(e^2))$$

$$n = 692,000 / (1 + 692,000(0.05^2))$$

By plugging in the values, the calculation would be:

$$n = 692,000 / (1 + 692,000(0.0025))$$

$$n = 692,000 / (1 + 1,730)$$

$$n = 692,000 / 1,731$$

$$n = 399$$

According to the Yamane formula, the sample size for the study is 399.

For the study limited to the three local governments within Benue State (Agatu, Guma, and Logo) with a total population of 692,000, the study adopted the stratified random sampling technique.

In this approach, the population was divided into distinct groups or strata based on relevant characteristics. In this case, the strata were the three local governments themselves (Agatu, Guma, and Logo).

First, the total population of each local government was determined based on available data. Then, a proportionate sample size was determined for each stratum based on its relative size in the population. This ensures that each stratum was represented adequately in the sample.

Next, a random selection of individuals or households was made from each stratum. This was done using a random number generator and by assigning unique identification numbers to individuals or households within each stratum and using a random sampling method to select the required number of participants.



By employing stratified random sampling, the study ensured representation from each local government in proportion to its population size. This approach provided a more accurate representation of the entire population and allowed for better generalization of the findings to the three local governments within Benue State.

Data for the study was collected from both primary and secondary sources. Primary data was collected using a well-structured questionnaire with the aid of properly trained enumerators and translators to generate data for the study. The data for this research was analyzed using descriptive statistics and frequency analysis. Before then, data was arranged in table form for easy understanding and clarity.

### Data Presentation and Analysis

**Table 1: Response Options on the consequences of the farmers-herders conflict on yam production in Benue State**

S/N	Questions	SA (%)	A (%)	D (%)	SD (%)	Total (%)
1	The farmers-herders conflict has had a negative effect on yam production in Benue State.	35.1 (140)	41.6 (166)	10.0 (40)	13.3 (53)	100 (399)
2	Land disputes arising from the farmers -herders conflict have hindered yam cultivation in Benue State	39.1 (156)	38.6 (154)	8.8 (35)	13.5 (54)	100 (399)
3	The farmers-herders conflict has led to the destruction of yam crops in Benue State	22.6 (90)	33.1 (132)	16.8 (67)	27.5 (110)	100 (399)
4	Access to suitable grazing areas for livestock has disrupted yam production in Benue State due to the farmers -herders conflict.	29.1 (116)	37.3 (149)	11.3 (45)	22.3 (89)	100 (399)
5	The farmers -herders conflict has resulted in a decline in overall yam productivity in Benue State.	32.6 (130)	40.1 (160)	9.5 (38)	17.8 (71)	100 (399)

Source: Field Work, 2023.

The table presents the survey results related to the effect of the farmers-herders conflict on yam production in Benue State. The responses are categorized into four options: Strongly Agree (SA), Agree (A), Disagree (D), and Strongly Disagree (SD).

For the first question, "The farmers-herders conflict has had a negative effect on yam production in Benue State," a combined total of 76.7% of respondents either agreed or strongly agreed with the statement. This indicates a widespread perception among the respondents that the conflict has negatively affected yam production in the state.

Regarding the second question, "Land disputes arising from the farmers-herders conflict have hindered yam cultivation in Benue State," the majority of respondents (77.7%) either agreed or strongly agreed with the statement. This suggests that land disputes resulting from the conflict are seen as a significant hindrance to yam cultivation in the state.

Moving on to the third question, "The farmers-herders conflict has led to the destruction of yam crops in Benue State," the responses were more varied. While 55.7% of respondents agreed or strongly agreed with the statement, a considerable proportion (43.3%) either disagreed or strongly disagreed. This indicates a divergence in opinions regarding the extent of yam crop



destruction caused by the conflict.

The fourth question, "Access to suitable grazing areas for livestock has disrupted yam production in Benue State due to the farmers-herders conflict," garnered mixed responses. Approximately two-thirds (66.4%) of the respondents either agreed or strongly agreed with the statement, suggesting that the conflict has indeed disrupted yam production due to limited access to grazing areas. However, a notable proportion (33.6%) either disagreed or strongly disagreed with the statement, indicating a differing perspective among the respondents.

Lastly, the fifth question, "The farmers-herders conflict has resulted in a decline in overall yam productivity in Benue State," received a combined total of 72.7% agreement (SA and A) from the respondents. This suggests that a significant majority perceive a decline in the overall productivity of yam due to the conflict.

Overall, the survey results indicate a consensus among respondents that the farmers-herders conflict has negatively effected yam production in Benue State, primarily through hindrances caused by land disputes and disrupted access to suitable grazing areas. However, opinions regarding the extent of yam crop destruction caused by the conflict vary, and there is a mixed perspective on the overall decline in yam productivity.

**Table 2: Response Options on the effect of the farmers-herders conflict on cattle rearing and its implications for livestock production in Benue State**

S/N	Questions	SA (%)	A (%)	D (%)	SD (%)	Total (%)
6	The farmers-herders conflict has significantly affected the availability of suitable grazing lands for cattle rearing in Benue State.	15.1 (60)	19.8 (79)	37.1 (148)	27.9 (112)	100 (399)
7	The farmers-herders conflict has led to limited access to water sources for livestock, negatively effecting cattle rearing in Benue State.	12.3 (49)	24.1 (96)	41.6 (166)	22.0 (88)	100 (399)
8	Due to the farmers-herders conflict, cattle rearers face challenges in accessing adequate veterinary services and healthcare for their livestock in Benue State.	18.3 (73)	21.5 (86)	39.1 (156)	21.1 (84)	100 (399)
9	The farmers-herders conflict has disrupted traditional cattle migration and movement patterns, affecting cattle rearing practices in Benue State.	24.6 (98)	34.6 (138)	23.1 (92)	17.7 (71)	100 (399)
10	The economic viability of cattle rearing and livestock production has been adversely affected by the farmers - herders conflict, resulting in difficulties in accessing markets and reduced profitability in Benue State.	29.3 (117)	29.6 (118)	27.1 (108)	14.0 (56)	100 (399)

Source: Field Work, 2023.

The table presents the survey responses regarding the effect of the farmers-herders conflict on cattle rearing in Benue State. The survey consisted of five statements, and the respondents were asked to indicate their level of agreement or disagreement with each statement using a four-point scale.

Looking at the results, it is evident that the respondents had varying opinions on the different aspects of the conflict's effect on cattle rearing.

For the first statement, which addressed the availability of suitable grazing lands, a significant proportion of respondents disagreed or strongly disagreed. Approximately 37.1% of the respondents disagreed, while 27.9% strongly disagreed. This suggests that a considerable number of participants do not perceive the conflict as a significant factor affecting the availability of suitable grazing lands for cattle rearing. This has implications for understanding the root causes of the conflict and identifying appropriate strategies for mitigating its effect on cattle rearing in the region.

Similarly, for the second statement regarding limited access to water sources, a considerable number of respondents expressed disagreement. Around 41.6% disagreed, and 22.0% strongly disagreed. This highlights the need for further investigation into the actual extent of water source limitations and the factors contributing to them. It also suggests that interventions to improve water access for livestock may need to be tailored based on the specific context and needs of different communities within Benue State.

Regarding the challenges in accessing veterinary services and healthcare, the responses were more evenly distributed. About 39.1% disagreed, and 21.1% strongly disagreed, while 18.3% agreed, and 21.5% strongly agreed that cattle rearers face challenges in accessing adequate veterinary services and healthcare due to the conflict. These findings indicate the existence of barriers to veterinary care and healthcare services for livestock in the context of the conflict. Addressing these challenges would be crucial for safeguarding the health and well-being of the livestock and ensuring the sustainability of cattle rearing practices in Benue State.

In summary, the survey results highlight the diverse perspectives regarding the effect of the farmers-herders conflict on cattle rearing in Benue State. The differences in opinions underscore the complexity of the issue

**Table 3: Response Options on potential solutions that promote peace and full coexistence between farmers and herders over resource allocation, and enhance agricultural productivity in Benue State.**

S/N	Questions	SA (%)	A (%)	D (%)	SD (%)	Total (%)
11	Strengthening community dialogue platforms and conflict resolution mechanisms can effectively contribute to peaceful coexistence between farmers and herders in Benue State.	25.4 (101)	37.3 (149)	14.3 (57)	23.0 (92)	100 (399)
12	Implementing inclusive and participatory land use planning processes can help address conflicts over land allocation and promote mutual understanding between farmers and herders in Benue State.	30.8 (123)	33.3 (133)	18.3 (73)	18.2 (72)	100 (399)
13	Providing access to alternative livelihood opportunities, such as skills training and microfinance support, can reduce dependency on limited natural resources and mitigate conflicts between farmers and herders in Benue State.	22.2 (88)	31.7 (126)	25.4 (101)	20.6 (82)	100 (399)
14	Enhancing agricultural extension services and knowledge sharing platforms can improve farming and herding practices, leading to increased productivity and reduced conflicts in Benue State.	26.2 (104)	34.9 (139)	16.7 (67)	22.2 (89)	100 (399)
15	Developing and implementing comprehensive policies and regulations that address issues of land tenure, grazing rights, and water resource management can foster peaceful coexistence and resource allocation between farmers and herders in Benue State.	29.4 (117)	32.5 (130)	19.8 (79)	18.3 (73)	100 (399)

Source: Field Work, 2023.

In response to the question about strengthening community dialogue platforms and conflict resolution mechanisms, 25.4% of the respondents strongly agreed (SA), while 37.3% agreed (A). On the other hand, 14.3% disagreed (D), and 23.0% strongly disagreed (SD). Overall, there is a relatively higher agreement (62.7%) compared to disagreement (37.3%) regarding the effectiveness of these measures for promoting peaceful coexistence and enhancing agricultural productivity in Benue State.

When asked about the implementation of inclusive and participatory land use planning processes, 30.8% of the respondents strongly agreed (SA), and 33.3% agreed (A). Conversely, 18.3% disagreed (D), and 18.2% strongly disagreed (SD). The majority of respondents (63.5%) expressed agreement with the notion that inclusive and participatory land use planning can address conflicts over resource allocation and foster mutual understanding.

Regarding the provision of alternative livelihood opportunities, 22.2% of the respondents strongly agreed (SA), and 31.7% agreed (A). In contrast, 25.4% disagreed (D), and 20.6% strongly disagreed (SD). The opinions were more divided on this question, with a relatively higher proportion (53.9%) expressing agreement compared to disagreement (46.1%).

In response to the question about enhancing agricultural extension services and knowledge-sharing platforms, 26.2% of the respondents strongly agreed (SA), and 34.9% agreed (A). On the other hand, 16.7% disagreed (D), and 22.2% strongly disagreed (SD). The majority of respondents (61.1%) expressed agreement with the idea that improving these services can lead to increased productivity and reduced conflicts.

When asked about the consequences of the farmers-herders conflict on agricultural productivity, 29.4% of the respondents strongly agreed (SA), and 32.5% agreed (A). Conversely, 19.8% disagreed (D), and 18.3% strongly disagreed (SD). The opinions were somewhat divided, with a relatively higher proportion (61.9%) expressing agreement compared to disagreement (38.1%) regarding the significant and observable consequences of the conflict on agricultural productivity.

Based on the data, it appears that the respondents generally agreed on the importance of strengthening community dialogue, implementing inclusive land use planning, enhancing agricultural extension services, and recognizing the consequences of the farmers-herders conflict in Benue State. However, opinions were more divided on the provision of alternative livelihood opportunities. These findings suggest that measures focused on dialogue, planning, and knowledge-sharing may hold promise for promoting peaceful coexistence and enhancing agricultural productivity in the region.

### Discussion of Findings

The analysis of findings shed light on the farmers-herders conflict in Benue State and its implications for agricultural productivity.

The findings from the analysis provide valuable insights into the perceived effect of the farmers-herders conflict on yam production in Benue State. The majority of respondents agreed or strongly agreed that the conflict has had a negative effect on yam production, indicating a widespread perception of the conflict's consequences in the agricultural sector.

The high agreement regarding the hindrance of yam cultivation due to land disputes arising

from the conflict highlights the significant role of land-related issues in the farmers-herders conflict. This finding suggests that the competition over land resources between farmers and herders has directly affected the ability to cultivate yam crops.

The varied responses concerning the destruction of yam crops due to the conflict indicate a divergence in opinions. While a significant proportion of respondents agreed or strongly agreed with the statement, a notable percentage disagreed or strongly disagreed. This discrepancy suggests that the extent of yam crop destruction may be subject to different interpretations and perspectives among the respondents.

The mixed responses regarding the disruption of yam production caused by limited access to suitable grazing areas indicate a complex relationship between livestock rearing and yam cultivation. While a considerable portion of respondents agreed or strongly agreed with the statement, a notable proportion disagreed or strongly disagreed. This finding underscores the intricate interplay between livestock management, land availability, and yam production in the context of the farmers-herders conflict.

The agreement regarding the decline in overall yam productivity due to the conflict suggests a prevailing view among respondents that the conflict has had an adverse effect on the overall output of yam in Benue State. This finding emphasizes the significance of the conflict in the broader context of agricultural productivity and food security in the region.

The analysis of the survey responses on the effect of the farmers-herders conflict on cattle rearing in Benue State reveals insights that have important implications for cattle production in the region.

One notable finding is the disagreement expressed by a significant portion of respondents regarding the effect of the conflict on the availability of suitable grazing lands. This suggests that the conflict may not be perceived as a significant factor affecting cattle production in terms of grazing resources. While this finding may indicate that there are adequate grazing lands available for cattle rearing in Benue State, it is important to conduct comprehensive assessments to accurately determine the extent of available grazing lands and their carrying capacity for sustaining cattle production.

Regarding limited access to water sources, the disagreement and strong disagreement expressed by a considerable number of respondents have implications for cattle production. Adequate access to water is crucial for the health, well-being, and productivity of cattle. The findings suggest that there may not be a widespread shortage of water sources for cattle rearing in Benue State. However, it is essential to conduct further investigations to identify specific areas or communities where water scarcity issues persist.

The mixed responses regarding challenges in accessing veterinary services and healthcare for livestock have direct implications for cattle production. A significant proportion of respondents expressed agreement or strong agreement, indicating that there are barriers to accessing adequate veterinary care and healthcare services for cattle due to the conflict. These challenges have the potential to negatively effect cattle health, productivity, and overall production.

The implications of these findings for cattle production in Benue State highlight the need to accurately assess the availability of suitable grazing lands, address any genuine challenges

related to water scarcity, and improve access to veterinary services and healthcare for livestock. By taking these implications into account, policymakers and stakeholders can

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**2023 GENERAL ELECTIONS: IMPLICATIONS ON SUSTAINABLE DEMOCRACY AND  
NATIONAL DEVELOPMENT**

**Joel Augustus-Daddie, Ph.D**

Department of Public Administration,  
Ken-SaroWiwa Polytechnic, Bori, Rivers State  
joelad2009@yahoo.com  
08035526847

**Dr. Isah Adamu**

Department of Public Administration, Faculty of  
Management and Social Sciences  
Ibrahim Badamasi Babangida University,  
Lapai, Mina, Niger State  
isahadamuamir@yahoo.com  
07039613418

**Asiegbu, Victor Iheanyichukwu, Ph.D**

Department of Political Science, Faculty of Social Sciences  
Ignatius Ajuru University of Education  
Port Harcourt, Nigeria  
asiegbuvictor@gmail.com

**Okoro, Isabella N. (Mrs)**

Department of General Studies,  
Imo State Polytechnic, Umuagwo  
08135661437

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**Abstract**

Elections when conducted in a credible and fair manner according to global best practices act as framework for democratic development. Since her transition from military to democratic system of government, Nigeria as a nation has conducted different elections with the 2023 general elections as the most recent of all. This paper therefore examines the implications of the 2023 General Elections on sustainable democracy and national development in Nigeria with the sole objective of identifying some critical challenges which hampered the success of the elections. The study adopted the descriptive research design and collected data from journals, textbooks, newspaper reports and online materials bothering on the subject matter while content analysis was used to analyze the data. The democratic elitism theory was used as theoretical framework to further analyze the implications of the 2023 general elections in Nigeria. The study amongst others found out that; no doubt the elections brought some electoral advancement like the use of the Bimodal Voter Accreditation System (BVAS) and the Electoral Act, 2020 however, the election recorded some challenges such as; voter intimidation, thuggery, electoral arson amongst others. The study therefore recommends amongst others that, there is need for electoral reorientation, electoral fairness and justice and that the electoral umpire should be allowed to operate on an independent basis as stipulated in the Constitution.

**Keywords:** *Elections, electoral process, democracy, BVAS.*



## Introduction

Elections over the years have proven to be a good foundation for democracy; this is due to the critical role it plays in the survival and growth of every democratic state. Elections are a procedure typical for democratic systems, however, due to their different functional positioning, they fulfill various functions in our different societies. According to Jinadu (2005) election encompasses mediating institutional and psychological process and anchors for citizens, as adults in an organized and routinized manner to express their choice among those who seek public political office. In the political realm, elections are conserved as a formal expression of preferences by the governed, which are then aggregated and transformed into collective decision about who will govern them. Elections has become a common word when discussing democracy. While democracy is much bigger and inclusive than elections, yet democracy would be meaningless if elections are absent or removed. According to Afolabi (2011) "elections serve certain purposes and help to guarantee democratic values of equality of individuals and liberty to decide a course of action or who to vote for." Furthermore, elections are said to have a social function as it guarantees peaceful transfer of political leadership position as well as ensure political representation. Nigeria as a nation has conducted different elections since its transition to democracy with the 2023 general elections as the most recent of all which saw the emergence of a new administration both at the national and state levels respectively.

According to Olijì (2023) the 2023 general elections was an election which saw Nigerians troop to the polls on February 25 and March 18, 2023, to elect a new President, National Assembly Members as well as 28 State Governors and members of 36 State Houses of Assembly respectively. It was the seventh consecutive general election since the return of the country to democracy in 1999. This represents 23 years of unbroken democracy, the longest in the history of Nigeria. Moreso, the Presidential election was contested by eighteen political parties and conducted under a new electoral framework. The new electoral framework known as the Electoral Act 2022, allows the country's electoral body, the Independent National Electoral Commission (INEC) the use of Technology for the conduct of elections using Bimodal Voter Accreditation System (BVAS) for fingerprint and facial biometric identification and authentication of the voters (Olijì, 2023).

However, the question left to be answered is what impact has the 2023 general elections had on our democratic and national development as a nation. No doubt, the elections have come and gone but the security challenges, voter intimidation and electoral violence as recorded is one which the nation needs to improve on ahead of her future elections. In a Premium Times report, Okafor (2023) stated how the government of the United States of America said it will explore all available actions, including additional visa restrictions, on individuals believed to be responsible for, or complicit in, undermining the democratic process in Nigeria and persons who are seen intimidating voters. More so, Aworinde (2023) reports how the Transition Monitoring Group (TMG), a social advocacy organisation decried the violence, voter intimidation, suppression and apathy that marred the governorship and state house of assembly elections conducted in Nigeria. The gubernatorial elections were further challenged by incidents of voter apathy in many states across the country following diminished confidence

in the electoral umpire as a result of the outcome of the presidential election and this acts as a major drawback on the nation's electoral process (Aworinde, 2023).

More so, Godwin (2023) reported how angry youths in Rivers State protested the alleged manipulation of presidential election results in the state. The youths, who came out to vote, had, on election day, refused to go home, insisting that officials of the Independent National Electoral Commission (INEC) must upload election results before exiting polling units; this is as they accused INEC of wanting to manipulate the results. Also, there were reports of sporadic shootings and vandalization of vehicles along Igwuruta-Elele-Airport Road in Ikwerre Council of Rivers State by the protesting youths, who alleged that ballot boxes in the area were hijacked when it was noticed that Labour Party presidential candidate, Peter Obi, was winning (Godwin, 2023). In Kaduna, Bulus (2023) reported how elections conducted in the Khuta Polling Unit of Kwasam Ward in Kauri/Chawai Local Government Area for Kaduna State House of Assembly was marred by vote buying and intimidation of voters and journalists by thugs. It is against this backdrop that this paper attempts to further examine the implications of the 2023 General Elections on sustainable democracy and national development in Nigeria with the objective of identifying some critical challenges which hampered the success of the elections. The study adopted the descriptive research design this is because it gives the researcher the opportunity to make a descriptive analysis of historical events while providing meaning to social phenomenon. Data were gotten from journals, textbooks, newspaper reports and online materials bothering on the subject matter while content analysis was used to analyze the data.

#### **Review of Related Literature.**

##### **Democracy**

Democracy maybe defined as a government that encourages popular participation of the citizens of a state in the affairs and operations of such state. Democracy entails citizens involvement and engagement in the electoral process of their state. Over the years, it has proven to be one of the most popular and best form of government all over the world. To Bryce (1921) democracy is a form of government in which the people rule by expressing their sovereign will through their votes during elections. Hence, we can state that elections and democracy are closely related and therefore democracy gives room for peaceful and credible elections in the state. Seely (1995) describes democracy as a form of government in which everybody has a share. What this means is that democracy allows for equal representation of the people in the affairs of the state thereby giving room for equality and justice in every sector of the society.

Agu (2015) identified good governance, public accountability, fairness, and majority rule as salient principles of every democracy. While Democracy can be seen as a system of government in which the citizens directly or indirectly take part in deciding who should hold one office or the other at a regular interval, sustainable democracy within the context of this study can be seen as the setting up of democratic institutions and frameworks all of which further entrenches good and acceptable democratic practices over time.

### **Development/ National Development.**

The concept of development is one with multiple definitions and interpretation but all of which in most cases constitute growth, progress and improvement within a physical setting. Development to the United Nations (1986) is a comprehensive economic, social, cultural and political process, which targets the continuous improvement of the wellbeing of the state population and all people being actively engaged in the development of the entire nation and in the fair distribution of benefits resulting from within. Development may also be seen as the useful application of state resources in the building and improvement of members of the society. According to Peet and Hartwick (1999) development involves the betterment of the totality of the individual in his/her economic, political, psychological, social and cultural relations, among others.

Development in any sense of explanation should be sustainable and people driven; thereby employing the available resource to solve present problems while having plans for tomorrow. There is therefore a relationship between development and national development. National development maybe seen as the culmination of the entire state development and the increase in the per capital income and indices of the state to a large extent. National development covers the development witnessed in all sectors of the society comprising of the economy, the electoral process, security, agriculture amongst others.

### **The 2023 General Elections in Nigeria: An Assessment of Some Challenges**

The hallmark of democracy is generally acknowledged to be elections in all regions of the world. Free, fair, and credible elections are associated with democratic governance, peace, and development. To Danjibo and Oladeji (2007) free, fair and credible elections provide the basis for the emergence of democratic governance, accountable and legitimate governments in every society with the capacity to initiate and implement well-articulated programs for the citizens.

Moreso, elections empower the electorate to hold the government accountable and to demand service and feasible development agenda from prospective government officials.

No doubt the 2023 general elections has come and gone; however, the elections had some reported inadequacies all of which challenged the smooth running of the elections. These challenges came in different dimension and forms such as electoral violence prior and in the aftermath of the elections, the suppression of people's right to vote; ethnic tensions and politics; low voter turnout; and technological hitches all of which affected the electoral process. Asiegbu (2023) averred that electoral violence is a part of political violence and it has the capacity to influences the behaviour of voters, candidates and in most cases distort electoral process; as the fear of violence leads to the late announcement of election results and further disruption of the electoral activities.

During the 2023 general elections, Usman (2023) reported how the International Centre for Investigative Reporting (ICIR) observed violence and threats on voters at Sabon Gari Local Government Area of Kaduna State, (PU 008), Hanward Ward during the general elections with some party agents allegedly seen distributing the sum of N1000 naira to voters who

intend to vote for their party. Moreso, cases of disruption of polling processes by political thugs were reported as they were seen snatching ballot boxes and destroying electoral materials across the country, and in extreme cases resulting in deaths of voters (Aworinde, 2023). In Rivers State, *Onukwugha (2023) reported how explosion and random gunfire disrupted All-Progressives Congress (APC) political rally in Ojukwu Field part of which saw people scampering for safety. Electoral violence hampers the credibility of any election and hence must be avoided.*

Another disturbing challenge noticed during the 2023 general elections in Nigeria was the godfatherism factor. Godfatherism affects the conduct of any election as the said godfathers handpick their anointed candidates and impose same on their people. Aworinde (2023) asserts that political godfathers influence and in most cases direct the affairs of the politics and economic policies of a state just to satisfy their desperations and greed against the general good of the people. In Rivers State, the former governor **Nyesom Wike** was said to have anointed **Siminalayi Fubara** as his successor (Vanguard, 2023) while in Kogi State, the governor **Yahaya Bello** is said to have anointed **Usman Ododo** ahead of the forth coming Kogi elections (Usigbe, 2023). With the continuous practice of godfatherism appearing in Nigerian politics, there won't be room for meritocracy and fair play for all contestant and this in most cases affects our democracy as the citizens are deprived of their choice candidates.

Furthermore, there were reports of abysmal level of low voter turnout in the state elections as election officials waited boringly for voters in several polling units. The reason for this is not farfetched, a resultant effect of INEC's under performance during the presidential election (Aworinde, 2023). In other cases, it was reported that the low turnout could also be attributed to the intimidation of voters by political thugs in the build-up, thereby prompting many people to stay away from polling centers. In a report by Naku (2023), in Rivers State the governorship and State House of Assembly elections in Rivers State witnessed a low turnout of voters. This was different from the February 25 Presidential and National Assembly elections, which saw a high turnout of the electorate coming out with enthusiasm to cast their votes. The low voter turn out was attributed to the political tension in the state coupled with the show of force by the military and the police as well as the reported issues of electoral irregularities recorded in some part of the State during the Presidential and National Assembly elections (Naku,2023).

Another challenge noticed was the issue of technological failure in the transmission of election results during the presidential elections. Adebaye (2023) reported that the outcome of the electoral process proved that the adoption of technology in our electoral process faced diverse challenges during the 2023 elections; this was seen in some accreditation centers, where registered voters were seen lamenting the inability of the Bimodal device to confirm them and the electoral commission's failure to carry out real time transmission of the presidential election results which created room for alleged result manipulation.

### **Theoretical framework**

#### **Democratic Elitism**

Democratic elitism accepts the main premise of elite theory. To Burnham (1943, p. 18), no society is governed by the people or even the majority this is because all societies, including

societies called democratic, are ruled by the minority who are referred to as the elites. This theory states that the democratic principle is nothing but a formula that allows the ruling class to legitimize its power this is as the ruling class continue to decide what happens politically, economically and otherwise. In political and sociological theories, the elite are seen as the selected few or a small group of powerful people who hold a disproportionate amount of wealth, privilege, political power, or skill in a group.

No doubt democracy gives room for all-inclusiveness and citizens participation; however, proponents of democratic elitism are of the view that even in the world best democracies, there are a few group of people who determine what happens in the society. The elites in most cases are indirectly seen in almost all institutions of the state (judiciary, political parties, legislature and the executive). When applied to this study, the 2023 general elections in Nigeria is seen as one which represented the wishes of the elites and not the masses both at the federal and state levels. The presidential election was contested by three main contenders Atiku Abubakar (PDP), Bola Tinubu (APC) and Mr. Peter Obi (Labour Party). Since after the elections, many scholars and analyst have stated clearly how the outcome of the elections did not reflect the peoples will. Ariemu (2023) in a Punch newspaper report, stated how Dr Sam Amadi, director of the Abuja School of Social and Political Thought decried the role of the elites in the conduct of the elections. He stated that "the outcome of the general elections showed that Nigeria is yet to be democratic because the features of democracy, which include fair institutions that should provide equality for everybody, and guarantee basic freedoms have been denied the people by those who are at the corridors of power (Ariemu, 2023). During the elections, most elites were seen using their economic cum political power to influence the electioneering process and this to a large extent affected the outcome of the elections. It is therefore the resolve of this study that the will of the people should be respected in Nigeria during elections and any other national matter of discourse.

#### **Implications of the 2023 general elections on sustainable democracy and national development in Nigeria.**

Huntington (1991) sees democracy as a political system which is fair as it gives room for the most popular and accepted candidates to be elected or chosen through free, fair, credible and periodic elections where every candidate is allowed to compete for votes. To a large extent, democracy promotes political participation and justice. The involvement of the people in the electioneering process gives legitimacy to the elected government. Nigeria practices democracy which gives room for the conduct of periodic elections since its transition from military to democratic system, however, the 2023 general elections is one which many believed would have helped us as a nation to consolidate our democracy if gotten right. Hence, it becomes apt to take an assessment of some gains and challenges of the 2023 general elections with regards to our democratic cum national development as a people.

No doubt, the 2023 general elections recorded some percentage of voter apathy part of which affects democratic development, however, there was an improvement of voter participation as citizens came out in their numbers to collect their Permanent Voters Card (PVCs). In a news report as captured by Suleiman (2023), the Independent National Electoral

Commission (INEC) stated that the total number of eligible voters rose by 9,464,924 or 11.3 per cent from the 84,004,084 recorded in the 2019 general elections to 93,469,008 eligible voters in 2023. The above figure prove that Nigerians were interested in deciding who their next leader should be. This is a plus for democratic and national development as democracy gives room for the people to get involved in electing the leaders of their choice. On the other hand, one bottleneck which Nigeria must defeat in other to consolidate her democracy is the issue of rigging, thuggery and snatching of ballot boxes. For any election to be judged free and fair, citizens votes must be counted without any form of electoral violence, rigging and thuggery during elections part of which was reported and recorded during the 2023 general elections.

According to a report by a Civil Society Organisation, Kimpact Development Initiative (KDI) as captured by Biriowo (2023), the 2023 general elections recorded no fewer than 238 cases of violence which resulted in 24 deaths. The report also showed that a total of 98 of the total cases of violence occurred during the February 25 presidential election as 140 were reported during the March Governorship and State Houses of Assembly polls. More so, Willie (2023) reported how thugs hijacked and burnt election materials from four wards in Ogbia Constituency 2 in Bayelsa State during the state assembly polls in the state thereby forcing officials of the Independent National Electoral Commission (INEC) deployed to the constituency scamper for safety. These issues affect democracy and national development and therefore has the tendency to inflict fear and apathy on the citizens during the next elections.

Elections are conducted globally and there are laid down procedures and principles which are internationally accepted. This is because to a large extent the way a nation conducts its elections represents or gives an image of such a nation at the global stage. However, over time the elections conducted in Nigeria at different point in time have attracted condemnation from both local and international observers with the 2023 general election inclusive. According to European Union Election Observation Mission (EUEOM) report as captured by Okafor (2023) although the elections showed the commitment of Nigerians to democracy, it also exposed enduring systemic weaknesses and therefore signaled a need for further legal and operational reforms to enhance transparency, inclusiveness, and accountability. To further confirm the above, a report by The Economic Community of West African States (ECOWAS) Nigeria election observation mission, revealed a number of irregularities, including electoral violence, postponements of elections, inadequate protection of voter secrecy and the delivery of the wrong voting materials to some stations (Voice of Africa, 2023). The meaning of the different reports as presented by different local and international observer groups and non-governmental organizations is that Nigeria is yet to get it right with regards to her electoral process and this to a large extent degrades the image of the country at the global arena which is not good for democracy and national development as no nation would want to be associated with a corrupt system. In reaction to the reported pockets of violence, thuggery and electoral malpractices recorded during the 2023 general elections, the United States of America Department in Nigeria announced that it had taken steps to impose visa bans on persons who disrupted the recent general elections in Nigeria not minding their status, rank or creed in the country (Okafor, 2023). This action and others alike when taken into consideration, paints the nation in a bad light and therefore is a call for us as a people to get it right in the nearest future as the world continues to watch the democratic development process in Nigeria.

### Conclusion/Recommendations

In this paper, it is proven that election serves as a roadmap to the development and growth of any democracy and hence must be conducted in line with global best standards as seen in the world over. No doubt 2023 general elections have come and gone, however there is need for Nigeria as a nation to take cognizance of the successes and failures recorded during the last election as this would act as a building block to her evolving democracy and further preparation for the next elections. Arising from our study, it is apt to state that for the nations democracy to be sustained in line with world best standards and practices, the following recommendations may suffice:

- i. There is need for a national reorientation on elections to take place around the entire states of the nation as this will further change the already existing mindset of the citizens with regards to the way elections should be conducted. This is because while some see elections as part of democratic practice, some others see it as an avenue to plant and impose their selected candidates on the masses.
- ii. There is need for electoral fairness and justice to prevail right from the party primary level to the point of general election in the country as this will help promote the smooth and transparent electoral process in Nigeria.
- iii. The electoral umpire which is the Independent National Electoral Commission (INEC) must be allowed to operate and conduct elections independently without any interference from any quota. There is need to respect the independence of the electoral body so as to allow them conduct credible elections.
- iv. Finally, the electorates should be educated on the electoral process as this will help them in understanding the processes surrounding the nation's political system. The electorate must be encouraged to come out and vote for candidates of their choice without fear or intimidation.

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## EFFECT OF DISCIPLINARY PROCEDURES AND SANCTIONS ON CIVIL SERVANTS PERFORMANCE IN SELECTED MINISTRIES IN NIGER STATE, NIGERIA

ABDULLAHI WUSHISHI DANJUMA<sup>1</sup>

kutunkunane@gmail.com  
08059521631

SULEIMAN SAUDIA ELSAUUD<sup>2</sup>

elsaleem59@gmail.com  
08036020514

Department of Public Administration, Niger State Polytechnic, Zungeru

### ABSTRACT

*This study examines the Effect of Disciplinary Procedures and Sanctions on Civil Servants' performance in selected Ministries in Niger State. The main objective of the study is to evaluate the level of awareness of disciplinary procedure, the effect of enforcement of disciplinary procedure, on civil servants' performance and the challenges and way forward for improve enforcement of disciplinary procedure in Niger State civil service. A documentary research method was adopted to elicit information. The population of study was all the 18067 staff from five ministries (Niger State Ministries of Health, Education, Justice, Agric and Natural Resources and Niger State Civil Service Commission. Findings from the study showed that prudence played significant role in the apportionment of disciplinary measures and penalties against some offenders as spelt out in Public Service Rules. The conclusion is that the level of awareness on job expected conducts influences the behaviour of civil servants, sanctions have been enforced to ensure efficiency and competence, copies of regulations and code of conduct are issued to all the Civil servants once recruited, orientation and sensitization are given to civil servants on the rules and regulations in Niger State Civil Service. Among the recommendations suggested are; the Niger State Civil Service Commission should conduct orientation courses for officers nominated into the disciplinary panel to intimate them of appropriate disciplinary procedures as well as the necessity of adherence to ethics so as to save government from litigation that may result from wrong decisions taken on erring staff.*

**Key Words:** *Disciplinary procedure, Sanction, Indiscipline, Civil Servant, Performance.*

### Introduction

Human resource is indispensable to the realization of organizational goals and objectives. Organizations, whether public or private are structurally designed in a way as to pave way for the accomplishment of certain ideals through efficient and effective utilization of the available manpower that occupies different positions in the organization. Organizations are social entities made up of groups of people and individuals who are interdependent, and work together to achieve predetermined goals and objectives. Therefore, these workers interact with one another on a daily basis to fulfill their job-roles and to contribute effectively to their organizations in particular and the nation in general.

Moreover, individuals enter the workplace with their own unique abilities, attitudes, values and perceptions, and this in itself can be a source of conflict in any organization (Knight & Ukpere,

2014). Similarly, in a formal organization or establishment, with potential conflicting interests, and acquisitive minds, the behavioral attitudes of such people are deviation from the ethos, rules and regulations of the organization. Needless to say, a fair degree of predictable behavior is needed from individuals for the achievement of overall organizational goal (Knight & Ukpere, 2014). Where there are no proper disciplinary procedures for erring officers there will be a dislocation of effective organizational functionality (Agba and Abubakar, 2013).

Discipline is “orderliness as opposed to confusion”. It refers to a state of affairs wherein there is orderliness and employees conduct themselves according to laid down rules and regulations. A disciplinary procedure aims to promote fairness and procedural justice in dealing with employee discipline. The advantages of a consistent disciplinary procedure for an organization are in threefold: first, it contributes to the stability of the workforce; second, labour turnover is minimized; and third, it promotes productivity (Nel, Van Dyk, Haasbroek, Schultz, Sono & Werner, 2017).

Disciplinary action is usually initiated by management in response to unsatisfactory work performance or unacceptable behaviour on the part of the workers. However, a proper procedure must be followed when exercising discipline. The Labour Relations Act's codification of unfair dismissal and Code of Good Practice relating to dismissal is regarded as the basis for policy statements on disciplinary procedures (Finnemore, 2016). A disciplinary code endorses the concept of corrective or progressive discipline, which regards the purpose of discipline as a means for employees to know and understand what standards are required of them (Nel et al., 2017). However, despite the laudable provisions of disciplinary codes which are in line with the public service rules and other extant rules, disciplinary measures are sometimes implemented inconsistently. It is on this premise that this paper seeks the investigation of the effect of disciplinary procedures and sanctions on Civil Servants' Performance in Niger State civil service.

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

The Nigeria Civil Service is beleaguered with bribery and corruption, attitudinal problem, inefficiency, economic sabotage, nepotism and favoritism, disrespect for law and order, parochialism and others (Ibrahim, 2003; Ribadu, 2006; Epele, 2006; Taylor, 2010). The Niger State Civil Service as a subset of the public service is not immune either. This accounts for the insufficiency and ineffectiveness in leadership and staff supervision and control because some civil servants have godfathers or political backings that support indiscipline and promote mediocrity instead of meritocracy. This has also resulted to lack of commitment of personnel to the goals and objectives of the service (Odekunle, 1986). The negative consequences of these deviant characteristics that have permeated the public service necessitated the enactment of the anti-corruption laws and anti-graft agencies by President Olusegun Obasanjo's administration to eradicate or reduce the rate of corruption, indiscipline and other vices in our national life. But despite all these, the problem of indiscipline in public and private organizations in Nigeria including Niger State Service has persisted. The problems of absenteeism, carefree attitude to work, lateness to office, leaving the office before the closing

hours, lack of dedication, stealing of government properties, insubordination, loitering and animosity have remained unabated. It is against this background that this study assesses the effect of disciplinary procedures and sanctions on the performance of Civil Servants in Niger State Civil Service.

### Research Questions

From the foregoing statement of the research problem, the following research questions are pertinent to be answered:

1. What is the level of awareness of civil servants on disciplinary procedures in Niger State Civil Service?
2. How has enforcement of disciplinary procedures affected the performance of civil servants in Niger State Civil Service?
3. What are the challenges facing the enforcement of disciplinary procedure in Niger State Civil Service?
4. What could be done to improve the enforcement of disciplinary procedure in Niger State Civil Service?

### Objectives of the Study

The main objective of this study is to assess Disciplinary Procedure and Sanctions on Civil Servant Performance in Niger State. The specific objectives are to:

1. Know the level of awareness of civil servants on disciplinary procedures in Niger State Civil Service;
2. Find out the effect of the enforcement of disciplinary procedures on the performance of civil servants in Niger State Civil Service;
3. Identify the challenges of the enforcement of disciplinary procedure in Niger State Civil Service; and
4. Recommend ways to improve the enforcement of disciplinary procedure in Niger State Civil Service?

### Statement of Hypothesis

The following hypotheses were formulated in a null form:

**Ho:** There is no significant relationship between disciplinary procedures and civil servants' performance in Niger state civil service. **Hi:** There is significant relationship between disciplinary procedures and civil servants' performance in Niger state civil service.

### Literature Review and Conceptual Framework

#### Concept of Discipline

Divergent views exist with regards to the definition of discipline. Accordingly, Hasibuan (2013)

and Vonai (2013) perceived discipline to include control, regulate, loyalty, moral, dutiful and company conscience. This implies that every organization has its rules and regulations “dos and don'ts”. Observance of these sets of rules in itself is discipline. But in the view of Ajumogobia (2007), discipline in the work place or organization does not mean strict and technical observance of rules and regulations for the survival of the organizational system. This definition makes one to wonder on what are those other things that constitute discipline in the work place, since it is said to go beyond strict and technical observance or rules and regulations. This implies that rather than the strict application of procedures, discipline is a situation where workers are expected to cooperate and behave in a normal and orderly way, as any reasonable person would expect an employee to do. Since the goal of every organization or establishment is to enhance workers' satisfaction that would lead to higher productivity and profitability there must be sets of rules and regulations that would govern the conduct of people at work.

#### **Concept of Indiscipline**

Indiscipline is the direct opposite of discipline. It posits a situation in which the rules are broken frequently and attitudes do not conform to acceptable norms. When this is the situation in any organization then there is a disciplinary problem. The features of indiscipline among employees include frequent lateness to work, dereliction of duties, sexual molestation, and other acts that fall under misconduct and gross misconduct.

Any act contrary to the fundamental requirements in an organization (public) constitutes indiscipline and this can manifest through acts like engaging in political activities, engaging in private business without clearance from government, disclosure of official top secret and absence from duty without leave permission among others. **Indiscipline could be caused by economic, socio-cultural and socio-political factors.**

#### **Concept of Civil Service**

The civil service comprises all servants of the State other than holders of political or judicial offices who are employed in a civil capacity and whose remunerations are paid wholly and directly out of the money voted by the parliament (Adebayo, 1981). It is part of the machinery of the executive branch of the government and exists to put into effect government policies (Adebayo, 1981).

#### **Indiscipline in the Civil Service**

Below are a few of the more common disciplinary offenses and some requiring factors supervisors need to consider when taking disciplinary action includes: lateness to work, excessive absenteeism, tiredness, habitual poor performance, discourtesy to the public or co-workers, insubordination, off-duty conduct and corruption (Halachmi 2000; Lewin, 2008; Mukoro, 2003).

#### **Concept of Disciplinary Procedure**

Some scholars see corrective discipline as a sophisticated form of punishment. They advocate the use of discipline to change behavior. They present different hypothesis in which there is elaboration on the administration of disciplinary actions. Wheeler (1976) supports this

argument by underlining a distinction between punishment which he views as authoritarian discipline and based on fear, and corrective discipline, which attempts to instill "self-discipline" in the employee. By doing this he denies that the purpose of corrective discipline is punishment.

### **Disciplinary Procedures in the Civil Service**

Dealing with disciplinary procedures and increase in employees performance in public Service are two of the most frustrating and stressful issues that management has to face. Similarly, union representatives are too often involved in the time-consuming task of defending individual employees who have been disciplined, at the expense of providing other services to all the membership (Goga, 2014). This study reviewed the disciplinary procedural process which aims to increase employees' performance in Nigeria Civil Service and outlined several strategies that will allow management, union representatives and employees to handle these problems more effectively.

There are different approaches to disciplinary procedures. These include, the traditional approach (also referred to as the progressive approach) and the modern approach (also referred to as the corrective approach).

### **Traditional Approach/Progressive Approach to Discipline**

Progressive discipline process has been in the system for quite sometimes. Imel, (2011); Alexander (2000); and Asherman (1982), are some of the advocates of progressive approach to discipline. Progressive Disciplinary procedure is a serious major corrective disciplinary action taken in accordance with the collective bargaining agreements between supervisor and employee to address repeated unacceptable behaviour and problem of job performance. It is a common practice for the supervisor to prove to the authority that it has used a progressive approach before upholding suspensions and dismissals in disciplinary procedure. The progressive disciplinary procedure has its own advantage because it makes employees who are aware of disciplinary action in any offence committed and the punishment administered to be very careful not to commit such offence. The major principle of progressive disciplinary procedure is that employees may learn to change their behaviour and correct any misconduct through the proper application of progressive disciplinary processes (Alexander 2000).

Channov & Dobrobaba, (2020) assert that progressive disciplinary procedure as a system finds ways to increase the punishment of an erring employee on the discipline offences made known to him/her in advance and also imposes more punishment with increasing severity for repeated infringement. Channov & Dobrobaba, (2020), sees this style of disciplinary procedure as authoritarian and paternalistic. According to Asher (1983), these aspects of progressive disciplinary procedure remain permanent in the minds of employees. Similarly, Asherman (1982) opined that, if employee's behaviour and job performance failed to improve, a supervisor may take more serious disciplinary action against such employee. Therefore, the employee's fear of stiffer sanctions may be enough reason for motivating him/her strongly toward positive change. The series of steps in progressive disciplinary procedures include; **counselling**, verbal or oral warning, written warning, reprimand, surcharge, loss of pay or reduction in annual salary, withholding or deferment of increment,

demotion or reduction in rank, termination, discharge from service or compulsory retirement, dismissal from service (Awodele & Ikeoluwapo, 2015). If all previous steps of the disciplinary process have been unsuccessful, the employee's employment may be terminated (Ezeani 2006).

#### **Modern Approach: Corrective Approach to Discipline**

The concept of corrective disciplinary procedure dictates that, employees are not considered as objects but as subjects which may bring about radical changes in an organization, particularly increase in job performance. Awodele & Ikeoluwapo (2015) posited that in correcting individual instances of misconduct, it is important that the penalty be the minimum, necessary to bring about the desired change. All penalties must be consistent with the facts and circumstances surrounding the misconduct. Addressing issues of misconduct are the most challenging and difficult aspects of supervision. Dealing effectively with disciplinary problems requires a good understanding of the discipline processes and skills in handling a variety of human relations problems. In case of corrective disciplinary procedure, both parties, that is, the employee and the supervisor share the responsibility for resolving any disciplinary and job performance problem. The fact that a problem has occurred in an organization does not indicate that the employee is the problem and therefore, has to be disciplined. Rather, it should be seen as a challenge confronting both the employee and the supervisor.

#### **Concept of Sanction**

According to Idris and Alegbeleye, (2015)., a sanction is any action (disciplinary in nature) initiated in response to unacceptable performance or behaviour. Sanctions are meant to correct violations, improve performance, avoid recurrence, and at the same time protect the interests of the employer. Sanctions or discipline is the shaping of employees' behaviour to motivate them to act in a particular way in order to ensure the achievement of the set organizational goals. Once employees clearly understand what their required behaviour is, and what the results of their continued misconducts are, then the purpose of the disciplinary sanction will have been achieved (Kashoza, 2017). It is for this reason that most institutions draw up codes of conduct which consider certain behaviour as unwarranted and which states that should an employee omit or commit such an act he/she will be guilty of misconduct. These codes of conduct help organizations maintain discipline in their working relationships with their employees. Undesirable behaviour will therefore, have been eliminated by an action which has unpleasant consequences, but which has educational value at the same time (Kashoza, 2017).

#### **Concept of Performance**

Performance is a concept that is difficult to be accorded a single sentence definition. According to Daft (2009), performance is the organization's ability to attain its goals by using resources in an efficient and effective manner. Similarly, Richardo and Wade (2010) defined performance as the ability of the organization to achieve its goals and objectives. Also, it is looked upon in two different ways. First, it is the ability or skills of the individuals to perform their job and second, it refers to individual motivation to use his ability or skills in actual performance of the job. To this end, the outcome of the work, positive, negative, complete or

incomplete hangs on the performance. Hence performance may posit the output or result achieved by members of staff, ministry or organization against the standard target.

#### **Relationship between Discipline and Employee**

Beauty & Thomas (2021) define organizational performance as the organization's ability to attain its goals by using resources in an efficient and effective manner. While discipline is necessary in many occasions, Beauty & Thomas (2021) argued that Effective disciplinary procedure is an essential communication tool from management to reform employees from unacceptable employee behaviour or unacceptable employee performance. What needs to be done by management is to strategically evolve mechanisms to improve the relationship between disciplinary procedures and employee punctuality and performance.

The code of discipline affect and increases employees' knowledge, broadened employees' perspective, extended the application of knowledge to work and has led to promotion of employees. Disciplinary procedures if logically enforced could enhance employees satisfaction, improves organizational performance. It also, employee discipline helps in controlling employee's behavior by ensuring there is teamwork and cohesion in the organization. This reduced time and resources wastage which reflected positively to the organization.

Successfully managing the balance between discipline and high performance is a combination of supervisor and employee personalities, workplace situations, pressures, as well as effective management techniques and strategies. Very few supervisors find it easy to address performance and discipline since poor performers requires a unique skill set, a combination of conflict resolution techniques, an ability to empathize, high levels of emotional intelligence and an understanding of the impact of the legislation. It should be noted that most employers only appreciate the challenges of managing performance and discipline once they have been subjected to reinstatement or compensation order by the bargaining council. The starting point for management seeking to properly address discipline and performance issues is to gain appreciation of satisfactory requirement (Donohoe, 2020).

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

Empirical Review of literature in this case revealed a broad research stream that addresses related issues of disciplinary measures as applied in different work settings with different methodologies and focus.

Irman, Raden, & Tedi (2023) conducted a study on the Impact of Organizational Culture and Discipline on Employee Performance: A Study of Cooperative Members. The study aims to find out and re-analyze the relationship between organizational culture and discipline in predicting and influencing employee performance in cooperatives. The sample of this study was 34 respondents selected using the total sampling technique. Finding from the study showed that organizational culture and discipline have a positive effect on employee performance both individually and simultaneously. Conclusion is that the contribution of the influence of organizational culture on employee performance is more dominant than the influence of discipline. Recommendation is that it is important for cooperative management to evaluate



employee performance regularly and scheduled so that improvements can be made gradually and continuously, strengthening understanding of organizational culture and disciplinary action as part of the evaluation.

Also, Beauty and Thomas (2021) conducted a survey on Disciplinary Procedures, Employee Punctuality and Employee Performance at Ndola City Council (Zambia). The purpose of the survey was to assess the effect of disciplinary procedures on employee punctuality and performance at Ndola City Council. The survey questions were: What is the relationship between disciplinary procedures, employee punctuality and performance? How have the institution's disciplinary procedures influenced employees on their punctuality? In what ways have the institution's disciplinary procedures influence employees' performance? Four hypotheses, i.e., disciplinary procedures positively affect employee performance; disciplinary procedures positively affect employee punctuality; employee punctuality positively affects employee performance; disciplinary procedures and employee performance was moderated by employee punctuality were tested. The hypothesis, disciplinary procedures positively affect employee performance was supported. It was concluded that factors including organizational culture, public institutional entity, and delayed payment of employees' motivational remunerations could possibly affect employee performance, hence punctuality not being a moderator. The main recommendation was that management should review issues related to organizational culture in relation to punctuality to improve performance.

#### **Theoretical Framework (Reinforcement Theory)**

The theory adopted for this study is the reinforcement theory. It is unarguably true that, Skinner is one of the renowned behaviouralist that derived the Reinforcement Theory (1953) which is one of the oldest theories (behavioural) to explain behavior and why workers do what they do. The theory may also be known as 'Behaviorism', or 'Operant Conditioning'. Reinforcement theory has been used in many areas of study including motivating employees in the workplace to ensure staff discipline and dedication to duties among others.

However, the Reinforcement theory was propounded by B.F. Skinner (1953) who formulated the principles of classical conditioning. Under these principles, if a behavioural response to a particular stimulus is rewarded, that response is more likely to be repeated. But if it is not rewarded or punished, that response is less likely to be repeated. Skinner also advocates that behaviour is a function of its consequences. Consequently, behaviours that result in desirable consequences are more likely to be repeated while behaviours that result in undesirable consequences are less likely to be repeated. In other words, peoples' behavioural choices are guided by what they anticipate its outcome to be. Be that as it may, this reward has to be timely. In other words, time is an important factor in the Reinforcement theory.

#### **Methodology**

A survey design was adopted for the study and a structured questionnaire was used to collect primary and secondary data from a sample of 399 respondents which was determined from a population of 18067 using Taro Yamane (1976) sample size determination formula. The population of the study comprised staff of Niger State Ministries of Education, Health, Agriculture and Natural Resources, Justice and Niger State Civil Service Commission.

Respondents were selected using stratified and purposive sampling. Analyses were made using correlational coefficient, Chi-square, simple percentages, tables and a five-point Likert scale.

### Test of Hypothesis

$H_0$ : There is no significant relationship between disciplinary procedure and Civil Servant performance in Niger State Civil Service.  $H_1$ : There is significant relationship between disciplinary procedure and Civil Servant performance in Niger State Civil Service.

### Results and discussions

**Table 1: Correlational Analysis indicating relationship between disciplinary procedure and civil servants' performance in Niger State Civil Service**

Correlations		Disciplinary	Staff performance
Disciplinary Measures	Correlation Coefficient	1.000	.889**
	Sig. (2-tailed)	.	.000
	N	313	313
Spearman's rho	Correlation Coefficient	.889**	1.000
	Sig. (2-tailed)	.000	.
	N	313	313

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

Table 1 above revealed that there is strong relationship between the disciplinary procedure and civil servant performance in Niger State civil service. Since the correlation coefficient is 0.889. This implies that effective use of counselling and oral warning in correcting minor offences will help the erring staff to develop self-discipline and to ensure that the rules are complied with.

**Table 2: Reported Cases of Acts of Indiscipline in Niger State Civil Service**

S/N	Indiscipline Cases	2018	2019	2020	2021	2022
1	Bribery and corruption	10	9	10	10	107
2	Abuse of office	31	41	10	28	87
3	Insubordination	122	13	16	14	14
4	Truancy and absenteeism	37	40	42	49	49
5	Falsification of result and record	8	3	52	44	10
6	Leaking of official government secret	8	3	4	2	2
7	Engaging in trade activities in the office	26	40	48	21	21
8	Gross misconduct	8	6	12	22	22
9	Harassment	2	5	2	2	1
10	Partisan Politicking	10	15	2	5	7
	<b>Total</b>	<b>262</b>	<b>175</b>	<b>198</b>	<b>197</b>	<b>320</b>

Source: Niger State CSC's Disciplinary Committee's Report, 20 23

Analysis from the above table clearly indicate that disciplinary cases do occur in Niger State Civil Service but the most frequent ones include; bribery and corruption, abuse of office, truancy and absenteeism and engaging in trade activity in office as well as gross misconduct among other vices.

### Summary of Major Findings

The study revealed that lack of adequate information on staff job expectation as being responsible for non-accomplishing task within a stipulated time, with an inconsistent result of lower quality and regular complaints from superior's officers, thus, leading to low staff performance. This study corroborates the study of Zhao & Kuo (2015) who opined on the proper use of communication as communication is very imperative in providing adequate and reliable information to both management and subordinate staff of the organization.

Also, poor enforcement of disciplinary procedures affected the performance of civil servants in Niger State Civil Service since despite the level of enforcement of the disciplinary procedures and sanctions by the Niger state civil service commission, rate of staff indiscipline has persisted hence, the need for stronger disciplinary actions and sanctions.

**Disciplinary** measures and procedures are meant to be enforced or implemented against the commitment of the acts of misconduct or gross misconduct. Over the years, the Niger State Civil Service commission has taken a lot of disciplinary measure to curb the menace of indiscipline among members of staff in the commission.

Finally, regulations governing staff conducts are enforced in the ministries when both minor and major offences are committed, also, counselling and oral warning are regularly used to correct minor offences such as late coming, absenteeism, negligence of duty. More than often times, warning or reprimand is always used when offenses such as incessant late coming, absenteeism, negligence of duty are constantly done repeatedly without any valid reason.

### Conclusion

This study assessed the effect of disciplinary procedures and sanctions on Civil Servants' performance in Niger State Civil Service. It covered the period between 2018 and 2022. From the data collected and analyzed, the regulations governing staff conditions of service and conducts of the civil service have made it clear, the various acts regarded as misconduct and gross misconduct as well as the procedures to be followed in case of violation. **The** level of awareness on job expected conducts influences the kind of behaviour exhibited by Civil Servants in carrying out their duties. Also, sanctions have been enforced on a specific ground to ensure efficiency and competence of civil servants. The Niger State Civil Service has made the copy of regulations and code of conduct available and handy to all the Civil servants at the point of their appointment, organized orientation and sensitization exercise for proper clarity and guidance on the existing regulations in Niger State Civil Service.

The Niger State Civil Service has taken a lot of disciplinary measures and sections to curb the menace of indiscipline among members of staff in the service but despites the efforts of Niger State government, the rate of staff indiscipline still persists hence, the need for strong disciplinary actions and sanctions.

**Recommendations** based on the findings and the conclusion of the study, it is recommended that:

1. A conscious effort by managers in public sector organizations should be made to re-orientate staff towards fostering unity in spite of workers' diverse ethnic origins.
2. Also, on the socio-political factor/problem (i.e god-father's, patronage system or in-house fighting), the study recommend that merit should be the major criterion for

appointments, promotions, transfers and discipline of staff as it is done in private sector organizations, if increased productivity is to be achieved in the public sector.

3. The power to discipline junior civil servants should be given to the line managers (Head of Service, Heads, of departments and others of appropriate status) in the ministries that supervises subordinate employees so as to deter the junior officers from flouting the authority of their superior officers.
4. Managements and supervisors should be made to undergo some short-term courses in management to enable them to know and appreciate the need for diverse staff motivation and discipline and how to apply them appropriately.

#### **Limitations and guides for further studies**

This study covered the effect of disciplinary procedures and sanctions on the performance of civil servant in Niger State Civil Service out of the 36 States and Federal Civil Service in Nigeria, hence, its limited generalization. It is also limited by its inability to cover more than five years and more cases that affects the performance of civil servants. The above identified limitation would necessitate further studies in the following areas:

- i. **A critical examination of the causes of indiscipline among civil servants in Niger State civil services.**
- ii. **An analysis of the strategies for the prevention of indiscipline among civil servants in Niger State civil services.**
- iii. **Assessment of the best sanctions and disciplinary procedures applicable for behavioural modification in the Niger State Civil Service.**

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**IMPACT OF THE IMPLEMENTATION OF HOUSING BENEFIT ON STAFF PUNCTUALITY AT  
THE CODE OF CONDUCT BUREAU, ABUJA**

**ONUORA, Chinasa Maryprudence**

[n\\_chinasa@yahoo.com](mailto:n_chinasa@yahoo.com)

Department of Public Administration,  
Nasarawa State University, Keffi,  
Nasarawa State, Nigeria  
08037053957

**ITODO Sylvanus Mohammed PhD**

[itodosm@gmail.com](mailto:itodosm@gmail.com)

Department of Public Administration,  
Nasarawa State University, Keffi,  
Nasarawa State, Nigeria  
080333138464

**ANAYO Ezeh Ann**

[annhnr@gmail.com](mailto:annhnr@gmail.com)

Department of Public Administration,  
Nasarawa State University, Keffi,  
Nasarawa State, Nigeria

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**Abstract**

*This study investigates the impact of the implementation of housing benefits on staff punctuality at the Code of Conduct Bureau (CCB) in Abuja. The research explores employees' perceptions of the housing benefits program and its influence on their overall commuting experiences, motivation, job satisfaction, and commitment to fulfilling duties in a timely manner. Survey research design was adopted, with a total strength of 301 staff and 172 sample size. Implementation theory was proposed by Eugene Bardach,, was adopted as the framework. Data collected through a structured survey reveals a mixed response, with a significant portion of employees expressing positive views, while notable dissenting opinions and undecided responses are observed. The findings revealed that majority of respondents attested housing benefit have significantly improved employee housing need and punctuality in the Code of Conduct Bureau, Abuja. The study recommends enhancing communication strategies, implementing targeted surveys, and conducting focus groups to address concerns and optimize the program's effectiveness. These recommendations aim to foster a positive and supportive work environment, ultimately improving staff punctuality and overall employee satisfaction at the Code of Conduct Bureau.*

**Keywords:** Implementation, housing benefit, staff punctuality, Abuja

**Introduction:**

In the context of the Code of Conduct Bureau in Abuja, the significance of fringe benefits takes centre stage, particularly in the form of housing benefits. As Mathis and Jackson (2003) aptly describe, fringe benefits represent a crucial component of indirect compensation integral to an employee's organisational membership. The implementation of housing benefits, as a specific

category within the broader spectrum of fringe benefits, aligns with the organisational goal of not only attracting and retaining qualified employees but also fostering a conducive work environment.

In accordance with the definition provided by Bratton and Gold (2009), housing benefits serve as a vital facet of the total reward package offered to employees beyond their base pay. Within the unique landscape of the Code of Conduct Bureau, these benefits extend beyond mere financial considerations, targeting the improvement and maintenance of employees' quality of life. By addressing the housing needs of the workforce, the Code of Conduct Bureau aims to provide a level of protection and financial security not only for its employees but also for their family members, recognising the interconnectedness of employee well-being and overall job satisfaction.

The rationale underlying the introduction of housing benefits at the Code of Conduct Bureau closely mirrors the objectives highlighted by Bernardin (2007) for most fringe compensation programs. The primary focus remains on attracting, retaining, and motivating a qualified and competent workforce. In the specific context of this study, the research will delve into the impact of housing benefits on staff punctuality, recognising that such programmes may go beyond traditional motivations by directly influencing the daily lives and routines of employees.

As the study explored the correlation between housing benefits and staff punctuality, it became evident that the Code of Conduct Bureau acknowledged the potential for such fringe benefits to enhance organisational performance.

The effective functioning of any organisation hinges on the dedication and punctuality of its workforce. In recent times, the Code of Conduct Bureau in Abuja has taken a noteworthy step towards enhancing employee welfare through the implementation of a housing benefit program. This initiative aims not only to address the housing needs of its staff but also to potentially impact their punctuality and overall work performance (Ekere and Onuoha, 2021).

According to Atan and Akinsanya (2019), housing benefit programmes have gained global recognition as a strategic tool for attracting and retaining a motivated workforce. By providing employees with affordable housing solutions, organisations seek to alleviate financial burdens and contribute to a better work-life balance. The Code of Conduct Bureau's decision to introduce such a programme reflects its commitment to employee well-being, recognising the potential influence it may have on various aspects of workplace dynamics.

The implementation of housing benefits is a policy that provides financial assistance to employees to help them pay for their housing expenses. The Code of Conduct Bureau (CCB) is a government agency in Abuja, Nigeria, responsible for ensuring that public officials adhere to ethical standards of conduct. The punctuality of staff is an important aspect of organisational effectiveness, as it can impact productivity and overall performance.

Punctuality is a critical aspect of organisational culture, influencing productivity, teamwork, and overall operational efficiency (Fiiwe, 2020). By examining the correlation between housing benefits and staff punctuality, we aim to uncover insights that can contribute to a



deeper understanding of the broader effects of such employee welfare initiatives.

This study aims to investigate the impact of the implementation of housing benefits on staff punctuality at the Code of Conduct Bureau in Abuja. Specifically, the study will examine whether the provision of housing benefits has a positive effect on staff punctuality and attendance and whether this effect is sustained over time.

The Code of Conduct Bureau in Abuja plays a pivotal role in ensuring public officials adhere to ethical standards and guidelines. As an organisation committed to upholding integrity and professionalism, the Bureau has recently implemented a housing benefit programme aimed at providing staff with improved living conditions. While the initiative is designed to enhance employee welfare, concerns have arisen regarding its potential impact on staff punctuality and overall work ethic.

This study seeks to assess whether the implementation of the housing benefit has inadvertently influenced staff punctuality at the Code of Conduct Bureau. This issue is crucial as punctuality is a fundamental aspect of organisational effectiveness, directly affecting workflow, productivity, and the overall success of the bureau's mission. To address this gap in knowledge, this study explored the following research questions:

#### Research Questions

- i. To what extent has the implementation of the housing benefit affected the commuting patterns and travel times of staff members at the Code of Conduct Bureau?
- ii. How do employees perceive the housing benefit in relation to its impact on their motivation, job satisfaction, and commitment to fulfilling their duties in a timely manner?

#### Objectives of the Study

- i. Assess the Impact of housing benefit implementation on commuting patterns and travel times;
- ii. Examine employee perceptions of the housing benefit and its influence on motivation, job satisfaction, and commitment.

#### Literature Review

##### Concept of Implementation

The concept of implementation refers to the process of executing a plan, decision, or agreement, typically through the use of resources and the efforts of individuals or groups. In the context of housing, implementation can involve the actual construction or provision of housing units, as well as the management and maintenance of these units. In the case of the study mentioned in the previous answer, the implementation of housing benefit is aimed at providing financial assistance to employees, which can help them pay for their housing expenses. This support can potentially improve staff punctuality and attendance at the Code

of Conduct Bureau in Abuja.

Some key aspects of implementation in the context of housing include:

**Public-Private Partnerships (PPPs):** These partnerships involve collaboration between public and private sectors to provide affordable housing to low-income earners. However, the outcomes of these partnerships may vary, and the housing provided may still be skewed towards medium and high-income groups (*Jimoh, Emmanuel and Paul, 2018*).

**Urban Development:** The growth and physical expansion of cities can lead to unplanned urban sprawl, environmental pollution, and deterioration. Effective environmental consciousness is essential for sustainable urbanization (*Medugu, Majid and Sofodu, 2014*).

**Urban Regime Theory:** This theory helps to understand the roots causes of indiscriminate urban development and the activities of stakeholders, such as developers, associations, and government agencies, in the process (*Igwe, 2019*).

The concept of implementation in housing refers to the actual execution of plans and decisions, such as the provision of housing benefits to employees. This can have an impact on various aspects of urban life, including staff punctuality and attendance, as well as environmental sustainability.

### **Housing Benefits**

Housing benefit is a policy that provides financial assistance to individuals or families to help them pay for their housing expenses. The aim of housing benefit is to make housing more affordable and accessible to low-income earners. Housing benefit can take different forms, such as rent subsidies, mortgage assistance, or housing vouchers. The implementation of housing benefit can have a positive impact on the welfare of individuals and families, as it can help them secure decent and affordable housing (*Jimoh, Emmanuel and Paul, 2018*). The implementation of housing benefit is aimed at improving staff welfare and performance at the Code of Conduct Bureau in Abuja, Nigeria, by providing financial assistance to employees to help them pay for their housing expenses.

Housing benefit can take different forms, such as rent subsidies, mortgage assistance, or housing vouchers. The implementation of housing benefit has a positive impact on the welfare of individuals and families, as it can help them secure decent and affordable housing. Housing benefit policies are often implemented by governments or other organizations as a means of addressing housing affordability issues and improving the living conditions of low-income earners.

### **Concept of Staff Punctuality**

The concept of staff punctuality is crucial for organisational effectiveness. Punctuality impacts various aspects such as performance analysis, payroll preparation, and decision-making on staff. For instance, an Attendance Record System (ARS) is used to track staff's daily attendance and punctuality, aiding in staff evaluation and decision-making (*Olalere, Osho, Adebayo, and Ugwu, 2015*). In an educational context, punctuality is essential for students and staff to

optimise time and activities (Mujid and Bukhari, 2016). Strategies for improving staff punctuality may include coaching, supervision, fostering discipline, and providing motivation and awards (Juniarni, Sa'dullah, Luviadi, Pramitha, and Nikma, 2022). Overall, staff punctuality is a fundamental aspect of organisational and educational efficiency.

Gone are the days when organisations did not find reasons to question the attendance of their staff. Today, due to the increase in knowledge and learning, attendance records have become a means by which organisation leaders monitor their staff for the purpose of knowing which staff come to work regularly. The outcome of this monitoring by many organisation leaders might be decision-making in terms of selecting staff for awards, promotions, and so on. However, many mostly used attendance record systems do not give a true picture of the needed information for decision-making due to their weaknesses, thereby making it difficult for decision-makers to make the correct judgement of their staff. Some of the most commonly used attendance management systems are identified and discussed below:

**Attendance Register:** The Attendance Register is a booklet that organisations use for the sake of keeping records of individuals that attend work on a daily basis. Many organisations have the following attribute as the content of the attendance register:

Name, Date, Time of Arrival, Signature, Staff Number, Unit

Optionally, some organisations do include these: Time of Dismissal and Sign-Out

#### **Code of Conduct Bureau (CCB)**

The CCB was established in Nigeria in 1979 during the Second Republic after 13 years of military rule by the founding fathers of the first post-military constitution (CCB, 2020). However, the bureau was not functional until 1988, when General Ibrahim Badamosi Babangida's administration appointed a Ten (10)-member board headed by the late Canon H. Mohammed. It went further to promulgate Decree 1 of 1989 to give legal backing to the Code of Conduct Bureau and Code of Conduct Tribunal.

The 1979 Constitution provided a list of codes of conduct for public officers. The military administration of Murtala/Obasanjo inaugurated a board before handing over power to the civilian government in July 1983, which could not make an appreciable impact because of the inability of the National Assembly of the second republic to pass the enabling law (CCB, 2020). Several years later, in 1989, the Bureau got its legal mandate under the Babangida regime.

The Code of Conduct provision has since then maintained some permanence of some sort in the 5th schedule of all constitutions following thereafter: 1989, 1993, 1995, 1999, and the current 1999 constitution (as amended).

#### **Functions of the Code of Conduct Bureau (CCB)**

The Code of Conduct Bureau (CCB) in Nigeria is responsible for carrying out several important functions related to promoting transparency, accountability, and ethical conduct among public officers. Here are the main functions of the Code of Conduct Bureau:

1. Asset Declaration: The Code of Conduct Bureau requires public officers to declare their assets and liabilities upon assumption of office, during their tenure, and upon leaving office. The bureau collects, verifies, and maintains these asset declaration forms, ensuring compliance with the provisions of the Code of Conduct for Public Officers.
2. Verification and Investigation: The CCB has the authority to verify the accuracy and truthfulness of asset declarations made by public officers. The bureau conducts investigations into alleged breaches of the Code of Conduct and initiates appropriate actions based on the findings.
3. Education and Awareness: The CCB plays a role in promoting awareness and understanding of the provisions of the Code of Conduct for Public Officers. It educates public officers and the general public about their responsibilities, obligations, and the consequences of breaching the code.
4. Prosecution: The Code of Conduct Bureau has the power to initiate and prosecute cases of asset declaration breaches. It refers cases to the Code of Conduct Tribunal (CCT), a specialised court established under the same legislation, for adjudication and determination of guilt or innocence. The CCB presents evidence and pursues legal action against individuals found to have violated the code.
5. Collaboration with Anti-Corruption Agencies: The CCB collaborates with other anti-corruption agencies, such as the Economic and Financial Crimes Commission (EFCC) and the Independent Corrupt Practices and Other Related Offences Commission (ICPC). This collaboration involves sharing information, conducting joint investigations, and coordinating efforts to combat corruption in the public sector.
6. Monitoring and Compliance: The CCB monitors public officers' compliance with the Code of Conduct and takes appropriate action when breaches are identified. It ensures that public officers adhere to the standards of conduct outlined in the code and promotes accountability in the public sector.
7. Policy Development and Review: The Code of Conduct Bureau is involved in the development and review of policies and guidelines related to ethical conduct and public officers' responsibilities. It may propose amendments to the Code of Conduct for Public Officers based on evolving needs and challenges in the fight against corruption.

### **Empirical Review**

Ekwochi, Nwudugbo, and Okene (2018) examined the impact of fringe benefits on employee job performance in a study of United Bank of Africa (UBA) Plc. The objectives of the study include determining the relationship between medical insurance and the performance of workers at United Bank of Africa Plc, determining the extent to which overtime pay affects the performance of workers at United Bank of Africa Plc, and examining the effect of annual leave on the performance of workers at United Bank of Africa Plc. The research method

adopted was the survey research method. The sources of data used were primary and secondary sources of data. The population of the study was 59, and the sample size of 59 was determined by applying the rule governing population and sampling. The major instrument of data collection was the questionnaire. The collected data were presented in tables using frequencies and percentages and analysed using the five-point Likert system. The hypotheses were tested using the chi-square distribution formula. The findings included that medical insurance has a positive relationship with the performance of workers at United Bank of Africa Plc, overtime pay has a significant effect on the performance of workers at United Bank of Africa Plc, and annual leave has a significant effect on the performance of workers at United Bank of Africa Plc. The researcher concluded that fringe benefits have a positive effect on employee job performance, and it was recommended that management of the banking industry consider medical insurance as it has a positive relationship with performance. Management of the banking industry should always reward employees who have stayed beyond the closing time by giving them overtime pay, and annual leave should be made a priority for workers to make them rejuvenate and perform better.

Tiwari (2014) focused on employee welfare facilities and their impact on employees' efficiency at Vindhya Telelinks Limited, Rewa, India. The study established that the employee welfare facilities provided by the company to employees were satisfactory and commendable, but there was still scope for improvement so that efficiency, effectiveness, and productivity could be enhanced to accomplish the organisational goals. Health, safety, and welfare are measures to promote the efficiency of employees. The various welfare measures provided by the employer will have an immediate impact on the health, physical and mental efficiency, alertness, morale, and overall efficiency of the worker, thereby contributing to higher productivity. The basic purpose of employee welfare is to enrich the lives of employees and keep them happy and content.

Mugaa, Guyo, and Odhiambo (2018) sought to determine the effect of welfare benefits on employee performance. The Expectancy Theory on welfare benefits was used to inform the study. The study adopted a descriptive research design. Descriptive statistics was chosen since it utilised data collection and analysis techniques that yield reports concerning the measures of central tendency, variation, and correlation. The combination of its characteristic summary and correlation statistics, along with its focus on specific types of research questions, methods, and outcomes, necessitated the choice of this design. The study adopted a positivist philosophy. The target population was 22,856 employees working in the six selected Commercial Banks in Nairobi City County, composed of both clerical and Management staff. The Krejcie and Morgan sample size determination table was used to derive a sample of 377 respondents. Primary data was collected using structured questionnaires that had both closed-ended and open-ended questions. Quantitative data were analysed using SPSS. The study conducted various tests, including normality tests, multicollinearity tests, stationarity tests, heteroscedasticity tests, and autocorrelation tests. Factor analysis was carried out among the corresponding questions to allow the formation of factors with the highest Eigen values. The test of the hypothesis was done at a 95% confidence interval. The study established a positive and significant relationship between fringe benefits and employee performance ( $r = 0.522$ ,  $p =$

0.000), and the alternate hypotheses were not rejected. Based on the findings, the study concluded that fringe benefits have a positive and significant effect on employee performance. The researcher recommends that management at commercial banks should enhance fringe benefits to attract, retain, and motivate qualified, competent employees. Employers who provide a more attractive benefits package have an advantage over other employers in hiring and retaining qualified employees.

Godwin (2020) Examined employee welfare packages and ways in which they can promote the performance of public organisations in Rivers State, Nigeria. A descriptive survey research design was adopted. The study was guided by two research questions and two hypotheses. The population of the study consisted of the 15,600 civil servants in Rivers State. A sample size of 780 civil servants, comprising 400 males and 380 females, was drawn through stratified random sampling techniques. A questionnaire titled "Employee Welfare Packages and Organisational Performance Questionnaire (EWPOPQ)" was designed by the researcher and used for data collection. The instrument, which contained 23 items, was properly validated, and a reliability of 0.81 was obtained through the Cronbach's Alpha approach. Percentages, mean, and standard deviation were used to answer the research questions, while the z-test was used to test the hypotheses at the 0.05 level of significance. The results of the study showed that the employee welfare packages enjoyed by civil servants in Rivers State included rent subsidies and transport allowances, but they were less than expected. The study revealed that adequate employee welfare packages could enhance staff performance by promoting job commitment and satisfaction, as well as productivity and efficiency in the utilisation of resources. Based on the findings, the study recommended that the Rivers State Government implement adequate welfare packages, such as the new minimum wage, and ensure that it upholds the agreements reached with labour unions in the state to avoid adverse industrial actions.

### **Theoretical Framework: Implementation theory**

The Implementation theory was proposed by Eugene Bardach, a professor of public policy at the University of California, Berkeley, in 1977. The implementation theory is a conceptual framework that seeks to explain how public policies are translated into action and how different actors interact to achieve the desired outcomes. According to this theory, effective policy implementation is influenced by a range of factors, including the clarity of policy goals, the availability of resources, the capacity of implementing agencies, and the cooperation of stakeholders. The implementation theory is particularly relevant to the assessment of the Impact of the Implementation of housing benefit on staff punctuality at the Code of Conduct Bureau, Abuja

One of the key assumptions of the implementation theory is that policy goals must be clear and well-defined to facilitate effective implementation. In the context of housing benefit in the CCB, this means that the goals of the programs must be clearly articulated and communicated to all stakeholders, including implementing department, beneficiaries, and the public. For example, the goal of the CCB's housing policy programs may be to provide financial support to vulnerable groups or promote transparency and accountability in governance. Clear policy

goals can help to guide the allocation of resources, the design of program interventions, and the monitoring of program outcomes.

Another key factor that influences effective policy implementation is the availability of resources. This includes financial, human, and material resources, as well as infrastructure and technology. In the context of welfare policy programs in the CCB, adequate resources are needed to ensure that the programs are implemented efficiently and effectively. For example, resources may be needed to identify and register beneficiaries, disburse funds, monitor program outcomes, and evaluate program impact.

The capacity of implementing agencies is also critical to the effective implementation of welfare policy programs. This includes the skills, knowledge, and expertise of personnel involved in program implementation, as well as the organizational capacity of implementing agencies. In the context of the CCB's welfare policy programs, implementing agencies may include the CCB itself, as well as other government agencies and civil society organizations involved in program implementation.

Finally, the cooperation of stakeholders is essential to the effective implementation of housing policy programs. This includes the collaboration of beneficiaries, implementing dept, government officials, and other stakeholders in the design, implementation, and evaluation of programs. In the context of the CCB's housing policy programs, stakeholders also include Board management, Staff, the government, and retired officers among others.

### Methodology

Survey research was adopted in CCB, Abuja, the population of this research comprises the staff of CCB selected from the CCB Headquarters and FCT Offices in Maitama and Gwagwalada, Abuja, with a total strength of 301 staff. The required sample was drawn using the non-probability sampling technique for efficacy. Using a judgmental or purposeful sampling technique, the a sample of one hundred and seventy-two (172) respondents was drawn from a cross section of the Human Resource Department, Research Coordination and Service, Education and advocacy service, Legal Service Department, General Service, Intelligence and Investigation, Finance and Account, Federal Political Office, Federal Public Service Department, and State and Local Government Service Department.

Tables presenting the data were subsequently used. Results were reached after doing a comparative analysis with simple percentage approach, percentage is defined  $x/N \times 100/1$  (Adefila, 2008) where

X = frequency of responses, and N = total number of responses.

### Data Presentation

**Table 1:** The implementation of the housing benefit has impacted employee overall commuting experience to the Code of Conduct Bureau.

Variables	Frequency	Percentage (%)
Strongly Agree	33	19.2
Agree	57	33.1
Strongly Disagree	23	13.4
Disagree	40	23.3
Undecided	19	11.1
Total	172	100

Source: Field Survey, 2023

Over 52% of respondents either "Strongly Agree" or "Agree" that the implementation of housing benefit has impacted on employee overall commuting experience to CCB. This indicates that a significant portion of the respondents find housing benefit beneficial. Approximately 36.7% of respondents either Strongly Disagree or Disagree, this suggests that a notable portion of the respondents do not believe that housing benefit have been effective in helping employee overall commuting experience to the Code of Conduct Bureau. About 11.1% of respondents are undecided, indicating that they neither strongly agree nor disagree. It's essential to consider their responses as they might require further investigation or clarification.

#### Implications:

The positive responses revealed that a substantial number of employees at the Code of Conduct Bureau in Abuja have found housing benefit beneficial in employee overall commuting experience to the Code of Conduct Bureau. This could be seen as a positive aspect of the programme.

The negative responses indicate that there is a portion of employees who do not feel that the housing benefit have been effective. It would be important for CCB to investigate further and understand the reasons behind this sentiment. The undecided group may need more information or clarification regarding the Housing benefit. They could also provide valuable insights if their concerns or questions are addressed.

The data revealed that while a majority of respondents have found housing benefit to be beneficial, there is a notable minority who do not share this sentiment. Further investigation and communication may help improve the effectiveness of the housing benefit or address the concerns of those who disagree.

**Table 2:** The implementation of the housing benefit, has change employee primary mode of transportation for commuting

Variables	Frequency	Percentage (%)
Strongly Agree	31	18
Agree	53	30.8
Strongly Disagree	25	14.5
Disagree	47	27.3
Undecided	16	9.3
Total	172	100

Source: Field Survey, 2023

The data obtained revealed that combined percentage of respondents who strongly agree and agree is 30.8% (18% + 12.8%). This indicates that approximately 31% of respondents have a positive view of that the implementation of the housing benefit, has change employee primary mode of transportation for commuting



The combined percentage of respondents who strongly disagree and disagree is 41.8% (14.5% + 27.3%). This revealed that about 42% of respondents have a negative view of that the implementation of the housing benefit, has change employee primary mode of transportation for commuting. The percentage of undecided respondents is 9.3%, indicating that a relatively small portion of respondents did not express a clear opinion.

Based on this data, here are some observations:

A significant portion (approximately 42%) of the respondents either strongly disagree or disagree with the idea that housing benefit have change employee primary mode of transportation for commuting. This indicates a level of dissatisfaction or skepticism among a substantial portion of the workforce.

On the other hand, about 31% of respondents strongly agree or agree that the implementation of the housing benefit has change employee primary mode of transportation for commuting. This revealed that a significant portion of employees do find these housing benefit beneficial. Approximately 9.3% of respondents are undecided, which may indicate a lack of clarity or mixed feelings about the impact of housing benefit.

The study revealed that, while there is a substantial portion of respondents who view housing benefit positively, there is also a significant group that holds a negative opinion. The undecided category indicates that there may be room for further exploration or improvement in the provision of housing benefit. The CCB may benefit from conducting follow-up surveys or focus groups to understand the specific concerns and factors influencing these differing opinions.

**Table 3:** The provision of housing benefits has positively influenced employee motivation to perform well in CCB

Variables	Frequency	Percentage (%)
Strongly Agree	28	16.3
Agree	66	38.4
Strongly Disagree	18	10.5
Disagree	47	27.3
Undecided	13	7.6
Total	172	100

Source: Field survey, 2023

The responses regarding whether the provision of housing benefits has positively influenced employee motivation to perform well in CCB, can be break down into several categories based on the provided data. The data represents 172 responses, and the responses are categorized as follows:

Strongly Agree: 28 responses (16.3%)  
 Agree: 66 responses (38.4%)  
 Strongly Disagree: 18 responses (10.5%)  
 Disagree: 47 responses (27.3%)  
 Undecided: 13 responses (7.6%)  
 Here are some key points to consider:

The majority of respondents, a combined 54.7%, either "Strongly Agree" or "Agree" that the provision of housing benefits has positively influenced employee motivation to perform well in CCB. This revealed that a significant portion of the participants view housing benefit positively in terms of employee performance.

On the contrary, a total of 37.8% either "Strongly Disagree" or "Disagree" with the statement, indicating that there is a significant portion of respondents who do not view housing benefit as positively influencing employee motivation in the Code of Conduct Bureau.

A smaller group, 7.6%, responded as "Undecided," which indicates that they neither strongly agree nor disagree with the statement. This group may need further clarification or information to form an opinion.

Overall, the data revealed a somewhat mixed response, with a substantial number of individuals seeing the availability of housing benefit as a positive influence for employee motivation to perform as CCB, while a significant portion remains skeptical or indifferent.

**Table 4:** The housing benefit provided by the CCB enhanced employee in terms of meeting housing needs

Variables	Frequency	Percentage (%)
Strongly Agree	19	11.1
Agree	68	39.5
Strongly Disagree	21	12.2
Disagree	51	29.6
Undecided	13	7.6
Total	172	100

Source: Field survey, 2023

To analyze the responses regarding the housing benefit provided by the CCB enhanced employee in terms of meeting housing needs, and its impact on staff punctuality, the analysis provided that:

19 respondents (11.1%) strongly agree that the utilization of housing benefit positively impacted their meeting of housing needs and punctuality. This group is highly convinced of the positive impact of housing benefit. 68 respondents (39.5%) agree that the housing benefit has a positive impact on their housing needs and punctuality. This group is generally positive about the benefits of housing. 21 respondents (12.2%) strongly disagree with the idea that housing benefit has a positive impact on their housing needs and punctuality. This group strongly believes that housing benefit do not help in these aspects. 51 respondents (29.6%) disagree with the statement, indicating that they are somewhat skeptical about the positive impact of housing benefit on their housing need and punctuality and 13 respondents (7.6%) are undecided about the impact of housing benefit on their housing needs and punctuality. They neither agree nor disagree, suggesting uncertainty or a need for more information.

The majority of respondents (51.1%) either strongly agrees or agrees that housing benefit have positively impacted their needs and punctuality. However, there is also a significant portion of respondents (41.8%) who either disagree or strongly disagree with this statement, suggesting some level of skepticism or dissatisfaction.

The undecided group represents those who may need further information or have not formed a clear opinion on the matter. It's important for the Code of Conduct Bureau to further investigate the reasons behind the disagreement and strong disagreement responses and possibly address concerns or misconceptions to ensure the effective impact of housing benefits for employee housing needs and punctuality.

### Discussion of Findings

The findings from Table 1 indicate that a significant portion of respondents (52.3%) perceive a positive impact of the implementation of housing benefits on their overall commuting experience with the Code of Conduct Bureau (CCB). This demonstrated that most employees have a favorable opinion of the housing benefit. However, it's crucial to acknowledge that 36.7% of respondents either "strongly disagree" or "disagree," indicating a notable proportion of dissenting opinions. The 11.1% who are undecided may require further exploration to fully understand their perspectives.

The data from Table 2 shows a divided perception regarding the impact of housing benefits on changing the primary mode of transportation for commuting. Approximately 31% of respondents have a positive view, while 42% hold a negative opinion. The undecided group comprises 9.3%, indicating mixed feelings or a lack of clarity.

A significant portion (42%) expresses dissatisfaction or scepticism about the impact of housing benefits on transportation. About 31% view housing benefits positively, indicating that a notable portion of employees find them beneficial. The undecided category suggests potential areas for further exploration or improvement in communication regarding transportation-related benefits.

The findings from Table 3 reveal a somewhat mixed response regarding the impact of housing benefits on employee motivation. A combined 54.7% of respondents see a positive influence, while 37.8% have a negative perception. The undecided group comprises 7.6%. The majority of respondents (54.7%) perceive a positive influence of housing benefits on employee motivation. A substantial portion (37.8%) holds a negative view, suggesting varying opinions within the workforce. The undecided group may require further information or clarification to form a clear opinion on the motivation-related impact.

Table 4 indicates that 51.1% of respondents either "strongly agree" or "agree" that housing benefits enhance their ability to meet housing needs and punctuality. However, 41.8% either "strongly disagree" or "disagree," suggesting a significant portion of skepticism. The undecided group is 7.6%, indicating a need for more information or clarity. A majority of respondents (51.1%) perceive positive impacts on meeting housing needs and punctuality. A notable portion (41.8%) expresses disagreement or strong disagreement, signalling areas for further investigation and potential improvement. The undecided group suggests an opportunity for the Code of Conduct Bureau to address concerns or provide additional information to employees.

The positive responses indicate that a substantial number of employees at the Code of Conduct Bureau find housing benefits beneficial. The negative responses highlight the need for further investigation and understanding of employee concerns. The undecided category in each table signals potential areas for improvement in communication, education, or clarification regarding the specific aspects of housing benefits.

In conclusion, while a majority of respondents perceive positive impacts, the presence of dissenting opinions and undecided responses underscores the importance of ongoing communication, employee engagement, and potential adjustments to the housing benefit programme to ensure its effectiveness and alignment with employee needs and expectations.

### Conclusion and Recommendations

The analysis of the survey findings provides valuable insights into employees' perceptions of the implementation of housing benefits at the Code of Conduct Bureau (CCB) in Abuja. While a substantial portion of respondents express positive views, particularly regarding overall commuting experiences and meeting housing needs, there are noteworthy dissenting opinions and undecided responses that warrant attention.

In conclusion, the findings highlight both the positive impact and challenges associated with the implementation of housing benefits at the Code of Conduct Bureau. To optimise the programme's effectiveness and address employee concerns, continuous communication, feedback mechanisms, and potential adjustments should be considered to foster a positive and supportive work environment.

Based on the information provided, here are two recommendations:

- i. Implement a comprehensive communication strategy to ensure employees have a clear understanding of the housing benefits program. This should include regular updates, informational sessions, and accessible materials outlining the specific advantages and eligibility criteria.
- ii. Conduct targeted follow-up surveys and focus group sessions to delve deeper into the concerns raised by employees who expressed dissenting opinions or remained undecided. This will provide a platform for employees to elaborate on their perspectives and allow management to gain a more nuanced understanding of their specific needs and expectations.
- iii. Conduct workshops or training sessions to address misconceptions and provide additional information about how the programme aligns with the needs and expectations of employees.

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## EFFECT OF INNOVATION ON THE PROFITABILITY OF MICRO, SMALL AND MEDIUM ENTERPRISES (MSMEs) IN BIDA METROPOLIS

SAYYEDI KARAMBATA ADAMU

SALIHU ADELABU

ABDULLAHI NDAGI

MOHAMMED DANASABE USMAN

Department of Business Administration

Ibrahim Badamasi Babangida University, Lapai.

### Abstract

Micro, small, and medium-sized enterprises (MSMEs), are the foundation of every nation's economy. To assure the necessary rate of economic growth, innovation among micro, small, and medium-sized firms (MSMEs) in Nigeria is essential for their survival. Every micro, small, and medium-sized organization experiences innovation in a variety of areas. They include both process and product innovations. This study examined the effect of innovation on the profitability of Micro, Small and Medium Enterprises (MSMEs) in Bida metropolis. The research method used for the study was survey. A structured questionnaire with a 5-point Likert scale was the instrument utilized. Using a census technique, a sample of fifty-four (54) MSMEs in the Bida local government was chosen. Multiple Regression analysis was used to examine the data collected through surveys. The findings of the regression analysis demonstrate that innovation has a favorable and substantial impact on the success of MSMEs in the Bida metropolitan. The study therefore recommended among others. As a result of innovation's beneficial effects on MSMEs' profitability, Niger State MSMEs have to adopt new products and business innovation. Entrepreneurs and potential entrepreneurs must be open to different innovation strategies. They should be ready to encourage their employees to innovate by empowering them. The government should support the innovation of micro, small and medium-sized enterprises through grants and subsidies.

**Keywords:** MSMEs, innovation, product, process

### 1.1 Introduction

Micro, Small, and Medium-sized Enterprises (MSMEs), are the foundation of every nation's economy. To maintain the necessary degree of economic growth, innovation among micro, small, and medium-sized firms (MSMEs) in Nigeria is essential to their survival and expansion (Martin and Namusonge, 2014). Innovations have changed the way organizations do business and meet customer needs in today's society, with micro, small and medium-sized enterprises (MSMEs) accounting for 99.7% of all businesses worldwide (Agarwal and Ashwani, 2018). Innovation occurs in many areas of every small and medium-sized business. They consist of product innovations and process innovations, (Sundbo, 2013).

According to Stefan, Mihai, Alexandra, and Liliana (2020), the Organization for Economic Co-operation and Development (OECD) (2009) defines innovation as the updating and enlarging of products and market portfolios, new design, production, and distribution techniques, as well as the implementation of changes in work organization and workforce skills. This concept acknowledges organizational, technical, and product advances. Innovation is a purposeful, dynamic, and ever-evolving process that produces positive change targeted at enhancing corporate change management and better satisfying consumer demands. It includes a number

of things required to deliver value to customers and provide good performance to the organization. According to Chesbrough (2003), Gassmann (2006), Wim and Henry (2014), innovation is the deliberate influx and outflow of knowledge that speeds up internal innovation and widens the market for using innovation outside of the company.

MSMEs, or micro, small, and medium-sized businesses, are often regarded as engines of economic expansion. Viable MSMEs are considered crucial to solving the multidimensional problems of developing countries. The Central Bank of Nigeria (2018) also defined Nigerian MSMEs based on assets and number of employees. The criteria are; asset base N5-500m and personnel 11-300. Businesses that meet these criteria are therefore called micro, small and medium-sized enterprises (MSMEs). The international foreign exchange market, the Federal Ministry of Industry defined MSMEs as companies with investments in equipment and machinery not exceeding N150,000. The economy has also generally been recognized by micro, small, and medium-sized businesses (MSMEs) as a method of growth and development. Inequality, unemployment, and poverty are issues in emerging nations. Companies that want to expand need to adopt a cutting-edge strategy that gives them a competitive edge in the current economic climate.

There are conflicting findings from studies on the performance of MSMEs and innovation. However, several research (Zwingina and Opusunju, 2017; Azilah & Kamisah, 2020; Alam and Adeyinka, 2021; Mohammad, 2022; Danh, Huong, Thanh and Lai, 2023) indicate a favorable link between them. On the other hand, some conclude that innovation does not affect firm performance (David, Leonardo, Herbert and Eduardo, 2014). It is on this note that this study is designed to analyze the synopsis of innovation on the profitability of MSMEs in Niger State: evidence from Bida metropolis.

### 1.2 Statement of the Problem

The contribution of MSMEs to the growth of the Nigerian economy has been lower than expected for years (SMEDAN, 2018). MSMEs in Niger state often face innovation challenges to overcome problems such as lack of electricity, lack of capital, weak management skills, insufficient knowledge and corruption. Jahangir and Mohammed (2014) argued that as a result of reduced product and process innovation in Niger state, low productivity of micro, small and medium enterprises led to a decline in economic growth as the share of MSMEs in GDP declined. The poor economic base and the ineffectiveness of the market share of MSMEs in promoting product and process innovation led to low productivity, which did not give MSMEs the opportunity to compete effectively with both factor and product markets to raise the country's GDP to the macroeconomic target.

The link between innovation and the profitability of MSMEs was explored by Sani and Olaniyi (2022), Mohammad (2022), and Abubakar and Hussain (2020). The findings of their study indicates that there is significant relationship and impact between innovation and MSMEs profitability performance. However, these study failed to state the sample size and technique used for their study. Likewise, Danh, Huong, Thanh and Lai (2023) and David, Leonardo, Herbert & Eduardo (2014) in a similar study but failed to use any pre- regression test before testing of hypotheses. In addition, Zwingina & Opusunju (2017) in a comparable study restrict its scope by focusing on the Gwagwalada city, while Nasser, Azilah & Kamisah (2020) likewise refused to utilize any robust method for data analysis and testing of hypotheses. This study aims to close this gap by analyzing the synopsis of innovation's impact on MSMEs' profitability:

evidence from Bida metropolis.

### 1.3 Objectives of the Study

The study main objective is to conduct and examine the synopsis of Innovation on the Profitability of Micro, Small and Medium Enterprises in Niger State: Evidence from Bida Metropolis. The specific objectives to be achieved are:

- i. To examine the impact of product Innovation on the Profitability of MSMEs in Bida Metropolis; and
- ii. To evaluate the impact of process innovation on the Profitability of MSMEs in Bida Metropolis.

### 1.4 Research Hypotheses

For the purpose of achieving the stated objectives above, the following working hypotheses were employed. These include;

**H<sub>01</sub>:** Product Innovation has no significant impact on the profitability of MSMEs in Bida Metropolis.

**H<sub>02</sub>:** Process Innovation has no significant impact on the profitability of MSMEs in Bida Metropolis.

## 2.0 LITERATURE REVIEW

### 2.1 Concept of Innovation

The Latin noun "innovatus" and the verb "innovare" are where the term "innovation" originates. According to Johannessen et al. (2001, as Edited and Daiwa, 2020), the definition of the word is to make something new by transforming a concept or procedure into a crucial good or extra service.

According to the OECD Oslo Handbook (2005) in Daiwa (2020), innovation is the process of introducing a new marketing strategy or an organizational approach inside or outside of a company, work, organization, or business entity. It may also be a new and/or considerably enhanced product or service.

A simple definition of innovation is "a new idea, tool, or method". Innovation is frequently viewed as superior solutions that address previously unmet needs, unstated criteria, or market demands. This is accomplished through developing more effective goods, procedures, or business models that are easily accessible to the public, markets, and governments (Shekhar and Priyanka, 2018). According to Abbasi, Motavasseli, Zali, Faghih, and Meigounpoory (2019), innovation is the invention of an idea or deed that is novel to the adopting organization, such as a system, guide, program, device, method, product, or service (Damanpour, 1992).

#### 2.1.1 Elements of

Products, processes, markets, input and organizational innovation are among those cited by Mika (2020) as being recognized by Schumpeter (1934). Schumpeter (1934) highlighted different kinds of innovation, including product innovation.

- i. **Product Innovation:** According to Gopalakrishnan and Damanpour (Gopalakrishnan & Damanpour, 1997 in Langley, et al., 2005 as quoted in Mika,



2020), product innovation is the process of creating a new product from scratch using new materials or modifying an old product to satisfy customers. Product innovation is the result of a confluence of many processes (Mandey, 2018). Product innovation is the capacity to create goods, services, and concepts that help an organization reach its performance objectives and maximize productivity so that it may establish a commanding position in a cutthroat market and adapt more effectively to external changes (Muafi, 2020).

- ii. **Process innovation:** According to Cumming (1998) and Mika (2020), process innovation entails reorganizing and enhancing a company process' internal operations. Engineering, R&D, manufacturing, management, and business are all involved in this process, as well as other areas of a company's activities (Freeman, 1982, quoted in Mika, 2020). Process innovation also refers to altering the way goods or services are produced in an attempt to lower production costs (Ardito, Besson, Petruzzelli & Gregori, 2018). In addition to these three inventions, technological innovation exists.
- iii. **Market Innovation:** John (1999, in Mika, 2020) asserts that market innovation entails modifying the marketing mix and choosing the right markets in order to cater to the preferences of the consumer. Because rivals can reach potential clients throughout the world as quickly as light thanks to the newest marketing techniques, particularly the Internet, the corporation is forced to constantly innovate its marketing strategies.
- iv. **Technological Innovation:** According to Coccia and Watts (2020), technological innovation is based on technology, which is defined as a complex system made up of multiple entities or subsystems of technologies and the relationships that each entity has with at least one other entity in the system to achieve particular goals.

## 2.2 Concept of MSMEs

Different businesses, sectors, regional economic groups, and nations have varying definitions of MSMEs. The word "MSMEs" refers to a broad variety of measurements and definitions that differ from nation to nation and from source to source of MSMEs data. MSMEs are defined differently by various institutions in Nigeria. These organizations include the Federal Ministry of Industry (FMOI), National Small and Medium Bank Enterprises (NASME), Small and Medium Enterprises Development Agency of Nigeria (SMEDAN), Small and Medium Enterprises Equity Investment Scheme (SMIEIS), and Nigerian Institute of Social and Economic Research (NISER).

SMIEIS defines an MSMEs as any industry with an asset base of up to N200 million, excluding land and the working capital of the country, and the number of employees working in the companies with minimum of 10 and a maximum of 300 (Onwe, 2014 in Nwankwo & Ezeibe, 2021). For instance, the CBN defined an MSMEs as an entity with a total cost of capacity (excluding land) of between N2 and 5 million.

According to the National Industry Council's definition of MSMEs (2009 in Nwankwo and Ezeibe, 2021) only commercial firms with a total cost of less than 200,000,000 Naira (N200,000,000.00), excluding land, qualify as MSMEs. Researchers and decision-makers disagree, nevertheless, on the point at which a firm is categorized as micro, small, or medium. Except for the requirement that an industry be defined for a particular purpose, there is no

globally or even nationally accepted standard definition.

### 2.2.1 Contributions of Micro, Small and Medium Enterprises in Economic Development

Recent discussions among Nigerian governments, policymakers, academics/scholars/researchers, and economists have focused on the role of MSMEs to economic development and employment creation. MSMEs have been acknowledged as having a positive impact in emerging nations like Nigeria. According to Danladi, Ali, and Salish (2021), the following sectors of the economy greatly benefit from the presence of such industries.

- i. **Improve Standard of Living:** The quality of life individuals in a specific community or nation enjoy is referred to as the standard of living. Their financial level has an impact, but so do the kind and amount of products and services they have access to. Micro, Small, and Medium-Sized Enterprises (MSME) provide a substantial contribution to the living standards of the people who live in the society in which they are located, whether they are in the manufacturing industry or the service sector, such as retail, entertainment, etc (Salish, 2021).
- ii. **Capacity Building:** MSMEs give local entrepreneurs the chance to grow, which encourages wealth creation at all levels. It has been established that MSMEs constitute the breeding ground for entrepreneurship, with individual creativity and innovation acting as the engine. They may thus act as the primary training ground for most business entrepreneurs (Salish, 2021).
- iii. **Job Creation:** MSMEs have the ability to create jobs since their operations require more manpower. In comparison to large corporations, their load is far bigger. Additionally, it has been demonstrated that MSMEs globally produce more jobs per unit of investment capital and per unit of energy utilized than large firms. As a result, they have helped some countries reduce their jobless rates. They play a big part in promoting innovation and competition. By being exceptionally creative and adaptable, the MSME sector has survived the present crisis and recession (Salish, 2021).
- iv. **Economic Growth:** MSMEs are another engine for economic expansion. Due to the fact that MSMEs primarily engage in primary and secondary economic activities that are heavily reliant on locally obtained resources. Thus, they accomplish high-value actions that are essential to the expansion and advancement of any economy. They facilitate industrial diffusion since they can readily establish themselves in rural regions and sustain with minimal industrial infrastructure, and as a result, they serve as the primary proponents of industrial decentralization and the development of rural areas that can lessen the rural-urban impact (Salish, 2021).
- v. **Poverty Reduction:** MSMEs are essential in eliminating citizen inequality and poverty. This is independent of its accessibility and the comparatively little startup capital investment needed. It also involves both expert and unskilled work, generating a living. It is crucial to every stage of economic growth (Salish, 2021)

### 2.3 Review of Empirical Study

Numerous studies on innovation and MSMEs in Nigeria have been conducted. The effect of

financial innovation (FI) on the expansion of micro, small, and medium-sized firms (MSMEs) was, for instance, explored by Sani and Olaniyi in their study from 2022 using data from the North Central States of Nigeria. The purpose of the study is to determine how important for MSMEs the financial aspects of institutional innovation (Insl), process innovation (Prssl), and product innovation are. Data for the study was mostly gathered via replies to a questionnaire distributed to 251 respondents who were owners and workers of 10 SMEs in the North Central Nigerian states of Jos, Lokoja, and Lafia, Plateau, Kogi, and Nasarawa. The reliability of the instrument was assessed using Cronbach's alpha, with an Alpha coefficient larger than 0.6 for each construct. The correlation matrix's findings demonstrated that there is no multicollinearity because all explanatory variables are favorably associated with coefficients below 0.7. Additionally, the regression findings demonstrated that ONM is impacted by all explanatory factors. The coefficient of determination (R<sup>2</sup>) result shows that the overall influence of the explanatory factors was roughly 56%. The research's recommendations for funding Nigerian MSMEs, particularly in Niger State, can help these businesses become more competitive globally. However, the study failed to state the sampling size they adopted for their study. Therefore, this study intends to fill this gap by using a census approach in selecting the sample size and technique.

The impact of innovation on the profitability performance of micro, small, and medium-sized firms (MSMEs) in Vietnam is examined by Danh, Huong, Thanh, and Lai (2023). In order to examine how innovation affects MSMEs' profitability performance, the study uses data from surveys on SMEs in Vietnam conducted by the Development Economics Research Group at the University of Copenhagen, the World Institute for Development Economics Research at the United Nations University, the Central Institute for Economic Management, and the Institute of Labor Science and Social Affairs. Least squared regressions and 2SLS regressions are used in the analysis. According to the authors, MSMEs with innovation often outperform MSMEs without innovation. The authors go on to demonstrate that an essential kind of innovation in MSMEs, the enhancement of current goods, has a significant beneficial impact on company performance. However, the study used secondary data and fails to use any pre-regression test before testing of hypotheses. This study fills the gap by using Skewness and Kurtosis to test the normality of the data.

By comparing financial data from Serasa and Gazeta Mercantil with innovation data from PINTEC (Technological Innovation Research) of the IBGE (Brazilian Institute of Geography and Statistics), David, Leonardo, Herbert, and Eduardo (2014) examined the relationship between innovation and firms' performance in Brazil. The study employs a quantitative and descriptive methodology and conducts an extensive examination of secondary data. For the years 2000, 2003, and 2005, statistics on company innovation are taken from the PINTEC database, while data on the performance of 4000 firms are taken from Serasa and Gazeta Mercantil. The authors provided this financial information to IBGE, which used the CNPJ (National Corporate Taxpayers' Registry) number to cross-reference it with PINTEC. According to the findings of structural equation modeling, factors related to innovation investments, which are linked to a company's inventive endeavor, do not significantly influence financial success. However, the study used secondary data and fails to use any pre-regression test before testing of hypotheses. This study fills the gap by using Skewness and Kurtosis to test the normality of the data.

The importance of entrepreneurial leadership is discussed in a research by Mohammad

(2022) on innovation and employee creativity in MSMEs. The research examines the connections between MSMEs' business management, creativity, and innovation. The goal is to pinpoint the traits that promote entrepreneurial leadership that supports innovation and creativity in Saudi SMEs. The study is based on primary information gathered from SMEs' owners, managers, and workers in the Saudi Arabian Kingdom's Capital Region. The replies gathered totaled 281 in number. But when it came time for the analysis, just 240.8 replies were still available. The study's findings demonstrate that, in MSMEs, where the coefficient was determined to be significant, entrepreneurial leadership had a favorable impact on organizational innovation and employee creativity. According to research, MSMEs must promote an innovative culture to unlock employee creativity. However, the report omitted to mention the sampling strategy they used. By choosing the sample size and procedure using a census approach, this study aims to close this gap.

Similar to this, Zwingina and Opusunju (2017) looked into how innovation affected the profitability of micro, mid, and medium-sized businesses in Gwagwalada, Abuja. The research looked into how innovations in marketing, processes, and products might boost MSMEs' productivity (sales volume) in Gwagwalada, Abuja. Primary sources have been used to gather up-to-date data for the five-year period 2010-2015. 2,690 SME owners make up this study's main sample. Taro Yamane calculated the sample size, which came to 348. The e-video statistics program used the ordinary least square approach for multiple regression, and the results revealed a substantial correlation between innovation and SME success in Gwagwalada, Abuja. Other studies indicate a substantial correlation between the performance (sales volume) of SMEs in Gwagwalada, Abuja, and innovations in products, processes, and marketing. The report suggests that SMEs in Gwagwalada-Abuja work to enhance their company procedures or embrace new, creative methods as this would considerably boost their performance. The study's focus is only on Gwagwalada-Abuja, though. This study seeks to close this gap by focusing on the Bida metropolis, a new area of inquiry.

Nasser, Azilah, and Kamisah (2020) investigated the effect of innovation on SME performance in Oman in a similar research. Using a self-administered survey, the research took a quantitative approach to data collecting and analysis. According to the study's findings, innovation has a positive and substantial impact on the success of SMEs in Oman. However, the study failed to use any robust method for data analysis and hypotheses testing. This study intends to fill this gap by employing multiple linear regression for data analysis and hypotheses testing.

In a different research titled Innovation and SME Performance in Nigeria: A Proposed Framework by Abubakar & Hussaina (2020). The study's goal is to put out a methodology for analyzing how innovation affects the performance of SMEs in Nigeria. Performance of SME was the dependent variable, while product and process innovations were the covariates. However, company size, age and type of activity were added as control variables. Finally, both quantile regression and hierarchical regression models are offered as econometric models. However, the study failed to state the sampling technique they adopted for their study. Therefore, this study intends to fill this gap by using a census approach in selecting the sample size and technique.

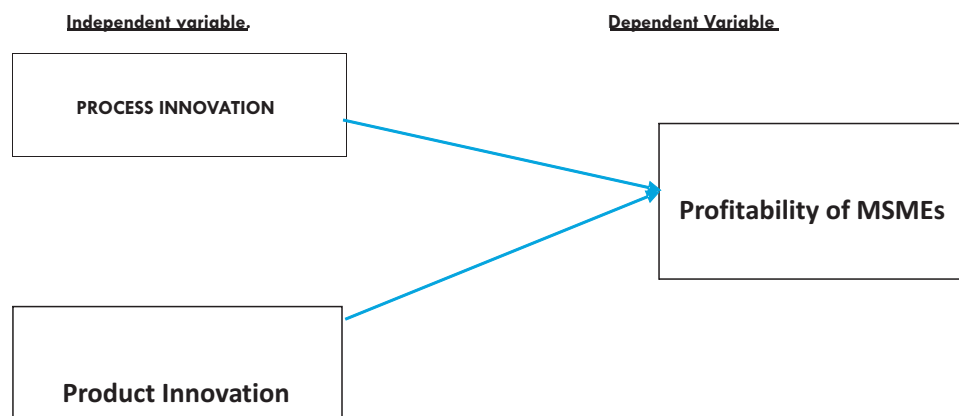
## 2.4 Theoretical Framework

One of the most common innovation theories is the open innovation theory by Henry

Chesbrough (2003), which is used in this study. According to the principle, businesses should not restrict themselves to internal ideas and marketing strategies but instead take into account external ideas, which may be just as significant. MSMEs encounter a variety of obstacles to innovation, including a lack of innovation tools, processes, and managerial skills. These businesses, however, have a significant capacity to evolve their inventions over time. In particular, open innovation offers MSMEs the opportunity to make extensive use of external innovation resources as well as scientific innovation ideas and management tools (Chesbrough, 2006, as cited in Mohamed, Muhumed and Abdikarim, 2017). This study's application of the open innovation theory is based on the idea that for MSMEs in Bida Local Government to achieve its goal of innovation, it is recommended that they must employ both internal and external marketing channels in addition to internal and external innovation ideas in order to embrace creative tactics and advance their technology.

### 2.6 Conceptual Model

For the purposes of this study, two types of innovation—product innovation and process innovation—were conceived as independent variables. These are intended to affect the MSMEs' goals of profitability.



Source: Researchers survey

### 3.1 Methodology

The research used quantitative research design. The study was conducted in Bida, Niger State. The study used primary data. The research population consists of micro, small and medium-sized business owners in Bida. According to SMEDAN report (2023), the total population of registered MSMEs in Bida is fifty-four and the census approach was used to select the MSMEs since the population is small and manageable. The questionnaire was divided into two parts. Section "A" focuses on personal information of respondents, while Section "B" focuses on survey variables based on 5-point Likert scale statements. The independent variables consist of product and process innovations adopted from the work of Sani and Olaniyi (2022). The dependent variable also consists of the profitability of MSMEs taken from the works of Serge, Maria, Mateausen, Silvana, Eveliina and Mintu (2018). Cronbach's alpha was used to determine reliability as shown in Table 1 below:

**Table 1: Reliability Test**

Variable	Number of Items	Reliability coefficient
Product Innovation (PDI)	4	.889
Process Innovation (PSI)	4	.797
Profitability of MSMEs (PMSMEs)	4	.796

Source: Researchers survey, 2023

The collected data were analyzed using frequency tables and percentage which were presented in tabular form. The questionnaire data were coded and entered into the computer using the Statistical Package for Social Science (SPSS Version 23) for analysis. Means and standard deviations were obtained for each independent and dependent variables. The study also used multiple regression analysis (MRA). The regression model is presented as follows:

$$\text{PSMEs} = \alpha + \beta_1 \text{PSI} + \beta_2 \text{PDI} + \epsilon;$$

Where:

 $\alpha$ : Constant

PSMEs= Profitability of SMEs

PSI: Process Innovation

PDI: Product Innovation

#### 4.0 DATA ANALYSIS AND DISCUSSION OF FINDINGS

A total number of Fifty-four (54) MSMEs in Bida were selected and data gathered by means of a structured questionnaire. Fifty-two copies of questionnaire (52) were properly filled and returned by the respondents.

##### 4.1.1 Normality Test

To ascertain the distribution's normalcy in this research, Skewness and Kurtosis were utilized. According to Hair, Black, Barbn, and Anderson (2010), a dataset must have figures for Kurtosis and Skewness that fall between the ranges of -7 to +7 and -2 to +2 respectively, for it to be considered regularly distributed. Table 2 below demonstrates how the statistics are consistent with the aforementioned assumptions.

**Table 2: Normality Test using Kurtosis and Skewness**

Variables	Kurtosis	Skewness	Decision
Product Innovation (PDI)	2.006	-1.666	Normal
Process Innovation (PSI)	-1.106	-1.128	Normal
Profitability of MSMEs (PMSMEs)	-1.431	1.177	Normal

Source: Researchers computation using SPSS

#### 4.2 Test of Hypotheses

##### 4.2.1 Test of Hypotheses I

$H_{01}$ : Product Innovation has no any significant impact on the profitability of MSMEs in Bida Metropolis.

**Table 3: Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.950 <sup>a</sup>	.903	.901	.936	.522

a. Predictors: (Constant), PDI

b. Dependent Variable: PMSMEs

An R-squared value of 0.903 demonstrates that the variable that is independent accounts for 90% of the variance in the dependent profitability of MSMEs. The outcome of the regression in Table 3 above displays a multiple correlation of R-value of 0.950, indicating a good degree of prediction. The 90.1% of the variance in the variable that is independent is attributed to it, according to an adjusted R-square of 0.901 variables.

**Table 4: ANOVA <sup>a</sup>**

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	407.521	1	407.521	465.349	.000 <sup>b</sup>
	Residual	43.787	50	.876		
	Total	451.308	51			

a. Dependent Variable: PMSMEs

b. Predictors: (Constant), PDI

The model has a statistically significant F value of 465.349 and a value of P of .000, according to table 4 above. We may draw the conclusion that the independent variable, product innovation, predicts changes in the dependent variable, MSMEs' profitability.

**Table 5: Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-11.582	1.234		-9.388	.000
	PDI	1.842	.085	.950	21.572	.000

a. Dependent Variable: PMSMEs

According to Table 5, product innovation has a favorable and substantial impact on MSMEs' profitability ( $P = .0000.05$ ). We thus embrace the alternative hypotheses, which claim that product innovation has a substantial impact on the profitability of MSMEs in the Bida metropolitan, and reject the null hypothesis.

#### 4.2.2 Test of Hypotheses II

$H_{02}$ : Process Innovation has no any significant impact on the profitability of MSMEs in Bida Metropolis.

**Table 6: Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the estimate	Durbin-Watson
1	.909 <sup>a</sup>	.826	.822	1.255	.350

a. Predictors: (Constant), PSI

b. Dependent Variable: PMSMEs

The multiple correlation of R value, which is 0.909 in the regression result in Table 6 above, indicates an excellent degree of prediction. The dependent variable, the profitability of MSMEs, is the dependent variable, and the independent variable, with an R-squared value of 0.826, explains 83% of the disparity in its performance. 82.2% of the variance in the variable that is independent is attributed to it, according to an adjusted R-square of 0.822.

**Table 7:** ANOVA <sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	372.567	1	372.567	236.580	.000 <sup>b</sup>
	Residual	78.740	50	1.575		
	Total	451.308	51			

a. Dependent Variable: PMSMEs

b. Predictors: (Constant), PSI

Table 7 above shows that the model is statistically significant, with a F value of 236.580 and a P value =.000. We may draw the conclusion that the variable that is independent (process innovation) predicts changes in the dependent variable—the profitability of MSMEs.

Table 8:		Coefficients <sup>a</sup>				
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.933	.324		-2.877	.004
	PSI	.852	.013	.967	66.059	.000

a. Dependent Variable: PMSMEs

The profitability of MSMEs is positively and significantly impacted by process innovation, as shown in Table 8 above ( $P = .0000.05$ ). As a result, the study support the alternative hypothesis—that process innovation significantly affects MSMEs' profitability in the Bida metropolis—and reject the null hypothesis.

#### 4.3 Discussion of Finding

The result from a test of hypotheses indicates that product innovation has a positive and significant effect on the profitability of MSMEs in Bida metropolis. Likewise, result from test of hypotheses II also indicates that process innovation has a positive and significant effect on profitability of MSMEs in Bida metropolis. This is in line with the findings of Nasser, Azilah & Kamisah, 2020; Mohammad, 2022; Zwingina & Opusunju, 2017; Alam & Adeyinka, 2021 and Danh, Huong, Thanh & Lai, 2023. Therefore, the study conclude that innovation has a positive and significant effect on the profitability of MSMEs in Bida metropolis.

#### 5.1 Conclusions and Recommendations

A survey approach was employed in this research. The tool was a structured questionnaire graded on a 5-point Likert scale. The results of the multiple regression analysis were used to examine the survey data. According to the regression results, product innovation significantly and favorably impacts MSMEs' profitability in the Bida metropolitan. The result of Hypothesis II also shows that process innovation has a positive and significant effect on the profitability of MSMEs in the metropolitan city of Bida. Therefore, we conclude that innovation has a



significant impact on MSMEs profitability in Bida local government. The study therefore recommended the adoption of product and process innovation for MSMEs in Niger State because innovation has a positive effect on the profitability of MSMEs. Entrepreneurs and potential entrepreneurs must be open to different innovation strategies. They should be ready to encourage their employees to innovate by empowering them. The government should support the innovation of micro, small and medium-sized enterprises through grants and subsidies. Micro, small and medium-sized enterprises (MSMEs) should be informed about the importance of innovations that are profitable or necessary for the survival of their enterprises. They should be willing to learn from successful innovative entrepreneurs.

## 5.2 Limitations and Suggestions for Further Studies

This research is limited to product and process innovation. Therefore, this research study has not inculcated all the types of innovations that are available for MSMEs, and has solely focused on a limited number of innovations. Further research could therefore, examine the use of additional types of innovation and analyse their impact on the profitability of MSMEs.

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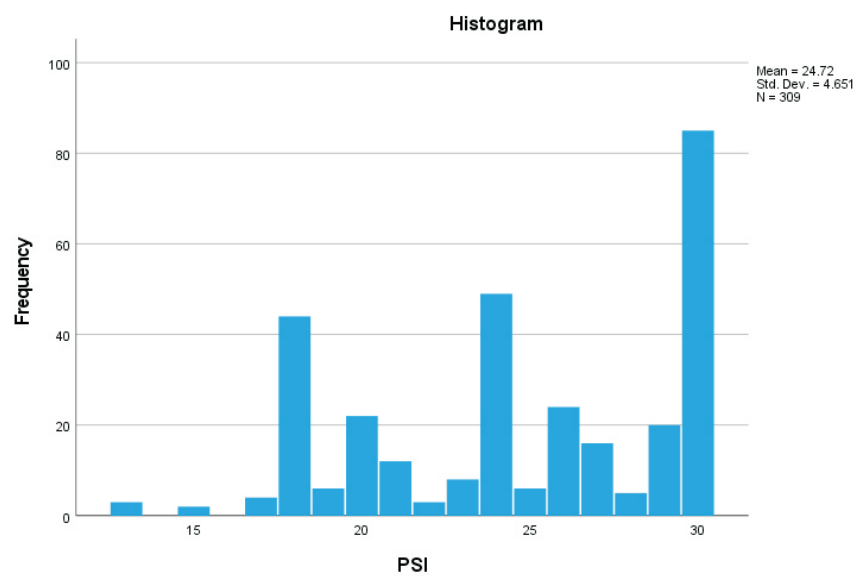
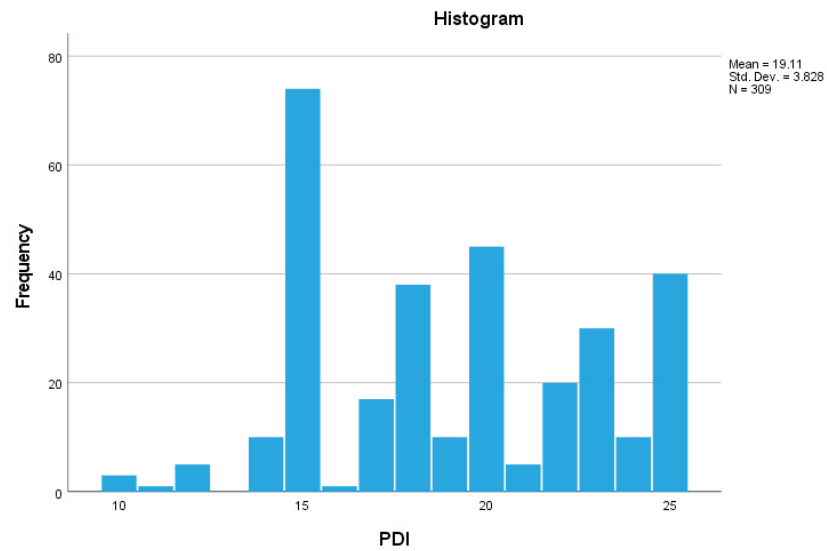
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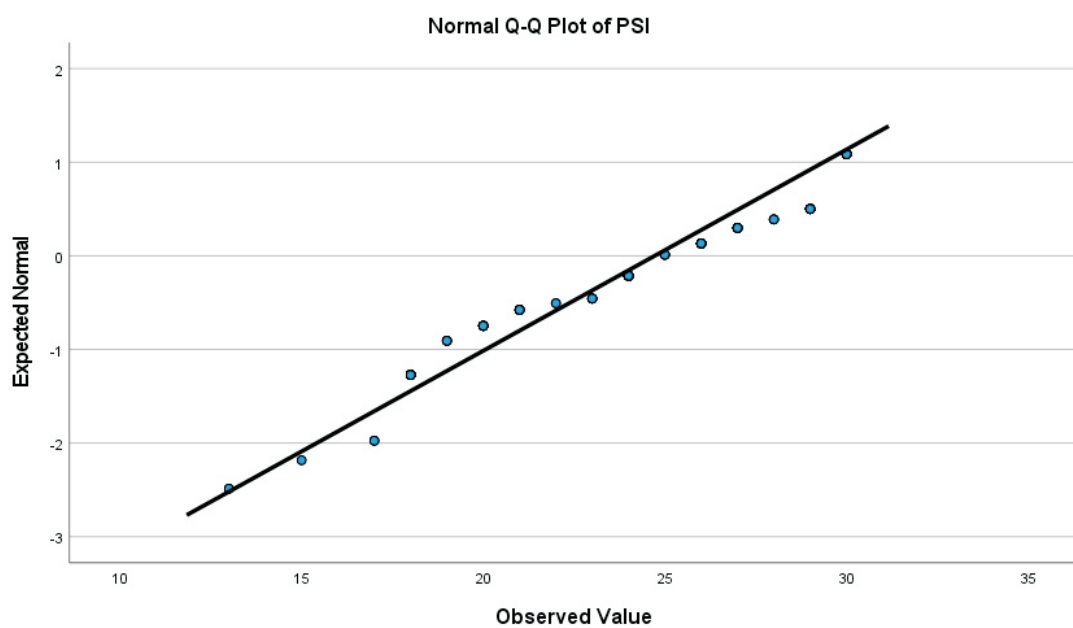
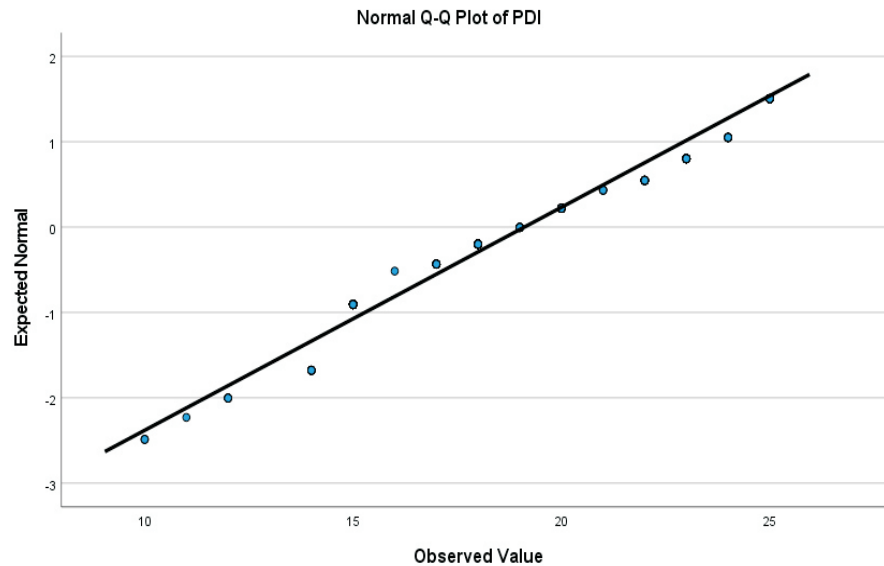
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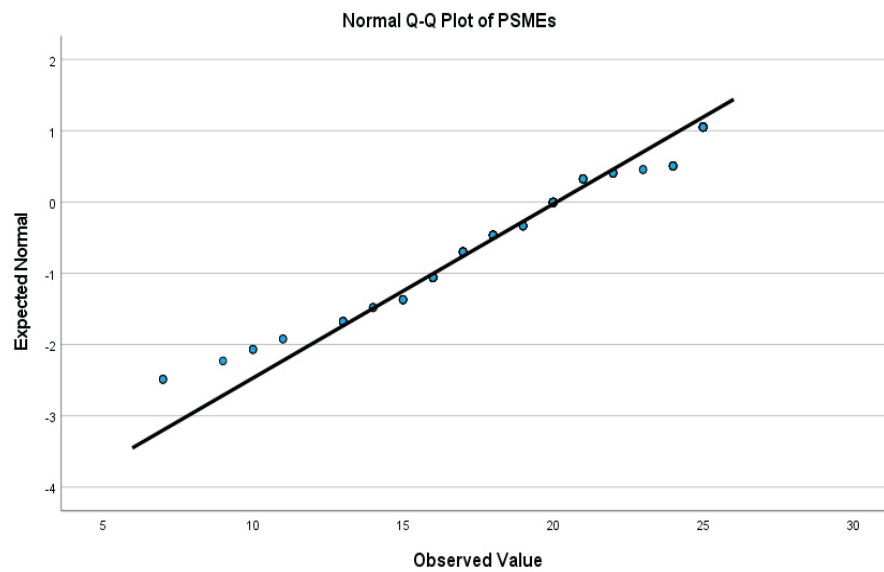
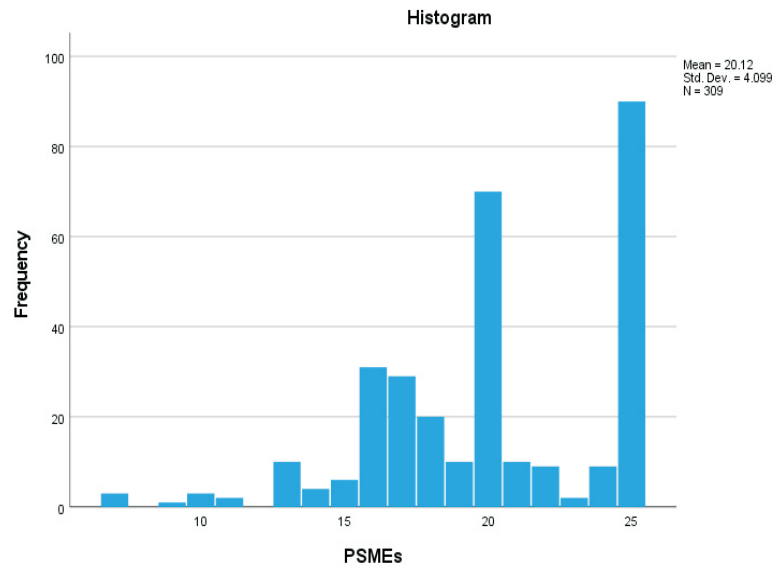
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**Descriptives**

		Statistic	Std. Error
PDI	Mean	14.37	.213
	95% Confidence Interval for Mean	Lower Bound 13.94	
		Upper Bound 14.79	
	5% Trimmed Mean	14.49	
	Median	15.00	
	Variance	2.354	
	Std. Deviation	1.534	
	Minimum	10	
	Maximum	17	
	Range	7	
	Interquartile Range	1	
	Skewness	-1.666	.330
	Kurtosis	2.567	.650
PSI	Mean	18.40	.268
	95% Confidence Interval for Mean	Lower Bound 17.87	
		Upper Bound 18.94	
	5% Trimmed Mean	18.53	
	Median	18.00	
	Variance	3.736	
	Std. Deviation	1.933	
	Minimum	13	
	Maximum	22	
	Range	9	
	Interquartile Range	2	
	Skewness	-1.128	.330
	Kurtosis	2.006	.650
PMSMEs	Mean	14.88	.413
	95% Confidence Interval for Mean	Lower Bound 14.06	
		Upper Bound 15.71	
	5% Trimmed Mean	15.15	
	Median	16.00	
	Variance	8.849	
	Std. Deviation	2.975	
	Minimum	7	
	Maximum	18	
	Range	11	
	Interquartile Range	4	
	Skewness	-1.431	.330
	Kurtosis	1.177	.650







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## IMPACT OF NATIONAL ORIENTATION AGENCY TRAIN THE TRAINERS PROGRAM ON FOSTERING NATIONAL AWARENESS

**ANAYO Ezeh Ann**

[annhr@gmail.com](mailto:annhr@gmail.com)

Department of Public Administration,  
Nasarawa State University, Keffi, Nasarawa State, Nigeria  
**08033335034**

**ITODO Sylvanus Mohammed PhD**

[itodosm@gmail.com](mailto:itodosm@gmail.com)

Department of Public Administration,  
Nasarawa State University, Keffi, Nasarawa State, Nigeria  
**080333138464**

**ONUORA, Chinasa Marprudence**

[n\\_chinasa@yahoo.com](mailto:n_chinasa@yahoo.com)

Department of Public Administration,  
Nasarawa State University, Keffi, Nasarawa State, Nigeria  
**08037053957**

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### Abstract

*The study investigates the impact of the National Orientation Agency (NOA) National Training of Trainers Program on fostering national awareness, with a specific focus on patriotism, nationalism, self-discipline, and self-reliance. Utilizing survey responses from program participants, A sample of employees from various departments and levels within the NOA, FCT Directorate, participated in the study. Data analysis involves statistical techniques to determine the correlation between e- National Orientation Agency (NOA) National Training of Trainers Program on fostering national awareness the study human capital Theory as a framework. the analysis reveals substantial positive impacts on understanding of patriotism and self-reliance, while uncovering a more divided opinion on the contribution to self-discipline. Additionally, the study explores the program's influence on community members' expressions of patriotism and its role in shaping public discourse on national awareness and values. The study's findings revealed the analysis of responses to the National Training of Trainers Program suggest an overall positive impact on participants' understanding of patriotism, self-discipline, and self-reliance. The study recommends among others that NOA should develop comprehensive communication strategies to articulate the program's goals, methodologies, and expected outcomes. Thereby establishing feedback mechanisms to address concerns and provide clarity on aspects that participants may find ambiguous or confusing.*

**Keywords:** Training, Trainer, NOA, Patriotism, Awareness, Directorate, FCT

### Introduction

In an era characterized by rapid globalization and interconnectedness, the role of national awareness and identity is paramount in shaping the socio-economic and political landscapes of countries worldwide. On the global stage, nations are grappling with the challenges of balancing global integration with the preservation of their unique cultural and national



identities while from an African perspective, the significance of fostering a strong national identity becomes even more pronounced. As the continent continues to navigate its diverse cultural, historical, and socio-political contexts, the NOA's initiative contributes to the broader discourse on the role of national awareness in ensuring stability, development, and unity across the African continent (Agwanwo & Onyige, 2022).

Nigeria, being one of the most populous and culturally diverse nations in Africa, faces unique challenges and opportunities in fostering a unified national identity. By exploring the impact of the NOA's initiative through the lens of these three perspectives global, African, and Nigerian this research endeavors to shed light on the effectiveness of the programme in fostering a robust national awareness that transcends geographical and cultural boundaries.

This study delves into the profound impact of the National Orientation Agency's (NOA) National Training of Trainers Program on fostering national awareness in the context of global, African, and specifically, Nigerian perspectives. The program, designed to enhance awareness and instill values such as patriotism, nationalism, self-discipline, and self-reliance, serves as a critical initiative in the pursuit of a cohesive and resilient national identity.

The study "Impact of National Training of Trainers Program on Fostering National Awareness: A Focus on Patriotism, Nationalism, Self-Discipline, and Self-Reliance" aims to evaluate the effectiveness of a national training program for trainers in enhancing national awareness and promoting patriotism, nationalism, self-discipline, and self-reliance among the participants. The study is designed to assess the impact of the program on the knowledge, attitudes, and behaviors of the participants, as well as its potential implications for fostering a sense of national unity and pride. The study is significant as it contributes to the ongoing discourse on the role of education and training in shaping national consciousness and promoting a sense of unity and pride among the population (Ekarama, Yakub, Yandi, Putra, and Putri, 2021).

The findings from this study are expected to contribute valuable insights to the ongoing discourse on nation-building and the cultivation of a collective consciousness in an ever-evolving global landscape. Against this backdrop, the study seeks to evaluate how the NOA's Training of Trainers Program aligns with global trends in promoting national consciousness while adapting to the demands of an interconnected world.

The study aims to investigate the effectiveness of the National Orientation Agency's (NOA) National Training of Trainers Program in fostering national awareness, with a specific focus on patriotism, nationalism, self-discipline, and self-reliance. The statement of the problem is as follows;

In spite of the National Orientation Agency's concerted efforts through the National Training of Trainers Program to instill values of patriotism, nationalism, self-discipline, and self-reliance, there remains a need to critically assess the impact of these initiatives on individuals and communities. The extent to which the program has successfully contributed to fostering national awareness, and the specific outcomes related to patriotism, nationalism, self-discipline, and self-reliance, requires a comprehensive investigation. This study seeks to identify any gaps, challenges, or areas of improvement in the implementation of the NOA National Training of Trainers Program, shedding light on its overall efficacy in achieving the desired objectives of promoting a heightened sense of national consciousness and values among the participants

and, by extension, the broader population.

**Research Questions:**

- i. To what extent has the National Orientation Agency's National Training of Trainers Program influenced participants' understanding and embodiment of patriotism, nationalism, self-discipline, and self-reliance?
- ii. What are the specific outcomes and changes observed in individuals and communities following their participation in the NOA National Training of Trainers Program, particularly concerning attitudes and behaviors related to national awareness and the targeted values?

**Objectives:**

- i. To assess the level of influence exerted by the NOA National Training of Trainers Program on participants' comprehension and adoption of values such as patriotism, nationalism, self-discipline, and self-reliance.
- ii. To identify and analyze the specific behavioral and attitudinal changes observed in individuals and communities as a result of their participation in the program, with a focus on the targeted outcomes related to national awareness.

**Literature Review**

**Concept of Training**

Training consists of organisations' planned efforts to help employees acquire job-related knowledge, skills, abilities, and behaviours with the goal of applying them on the job (Noe & Hollenbeck, 2019). Training is the systematic modification of behaviour through learning processes that enable individuals to upgrade the levels of knowledge, practise, and qualification needed to carry out their tasks efficiently. It improves the performance of both employees and employers (Khan *et al.*, 2011). In addition, according to Khan *et al.* (2016), training helps the workforce adapt flawlessly to new technology, thereby increasing the efficiency and productivity of individuals and organisations. As cited by Abeeha and Bariha (2012), while considering a training process, it is essential to know who is to be trained, the method and programme of training, and also whether the main goals of the training are being achieved or not. Formal training is indeed only one way of ensuring that learning takes place (Armstrong, 2014).

**Types of employee training**

There are various methods of training employees, both within and outside of organisations. Managers and administrators select the most suitable techniques to meet their training needs. However, according to Armstrong (2019), there are several types of employee training, including manual skills such as modern apprenticeships, information and technology skills, team leader or supervisory training, management training, interpersonal skills like leadership, team building, group dynamics, and neuro-linguistic programming, personal skills such as assertiveness, coaching, communication, and time management, and training in organisational procedures or practises such as induction, health and safety, performance management, equal opportunity, and managing diversity policy and practise.

On the other hand, Bohlander *et al.* (2016) argue that there is training available for both non-

managerial and managerial employees. Non-managerial employee training includes on-the-job training, apprenticeship training, cooperative training, internships, government training, classroom instruction, programmed instruction, audio-visual training, computer-based training (CBT), and simulation training. It is essential for organisations to provide their employees with adequate training to enhance their skills and knowledge. This will not only benefit the employees but also the organisation as a whole. By investing in employee training, organisations can improve productivity, reduce turnover rates, and increase employee satisfaction. Therefore, it is crucial for managers and administrators to carefully select the appropriate training methods to meet their specific needs.

### **History of the National Orientation Agency (NOA)**

The National Orientation Agency (NOA) is a Nigerian government agency with the responsibility of communicating government policies, programmes, and activities to the public. It was established on August 23, 1993, by the National Orientation Agency decree 100 of 1993, now an act of Parliament Cap. N64 of 2004, under the administration of President Olusegun Obasanjo (NOA, 2015). The agency was created through the merger of three significant organs of government: the Public Enlightenment (PE), the War Against Indiscipline (WAI), and the National Orientation Movement (NOM), which were divisions of the Federal Ministry of Information and Culture. These were merged with the Directorate for Social Justice, Self-Reliance, and Economic Recovery (MAMSER). The aim of this merger was to consolidate the efforts and resources of the government in the areas of public enlightenment, social mobilisation, and value reorientation.

However, the roots of the NOA can be traced back to an earlier agency called the National Orientation Movement (NOM), which was established in 1962 by the government of Sir Abubakar Tafawa Balewa. The NOM was created to address the challenges of nation-building following Nigeria's independence from British colonial rule in 1960. Its primary responsibility was to promote national unity, integration, and development by educating Nigerians about their civic duties and the importance of working towards collective welfare (NOA, 2018).

The National Orientation Agency (NOA), established in 1983 by President Shehu Shagari's administration, took the place of the NOM during the military regimes that followed the first republic. The NOA was tasked with promoting national unity, integration, and development by educating Nigerians about their civic responsibilities and the need to work towards the common good. In 2005, the NOA was re-established under the administration of President Olusegun Obasanjo, expanding its mandate to include the promotion of good governance, democracy, and national security. The agency was restructured with directorates in all 36 states of the federation and the Federal Capital Territory (FCT).

### **Concept of National Awareness**

National awareness refers to the level of consciousness, understanding, and recognition that individuals within a nation have about their country, its identity, values, history, and current affairs. It encompasses the collective understanding of a nation's identity, cultural heritage, political system, and societal values among its citizens. National awareness plays a crucial role in shaping a sense of belonging, unity, and patriotism among the people of a nation.

According to Ibrahim and Ahmad (2020) Promoting national awareness is often considered essential for fostering a strong and cohesive society. Educational institutions, media, cultural

programs, and government initiatives play crucial roles in shaping and reinforcing national awareness among citizens. A well-informed and aware citizenry is generally better equipped to participate in civic activities, make informed decisions, and contribute positively to the development and well-being of their nation.

### **Concept of Patriotism, Nationalism, Self-Discipline, and Self-Reliance**

Patriotism refers to the love, devotion, and loyalty that individuals have for their country. It involves a deep emotional connection to one's homeland and a willingness to contribute to its well-being.

Patriots often express their commitment through acts of service, civic engagement, and a sense of responsibility towards the community and nation. Patriotism can manifest in various forms, including respect for national symbols, participation in civic activities, and a willingness to defend the country's values and principles (Kerebunngu, Pangalila and Umar, 2019).

Nationalism is a political, social, and cultural ideology that emphasizes the importance of a shared national identity, often promoting the interests and well-being of a particular nation above others.

Nationalists may advocate for the sovereignty and independence of their nation, and they often take pride in their cultural heritage. While patriotism focuses on love for one's country, nationalism extends to the belief in the superiority and unique qualities of one's nation, sometimes leading to a more exclusionary mindset.

Self-discipline is the ability to control one's own behavior, make responsible choices, and adhere to a set of principles or rules. It involves restraining impulses and focusing on long-term goals.

Individuals with self-discipline exhibit traits such as perseverance, accountability, and the ability to resist distractions. This concept is often associated with personal development, as self-disciplined individuals are better positioned to achieve success in various aspects of life.

Self-reliance is the ability of individuals, communities, or nations to meet their needs and solve problems independently, without excessive reliance on external assistance or resources.

Self-reliance encourages individuals to develop skills, resourcefulness, and a sense of autonomy. It involves taking initiative, being proactive, and cultivating the capacity to adapt to challenges. In a national context, self-reliance may involve economic independence, technological advancement, and a strong national infrastructure.

According to Adedirana and Onifade (2013) these concepts are often interconnected and can play significant roles in shaping individual and collective behavior within a society. While patriotism and nationalism focus on the relationship between individuals and their nations, self-discipline and self-reliance are personal attributes that contribute to the overall strength and resilience of individuals and communities. Balancing these concepts is crucial for fostering a healthy and well-functioning society.

### **Empirical Review**

Piyali, Rachita, Jagdamba, Rashmi, and Priya (2016) examined staff development and trainer effectiveness. The paper aims to ascertain the predictors of training effectiveness, with special reference to the characteristics of trainers. Characteristics of trainers as obtained from the

extant literature served as seven independent variables to predict training effectiveness, measured in terms of trainee satisfaction with the training programme. The data were collected by administering a structured questionnaire to employees selected through simple random sampling. A total of 80 responses were obtained and subjected to multiple regression analysis. Of the seven independent variables, only two, namely the trainer's comfort level with the subject matter and the trainer's rapport with trainees, were found to be significant predictors of trainee satisfaction. Hence, the hypothesis that all seven independent variables are significant predictors of trainee satisfaction was partially proved. Training programmes should be designed keeping in mind the knowledge level of trainers and their interpersonal skills. The paper suggests some measures that a trainer may adopt for a better learning experience for the participants.

Shonubi (2020) investigated the effect of staff development on organisational performance in selected banks in Lagos State, Nigeria. This study adopted a descriptive survey research design through the use of questionnaires. The population of the study comprised 7,616 staff members of First Bank of Nigeria PLC, which was further reduced to 380 personnel as the sample size through the use of a formula derived by Taro Yamane. A proportional sampling technique was used to select the staff from ten selected branches in Lagos State. The data was analysed using the statistical tool of Regression Analysis with the aid of the Statistical Package for Social Sciences (SPSS version 23.0) at a 5% level of significance. Descriptive Statistics were also used to analyse the relevant data. Findings revealed that staff development has a significant effect on organisational performance. The study concluded that staff development should be held consistently in order for employees to have career advancement and increased loyalty to the organisation, which in turn increases their job performance. The aggregate performance will increase organisational performance. The implication is that well-trained staff will have a positive impact on organisational performance as it will add more effectiveness and efficiency to their output and, in turn, improve the organization's performance.

Arghode and Wang (2016) explored the phenomenon of staff development and training engagement from the trainers' perspective. Specifically, two questions guided this inquiry. First, how do trainers define engagement in the training context? And what strategies do trainers use to engage trainees? The collective case study approach was adopted for this qualitative study. Seven cases were selected for in-depth analysis. Data were collected through individual, face-to-face interviews and analysed using the constant comparative analysis method. Major findings suggest that engaging training practices take various forms. They include being trainee-centred, maximising learning through entertaining and interesting instruction, accommodating different learning styles, eliciting trainee participation by creating an encouraging learning environment, and connecting with trainees by building rapport early in a training session. In addition, the seven cases selected for this study may be used as a benchmark against which both experienced and novice trainers can compare their own practices. This is one of the very few qualitative studies with a focus on the emotional aspects involved in training. The rich data from this study shed light on areas for future improvement, particularly regarding how to effectively engage trainees to maximise learning outcomes.

Elnaga and Imran (2018) examine the effect of training on employee performance and provide suggestions as to how the firm can improve its employee performance through effective training programmes. The research approach adopted for the study conforms to

qualitative research, as it reviews the literature and multiple case studies on the importance of training in enhancing the performance of the workforce. Further, the paper goes on to analyse and understand the theoretical framework and models related to employee development through training and development programmes and their effect on employee performance, and on the basis of the review of the current evidence of such a relationship, offers suggestions for the top management in the form of a checklist, appropriate for all businesses, to assess employee performance and find out the true cause(s) of the performance problem so the problem could be solved in time through the desired training programme. The study in hand faces limitations as there are no adequate indications to directly correlate the relationship between training and employee performance. Hence, there is a need for future empirical research to test the proposition discussed in the study. The study in hand provides a brief overview of the literature about training effectiveness and how it contributes to enhancing employee performance, and ultimately concludes with a recommendation to give directions for future research by applying different levels of analysis to explore the impact of training practises on employee performance.

Anton and Farhad (2015) explored the nature and extent of management development and training in Palestinian telecommunication organisations using a basic dichotomous (three-stage) model: needs assessment, training development, and evaluation. A survey questionnaire supported by semi-structured interviews was conducted to capture and corroborate the issues raised by middle and senior managers. Subsequently, the valid data were analysed using Statistical Package for the Social Sciences and tabulated for the purpose of interpretation and comparison with the findings available in the literature. Despite the systematic approach to training and development, the findings revealed inadequacy resulting from heavy emphasis on conventional methods throughout the three stages, particularly the formal in-house training; the current system does not offer a holistic approach to meet the challenging needs for management development. The use of a dichotomous approach explores the entire process rather than implementation alone; thus, the findings will have practical implications for the researcher and practitioners to design, implement, and systematically appraise the effectiveness of training development initiatives. This paper offers both professionals and academics a fresh perspective on training and development in Palestinian telecommunication organisations; it highlights the importance of such activity and stresses the need for the design of programmes that can adequately incorporate individual and corporate needs for development.

Mohammed (2016) examines the effect of training on employee performance, investigates the importance of training, identifies the significance of employee performance, and provides suggestions as to how a firm can improve its employee performance through effective training programmes. Training has an important role to play, and it is expected to inculcate positive changes in knowledge, skills, and attitudes. Employees' training tries to improve skills so that the employee is better equipped to do his present job. Training programmes are necessary in any organisation for improving the quality of work of employees at all levels, particularly in a world of fast-changing technology and environment. For the organisation, training and development lead to improved profitability while cultivating more positive attitudes towards profit orientation. Training and development are defined as the planned learning experiences that teach employees how to perform current and future jobs. This paper is based on Primary data, which Consists of a questionnaire.

### Theoretical Framework

In the 1960s, the human capital theory was propounded by economists Gary Becker and Theodore Schultz, who recognised that education and training were investments that could significantly enhance productivity. The human capital theory is a concept used by social scientists to select personal attributes that are considered useful in the process of production. It is made up of employee skills, know-how, education, and knowledge, among others (Goldin, 2019). As the world accumulated more physical capital, the opportunity cost of going to school decreased, making education an increasingly vital component of the workforce. The term "human capital" was adopted by corporate finance and became part of intellectual capital and, more broadly, a concept of human capital.

In recent decades, human capital has become one of the earliest and best-known examples of the application of basic economic concepts to a broader set of topics in human and social behaviour. The human capital theory is based on the assumption that formal education and training are highly instrumental and necessary to improve the productive capacity of a population. In other words, human capital theorists argue that an educated and well-trained population is a productive population. The theory emphasises how education increases the productivity and efficiency of workers by enhancing the level of cognitive stock of economically productive human capability, which is a product of innate abilities and investment in human beings.

The human capital theory, developed by economists Gary Becker and Theodore Schultz, focuses on the idea that investments in education and training contribute to the accumulation of human capital, which in turn enhances an individual's productivity and economic well-being. Applying this theory to the study of the "Impact of NOA National Training of Trainers Program on Fostering National Awareness: A Focus on Patriotism, Nationalism, Self-Discipline, and Self-Reliance," involves examining how the training program contributes to the development of human capital in the form of skills, knowledge, and attitudes related to national values.

The NOA National Training of Trainers Program can be viewed as an investment in human capital. Participants undergo training with the expectation that it will enhance their skills and knowledge related to patriotism, nationalism, self-discipline, and self-reliance. The training program serves as a means of acquiring specific human capital that is relevant to fostering national awareness.

According to human capital theory, education and training contribute to increased productivity. In the context of the NOA program, participants are expected to become more productive contributors to society by embodying and promoting values such as patriotism, nationalism, self-discipline, and self-reliance. The skills acquired through the program are seen as enhancing their ability to positively impact their communities and the nation at large.

Human capital theory also considers positive externalities, which are the benefits that spill over to society as a whole. In the case of the NOA National Training of Trainers Program, the positive externalities may include a more informed and engaged citizenry, strengthened social cohesion, and a collective commitment to national values. These externalities contribute to the overall development and well-being of the nation.

The study explored the returns on investment in the NOA program by assessing changes in participants' behavior, attitudes, and contributions to society. For instance, an increase in the



promotion of patriotism, nationalism, self-discipline, and self-reliance among program participants could be considered a positive return on the investment in their human capital.

Human capital theory suggests that policies should be designed to encourage and facilitate investments in education and training. In the context of the NOA program, policymakers could use the findings to refine and improve the training initiative, ensuring that it continues to effectively contribute to the development of national awareness.

In applying the human capital theory to the study involves analyzing how the NOA National Training of Trainers Program serves as an investment in human capital, contributes to increased productivity and positive externalities, and assesses the returns on this investment in terms of fostering national awareness and values.

### Research methodology

This study adopted survey research design and structured questionnaire was used to collect data.

The population of the study is 341 staff of the National Orientation Agency (NOA), Abuja, Nigeria. The population of this study is a finite one. Therefore, the study used Yamani (1967) formula for finding population size. This formula states that follows:-

$$n = N / 1 + N(e)^2$$

Where

n = sample size

l = constant

e = margin of error at 5%

Therefore,  $N = 341 / 1 + 341 (0.05)^2$

N = 184

The researcher therefore used a sample size of 184 for the investigation. They are considered appropriate for a study of this nature. This is the procedure used in selecting a sample for investigation. It is generally grouped into probability or random sampling methods and non-probability or non-random sampling methods. The researcher randomly distributed the questionnaire to every member of the population.

In the study, the researcher analysed, interpreted, and presented the collected data in a meaningful and simple way for the readers understanding.

### Result and Discussion

Table 1: Please indicate your agreement level with the following statements regarding the extent National Orientation Agency's National Training of Trainers Program influenced participants' understanding and embodiment of patriotism, nationalism, self-discipline, and self-reliance; (1 - Strongly agree, 2 - agree, 3 – Strongly disagree, 4 - Disagree, 5 – Neutral)

S/N	ITEMS	SA	A	SD	D	N
1.	The National Training of Trainers Program improved your understanding of patriotism	25 13.6%	57 31.1%	20 11%	51 27.5%	31 16.8%
2	The National Training of Trainers Program contributed to your sense of self-discipline	21 11.4%	37 20.1%	30 16.3%	62 33.6%	34 18.4%
3	The National Training of Trainers Program has fostered self-reliance	30 16.3%	66 35.9%	23 12.5%	39 21.2%	26 14.1%

Source: Field Survey, 2023



Responses on whether the National Training of Trainers Program improved participant understanding of patriotism revealed 25(13.6%) of the respondents strongly agreed, 57(31.1%) agreed while 20(11%) of the respondents strongly disagreed, also 51(27.5%) of the respondents disagreed and 31(16.8%) of the respondents were undecided. From the analysis, majority of the respondents agreed that the National Training of Trainers program improved their understanding of patriotism

Responses on whether the National Training of Trainers Program contributed to participant sense of self-discipline revealed 21(11.4%) of the respondents strongly agreed, 37(20.1%) agreed while 30(16.3%) of the respondents strongly disagreed, also 62(33.6%) of the respondents disagreed and 34(18.4%) of the respondents were undecided, from the analysis, it is revealed that majority of National Training of Trainers Program contributed to participant sense of self-discipline

Responses on whether the National Training of Trainers Program has fostered self-reliance revealed 30(16.3%) of the respondents strongly agreed, 66(35.9%) agreed while 23(12.5%) of the respondents strongly disagreed, also 39(21.1%) disagreed and 26(14.1%) of the respondents were undecided about the questions, The National Training of Trainers Program has fostered self-reliance

Table 2: Please indicate your agreement level with the following statements regarding, What are the specific outcomes and changes observed in individuals and communities following their participation in the NOA National Training of Trainers Program, particularly concerning attitudes and behaviors related to national awareness and the targeted values (1 - Strongly agree, 2 - agree, 3 – Strongly disagree, 4 - Disagree, 5 – Neutral)

S/N	ITEMS	SA	A	SD	D	N
1.	The impact of the NOA National Training of Trainers Program on influence understanding of patriotism	42 22.8%	79 43%	12 6.5%	42 22.8%	9 4.8%
2.	There is changes in community members' expressions of patriotism since the implementation of the NOA National Training of Trainers Program	35 19%	62 33.7%	28 15.2%	37 20.1%	22 12%
3	changes in the public discourse or conversations related to national awareness and values in the media or public spaces since the NOA National Training of Trainers Program was implemented	32 17.4%	56 30.4%	34 18.5%	39 21.2%	23 12.5%

Sources: Field Survey, 2023

Responses on whether the impact of the NOA National Training of Trainers Program on influence understanding of patriotism revealed that 42(22.8%) of the respondents strongly agreed, 79(43%) agreed while 12(6.5%) of the respondents strongly disagreed also 42(22.8%) disagreed and 9(4.8%) of the respondents were neutral as regards the impact of the NOA National Training of Trainers Program on influence understanding of patriotism

Responses on whether there is changes in community members' expressions of patriotism since the implementation of the NOA National Training of Trainers Program revealed 35(19%) of

the respondents strongly agreed, 62(33.7%) agreed while 28(15.2%) of the respondents strongly disagreed also 37(20.1%) disagreed and 22(12%) of the respondents were neutral as regard there is changes in community members' expressions of patriotism since the implementation of the NOA National Training of Trainers Program

Responses on whether changes in the public discourse or conversations related to national awareness and values in the media or public spaces since the NOA National Training of Trainers Program was implemented revealed 32(17.4%) of the respondents strongly agreed, 56(30.4%) agreed while 34(18.5%) of the respondents strongly disagreed also 39(21.2%) disagreed and 23(12.5%) of the respondents were neutral as regard changes in the public discourse or conversations related to national awareness and values in the media or public spaces since the NOA National Training of Trainers Program was implemented

### Discussion of Findings

The analysis of responses to the National Training of Trainers Program provides valuable insights into its perceived impact on participants' understanding of patriotism, sense of self-discipline, self-reliance, and its influence on community members' expressions of patriotism and public discourse. Here are some key findings and points of discussion,

Strong agreement and agreement combined make up 44.7%, indicating a substantial positive impact. Disagreement and strong disagreement combined make up 38.1%, suggesting some level of skepticism or dissatisfaction. The NOA National training of trainers program seems to have a positive influence on the majority of participants' understanding of patriotism.

Strong agreement and agreement combined make up 31.5%, indicating a moderate positive impact. Disagreement and strong disagreement combined make up 52%, suggesting a more divided opinion and potential room for improvement. While a significant portion agrees with the program's contribution to self-discipline, a considerable number express disagreement.

Strong agreement and agreement combined make up 52.2%, indicating a substantial positive impact. Disagreement and strong disagreement combined make up 33.6%, suggesting a generally positive perception of the program's impact on self-reliance. The majority of respondents believe that the program has positively influenced self-reliance.

Strong agreement and agreement combined make up 65.8%, indicating a strong positive impact. Disagreement and strong disagreement combined make up 29.3%, suggesting a largely positive perception of the program's influence on patriotism. The NOA National Training of Trainers Program appears to have significantly impacted participants' understanding of patriotism.

Strong agreement and agreement combined make up 52.7%, indicating a substantial positive impact. Disagreement and strong disagreement combined make up 35.2%, suggesting a positive overall impact on community members' expressions of patriotism. The majority of respondents perceive positive changes in community members' expressions of patriotism since the program's implementation.

Strong agreement and agreement combined make up 47.8%, indicating a moderate positive impact. Disagreement and strong disagreement combined make up 39.7%, suggesting a more balanced view on the program's impact on public discourse.

The NOA National Training of Trainers Program appears to have had a moderate influence on changing public discourse or conversations related to national awareness and values. The study revealed, while the majority of responses indicate a positive impact across various aspects, there are still significant proportions of respondents expressing skepticism or neutrality.

### **Conclusion and Recommendations**

In conclusion, the findings from the analysis of responses to the National Training of Trainers Program suggest an overall positive impact on participants' understanding of patriotism, self-discipline, and self-reliance. The program appears to have significantly influenced the perception of patriotism among participants, with a majority expressing agreement. However, there is a notable division of opinions regarding the program's contribution to self-discipline, indicating room for improvement and a need for further evaluation.

The majority of respondents believe that the National Training of Trainers Program has positively influenced self-reliance, indicating a substantial positive impact. Additionally, the program seems to have significantly impacted participants' understanding of patriotism, with strong agreement and agreement combined making up a large percentage.

Moreover, positive changes in community members' expressions of patriotism since the program's implementation are perceived by a majority of respondents, suggesting a favorable influence on the broader community. The program also appears to have had a moderate influence on changing public discourse or conversations related to national awareness and values.

However, it is crucial to note that there are significant proportions of respondents expressing skepticism or neutrality, particularly in areas such as self-discipline and public discourse. This suggests the importance of addressing concerns, refining aspects of the program, and engaging with participants to enhance its overall effectiveness. Further studies and feedback mechanisms may be beneficial to ensure the continuous improvement of the National Training of Trainers Program and its alignment with the diverse perspectives of its participants.

Based on the findings, here are two recommendations for the National Training of Trainers Program:

- i. Develop comprehensive communication strategies to articulate the program's goals, methodologies, and expected outcomes. Thereby establishing feedback mechanisms to address concerns and provide clarity on aspects that participants may find ambiguous or confusing.
- ii. Since there is a more divided opinion on the program's contribution to self-discipline, it is essential to tailor interventions that specifically target this aspect to bridge the

gap between agreement and disagreement.

- iii. Conduct a focused assessment to identify specific areas where participants feel the program falls short in promoting self-discipline, design targeted modules or workshops within the program to address and strengthen participants' self-discipline skills, incorporating feedback from those who expressed disagreement.

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**EFFECT OF MILITARY COUP D'ETAT ON ECONOMIC DEVELOPMENT OF FRENCH COLONIZED COUNTRIES**<sup>1</sup> **Aliyu Ndalile Idris**

Directorate of General Studies  
Ibrahim Badamasi Babangida University  
Lapai, Niger State, Nigeria  
alindariss@gmail.com  
08036192911/08020356282

<sup>2</sup> **Mohammed Umar Kitabu**

umarkitabu@yahoo.com  
08032402824  
Department of Public Administration  
Fati Lami Abubakar Institute for  
Legal and Administrative Studies  
Minna, Niger State

<sup>3</sup> **Abdulkabir Garba**

abdulkabirgarba@gmail.com  
07067714305  
Day Secondary School Pyata  
Minna, Niger State

**Abstract**

*This paper examines the effect of military coup d'etat on economic development of French Colonized countries, which has become a great cost of concern to Africa, ECOWAS and international communities as its portray the image of a country in a negative perceptive in terms of building confidence in the area of trade bi- lateral activities. However, persistent of military taking over of democratically elected government often distort the policy and programmes of governance as they would be loss of confidence by the international community's engaging in any form of business activities with such a country. It is not a hidden fact that French colonized countries in Africa are beset by return of military coups over couples of times, and it is in the light of this, that the researcher adopts documentary approach to gather data from journals, relevant research work, existing literature or materials which emphasizes on economic development and military coups. Furthermore, the paper used telcott person's model of structural functionalism which is traceable to the work of Herbert Spencer (1869), which seeks to explain the factors taking into consideration in arriving a strategic outcome. The paper concluded by identifying factors that contributes to military takeover in most of French colonized countries which include corruption, economic mismanagement, modernization, cultural pluralism, autocracy, low income level, soldier's greed and grievance among other factors. Finally, recommends the following as a way of preventing continual occurrence of military coup d'etat which include, promotion of good governance, building and maintaining strong democratic institutions, ensures the protection of human rights, promote civic education and awareness about the dangers of coups, international community providing diplomatic pressure and assistance in strengthening democratic institutions.*

**Key words:** economic development, military coup, governance, international community

## Introduction

In recent year, French colonized countries in Africa has witness a wave of coups d'état in seven countries that extends from Guinea on the Atlantic ocean to Sudan Red sea. Out of these seven (7) coup attempts from different countries, five (5) was successful which include that of Mali, Burkina Faso, Guinea, Niger and Gabon. While Chad and Sudan experienced constitutional coups. There was a coup attempt in Gambia, the Central Africa Republic, Sieria Leone, and the Island Nation of Sao Tome and principle (ADP Magazine, June 2, 2023).

The military has been an important institution for protecting states from external threats. In fulfillment of this fundamental role, military institutions have also posed security risk to the nation against threats. In Africa, military institutions have on one hand, helped to project states from both internal and external threats, including local insurgencies. But on the other hand, they have destabilized several political regimes that guaranteed fundamental human rights through coup d'etats . (Ibrahim et al 2022). Many analysts believed that coups were going out of fashion in Africa during 2015 due to the limited cases of the coup in the continent. (Atomba etal 2015).

Mwai, Peter (2021) says, coups are widely seen to be on the rise or dangerously back in fashion since 2021. They relied on the military coup d'eat in some French colonized countries like Guinea Bissau, Guinea, Mali, Niger, Burkina Faso, and Gabon which experienced a series of successful and failed military takeover, over the last three years. Apart from failed attempt to overthrow Guinea Bissau's current president, Umaro sissoco erabalo on 1 February 2021 Burkina Faso's most successful coup, in which president Roch Marc Christian Kabore was deposed by an army led by lieutenant colonel Paul Henri Damiba on 24 January 2022. All these has raised several concerns in the sub-region and questioned the relevance of regional organization, Economic community of West Africa States (ECOWAS), with respect to the maintenance of peace and security in West Africa (Seigler et al 2021).

Many motives and circumstances have been cited from these coups, as military accused the ruling regimes of corruption, economic mismanagement, and failure to confront armed separatist and jihad movements that constitutes a serious challenges to the region's states. Desperate international reactions to these coups also point to the complexities of the intense regional and international competition between interested major powers. France, and United States to a lesser degree, adhere to supporting elected governments in countries that experience coups for reasons that do not necessarily have anything to with supporting democracy, but rather with the isolated activities compatibilities with own interests on the other hand, other international players, led by Russia have found opportunities to enhance their influence by supporting the emergent regimes and the new power brokers, exploiting the region's growing wave of discontent with the west (Longmans 2018).

## Statement of Problem

Return of coups in some French colonized African countries is evidence of the centrality of Africa to the raging international conflict between an old western camp (France) that presents itself as better than all others, and a new camp (China – Russia) that presents itself as a viable

alternative, with all that it promises in terms of partnerships, development and prosperity.

France remains the country most negatively offended by what is happening in most Africa countries experiencing coup d'etat since last three years. It has lost to a military coup over last four years in West Africa, where an unprecedented wave to popular hostility is spreading against French. This coincides with a time of a serious economic recession in France that has culminated in energy conservation policies after frequent power outages.

The irony is that uranium mining in Niger, which presents seven percent of global production, contributes to lighting one out of every three electric lamps in France, while darkness engulfs large parts of Nigeria cities and villages.

The French colonized countries presently faced with problem of coup d'état is undoubtedly becoming an arena of international competition for multi polar world, despite the local nature of these conflicts among elite.

The West specifically the United State, US keen to overcome the negative image of French colonialism in the region, which necessitates the adoption of a strategy that takes conditions on the ground into consideration and when it wants France withdrawal (Melly, 2021).

Number of scholars tried to investigate on the effect of military coup detat in African countries some of studies like Ibrahim (2022), Seigler (2021), Mwai (2021), and Bark (2012). But however, as fascinating as the contribution of military coup effect on economic development, scholars did not systematically investigate and adequately analyze military coup strategy as a setback to economic development of African countries. This constitutes a serious academic gap. It is in this light that, the study is set to examine effect of military coup d'etat on the development of West African countries.

### **Methodology**

The study adopted a documentary approach which relied on secondary source to gather its data through relevant materials relating to the effects of military coup d'etat on economic development which include journals, articles, newspapers, news from radios and television, textbooks and other relevant materials.

### **Literature Review**

#### **Concept of Military Coup D'etat**

Military coup d'etat is defined by different scholars in different ways. Below are some of the definitions of military coup d'etat by different scholas:

According to political scientist Aurel Crossant and David Kuehn, coup d'etat refers to "the illegal and overt attempt by a faction within the state apparatus to overthrow the sitting executive authority" (Croissant & Kuehn, 2019, P.1).

Naunihal Singh, another scholar, defines coup d'etat as "an illegal and over attempt by the military or other elites within the state apparatus to unseat the sitting executive" (Singh, 2014, P.2).

According to Jonathan Powell, a scholar on political violence, a coup d'etat is "the seizure of political power by an organized group within the state apparatus" (Powell, 2017, P.3).

Samuel Finer, a political scientist, describes coup d'etat as "the sudden, illegal deposition of a government, usually by a small group of existing state establishment – typically the military – to replace the deposed government with another" (Finer, 1988, P.1).

According to Edward Luttwak, a political scientist, coup d'etat is "a forceful change of government carried out by a small group support of a significant portion of the population" (Luttwak, 1979, P.1).

Military coup is an attempt to change regime of government in power in an unconstitutional manner regardless of the party implementing them. It usually leads to the removal of the legitimate government or other legitimate institutions and their replacement with an illegal authority, by passing the popular will and the approval of democratic institution.

In this context, military coup refers to a situation whereby military institution overthrown democratic constitution against the will of the people.

#### **Factors Responsible for the Return of Military in Most of French Colonized Countries**

Below are some of the factors responsible for the return of military in power in some of French Colonized countries:

- ❖ **Political instability:** African countries with a history of political instability are more prone to military coups. For instance, in Sudan, a military coup was staged in 2019 following months of political instability and protests (BBC News, 2019).
- ❖ **Corruption and economic mismanagement:** Corruption and economic mismanagement can also contribute to military coups in African countries. In Mali, a military coup was staged in 2020 following allegations of corruption and economic mismanagement (BBC News, 2020).
- ❖ **Ethnic and religious tensions:** Ethnic and religious tensions can also contribute to military coups in African countries. In Guinea, a military coup was staged in 2021 following ethnic tensions and protests against the government (BBC News, 2021).
- ❖ **Weak democratic institutions:** Weak democratic institutions can also contribute to military coups in African countries. In Chad, a military coup was staged in 2021 following the death of President Idriss Déby and a weak democratic transition (Al Jazeera, 2021).
- ❖ **Military influence:** In some African countries, the military has significant influence over the government and can use this influence to stage a coup. For example, in Zimbabwe, the military played a significant role in ousting former President Robert Mugabe in 2017 (CNN, 2017).



- ❖ **Foreign interference:** Foreign interference can also contribute to military coups in African countries. In Libya, for instance, foreign interference from countries like Russia and Turkey has contributed to the ongoing political instability and potential for a military coup (Al Jazeera, 2021).
- ❖ **Constitutional crises:** Constitutional crises can also contribute to military coups in African countries. In Guinea-Bissau, for example, a constitutional crisis in 2019 led to a military coup that overthrew the government (Reuters, 2019).

### Concept of Economic Development

Economic development is defined in different ways by different scholars as follows:

Economic development refers to the sustained, long-term growth of an economy that result in increased standards of living for its citizens. This growth is typically measured in terms of increases in gross domestic product (GDP) and per capita income.

Economic development refers to the process by which a country improves its economic, political, and social well-being. This includes increasing productivity, creating jobs, reducing poverty, and improving infrastructure.

Economic development refers to the process of improving the economic well-being of a country or region through policies and programs that promote economic growth, job creation, and poverty reduction.

Economic development refers to the process of improving the economic performance of a country or region through policies and programs that promote investment, trade, and entrepreneurship.

Economic development refers to the process of creating an environment in which businesses can thrive and contribute to the overall growth of a country or region. This includes policies and programs that promote innovation, competitiveness, and sustainable development.

Economic development refers to the sustained, long-term growth of an economy that results in increased standards of living for its citizens. This growth is typically measured in terms of increases in gross domestic product (GDP) and per capita income. Economic development also involves creating an environment in which businesses can thrive and contribute to the overall growth of a country or region. This includes policies and programs that promote investment, trade, entrepreneurship, innovation, competitiveness, and sustainable development. The ultimate goal of economic development is to improve the economic well-being of a country or region and its citizens through policies and programs that promote economic growth, job creation, and poverty reduction.

In this context, economic development can be define as increase in the level of production of all sectors of the economy which will in turn uplift the living standard of the people of such society.

### Indicators

- ❖ **Gross Domestic Product (GDP):** GDP is the total value of goods and services produced within a country's borders in a given year. It is one of the most commonly used indicators of economic development. Gross National Income (GNI) per capita: GNI per capita is the average income earned by a country's citizens and is calculated by dividing the country's total income by its population. It is another commonly used indicator of economic development. (World Bank 2021).
- ❖ **Human Development Index (HDI):** HDI is a composite index that measures a country's overall level of human development based on three dimensions: health (measured by life expectancy at birth), education (measured by years of schooling), and standard of living (measured by GNI per capita). (World Bank 2021).
- ❖ **Employment rate:** The employment rate measures the percentage of the working-age population that is employed. It is an important indicator of economic development because it reflects the level of job creation and labor market participation. (MIF, 2021).
- ❖ **Poverty rate:** The poverty rate measures the percentage of the population living below the poverty line, which is typically defined as the income level below which people cannot afford basic necessities such as food, shelter, and clothing. (MIF, 2021).

### Effects of Military Coup D'etat on Economy Development

- ❖ **Economic instability:** Coups can lead to economic instability, as investors and businesses become uncertain about the future of the country. This can lead to capital flight, reduced investment, and slower economic growth.
- ❖ **Disruption of trade and commerce:** Coups can disrupt trade and commerce, as supply chains are disrupted and transportation routes are closed. This can lead to shortages of goods and services, higher prices, and reduced economic activity.
- ❖ **Reduction in foreign aid and investment:** Coups can lead to a reduction in foreign aid and investment, as donor countries and international organizations may suspend or reduce funding in response to the political instability.
- ❖ **Increase in public debt:** Coups can lead to an increase in public debt, as the new government may need to borrow money to finance its operations and maintain social programs. This can lead to a debt crisis and reduce the government's ability to invest in economic development.
- ❖ **Decline in tourism:** Coups can lead to a decline in tourism, as travelers become hesitant to visit a country that is experiencing political instability. This can lead to a reduction in tourism revenue and employment opportunities.

**Empirical Review**

Ibrahim Jibrin (2022) wrote on the topic return of the military in West Africa. The study relied on documentary approach to gather its data. The study found out that, the major causes of return of military government in most of West African countries is traceable to the issue of modernization, cultural pluralism, soldier's greed and grievances, corruption, autocracy, limited economic growth and low income level among other factors contributing to the military coup d'etat in West African countries. The study therefore, recommends that government of these countries should promote good governance, embark on economic development, respect human right, and strengthen regional organizations among others.

Seigler, Sean M. (2021), wrote on the topic, are military coups back in style in Africa? The study also depends heavily on documentary approach to gather its data. The study concluded that, causes of return of military coup d'etat in West Africa countries is as a result of not only internal factors but other external factors which include colonial heritage and the cold war between United States and the soviet union have been some of the causes of military coup in most African countries. The study therefore, recommends that there should be strategies for managing crisis, develop mechanism to identify early signs of political instability, promote civic education about the danger of coups among others.

Chinwanda Takudzwa (2019), wrote of the paper titled France has assassinated 22 African presidents since 1963. The study therefore concluded that the major causes of military take over on most African countries is as a result of corruption of the leaders, economic mismanagement, and failure to confront armed separatist and Jihadi movement. The paper therefore recommended that, open dialogue between different political groups, civil societies should be encouraged, ensuring that diverse voices and groups are represented in the political decision and many more.

Barka et al (2012), presented a paper title, crises, coups and entry-deterring reform in sub-Saharan Africa at the public choice society seminar, university of California. The paper is qualitative in nature and concluded that crises and coups in sub-Saharan Africa is traceable to mismanagement by public office holders, limited economic growth, increase in poverty level of the citizen autocracy. The paper therefore, recommended that, every country should build and maintain strong democratic institution, promotes good governance, have respect for human rights, reform of military institution to the role of protecting the nation and its citizens and not to interfere in politics.

**Theoretical Framework**

The theoretical framework for this research work is Talcott Parson's model of structural functionalism. It is an approach in sociology which was developed at the wake of 19<sup>th</sup> century's industrial revolution. This theory was sociologically developed as an adequate tool for dealing with the interrelatedness of various traits, institutions, groups, and so forth, within the social system. Structural functionalism is as old as the history of sociology. This is evident in the works of the founding fathers of the discipline like Auguste Comte (1798-1857) and Herbert Spencer (1820-1903). Coser (1976) attempts a definition of structural functionalism. He saw structure as referring to a set of relatively stable and patterned relationships of social units,

while he perceived functions as referring to the consequences of social activities which make for adaptation or adjustment of a given structure or its component parts.

The functional approach in sociology was borrowed from the analogy of organism in the biological sciences in which all the body organs, in any living organism, have a kind of interconnectivity which links them together. Each of these organs plays a certain role for the survival of the organism. In any situation where any of the organs malfunctions it will affect the whole body. It is believed that these malfunctionists, therefore, argue that the society is made up of groups and institutions which constitute the whole. They state further that each of these institutions that form the society plays a part for the survival of the system (Ritzer & Barry, 2001).

From the foregoing, functionalists view society as a system, a set of interconnected parts which together form a whole. This makes society the primary unit of functional analysis. The focus of attention is how the basic parts of the society, that is, the various institutions, such as the military, police, religious organizations, family, political, economic, legal, and educational institutions co-relate and function for the survival of the entire society.

The main interest of the functionalists is the question of order. That is, how social order would be achieved and sustained for the smooth running of the society. The functional approach to the study of society tends to be conservative in nature because it seems to a large extent, against social change. Functional ideology believes that there are basic needs of a society which must be met for social life to go on.

#### **Ways which West African Countries can Prevent Military Coup D'etat**

- ❖ **Strengthen democratic institutions:** African countries can prevent military coups by strengthening their democratic institutions, such as the judiciary, parliament, and electoral commission. This can help to ensure that power is transferred peacefully and democratically.
- ❖ **Promote good governance:** African countries can prevent military coups by promoting good governance, including transparency, accountability, and the rule of law. This can help to reduce corruption and ensure that public resources are used for the benefit of all citizens.
- ❖ **Address economic inequality:** African countries can prevent military coups by addressing economic inequality and promoting inclusive economic growth. This can help to reduce poverty and social unrest, which are often drivers of political instability.
- ❖ **Invest in education:** African countries can prevent military coups by investing in education and promoting civic education. This can help to promote democratic values and ensure that citizens are aware of their rights and responsibilities.
- ❖ **Promote regional cooperation:** African countries can prevent military coups by promoting regional cooperation and integration. This can help to reduce conflict and

promote stability across the continent.

- ❖ **Strengthen civil society:** African countries can prevent military coups by strengthening civil society organizations, such as human rights groups and independent media. This can help to promote transparency and accountability in government.
- ❖ **Address security sector reform:** African countries can prevent military coups by addressing security sector reform and ensuring that the military is accountable to civilian authority. This can help to reduce the risk of military intervention in politics.
- ❖ **Encourage peaceful conflict resolution:** African countries can prevent military coups by encouraging peaceful conflict resolution and dialogue between different political actors. This can help to reduce tensions and promote stability.

### Conclusion

The West African countries remains a changing and volatile area in political and security affairs, and its future democratic transition is uncertain in light of the escalation of international competition that has become the primary driver in shaping the region's future, the challenge remains in trying to reconcile the geopolitical interest of global powers and the aspirations of region's peoples for stability, development, and democracy. As many experiences have proven, the quest to maintain stability in the region without achieving sustainable development that paves the way for a true democratic transition that in turn, limits the role of the military in the political process will simply remain in a vicious circle of unachievable goals for the foreseeable future.

The return of military coup in most of the French colonized countries in Africa is traceable to the issue of corruption, cultural pluralism, modernization, soldiers greed and grievances, poor governance, autocracy, limited economic growth, low income level and some other external factors such as colonial heritage and cold war between the United States and Soviet Union.

### Recommendations

The paper recommends the following ways to prevent continue escalation of military coup in West African country.

- ❖ Government of West African countries should build and maintain strong democratic institutions.
- ❖ Promote good governance that will ensure transparency, accountability and inclusive governance that will reduce the grievance that often leads to coup.
- ❖ Government should try as much as possible to protect human rights, include the freedom of speech, assembly and put in place rule of law.
- ❖ International community should play a significant role by providing diplomatic pressures and assistance in strengthening democratic institutions to ensure peaceful transition of power.

- ❖ Government should always embark on educational awareness to promote civic education about the dangers of coup and the benefit of democratic governance.
- ❖ Government should ensure inquiry, fairness and justice in the treatment of the citizens to address economic inequalities and provides opportunities for economic advancement and reduction in poverty

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**THE FACTORS THAT INFLUENCE MATE SELECTION AMONG YOUTHS IN A.B.U.  
SAMARU CAMPUS ZARIA****E.C. AKPA**

akpaeuginia@gmail.com  
08029122626  
Department of Sociology  
Ahmadu Bello University, Zaria.

**KOLO, JOHN NDASHIRU**

favourednda@gmail.com  
08038888095  
Dept of Social Welfare Administration  
Niger State Polytechnic  
College of Admin and Business Studies Bida

**NDALAZHI FLORENCE**

ndaflorance19@gmail.com  
08035848077  
Department of Sociology  
Ahmadu Bello University, Zaria.

**KOLO MOHAMMED DADA**

kolomohammeddada@gmail.com  
08060810988  
Dept of Social Welfare Administration  
Niger State Polytechnic  
College of Admin and Business Studies Bida

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**ABSTRACT**

*Mate selection is one of the most important events in the lives of persons worldwide. This is because the process may invariably culminate into marriage which is the beginning and foundation of all social relations in the entire society. In the light of above assertion, this study examines factors that influenced mate selection among youths in Ahmadu Bello University Zaria, samaru campus. The study employs quantitative techniques and administered survey questionnaires to 120 students in the campus. The finding from the study reveals that love, age, religion, parental influence, character, physical attraction and educational background significantly influenced mate selection among youths in Nigeria. Thus, the study recommend that factor of character should generally be consider first in the selection of mate among youths along with other important factors disclosed in this study. And this will result in peaceful matrimonial home and the nation at large.*

**Key words:** Factors, Selection, Marriage, Youths, Mate

**Introduction**

Mate selection set the tone for early adulthood life resulting into the formation of the family institution and marital identity. And one of the major tasks of young people worldwide, and particularly among the Nigerian youths is to achieve or set to achieve a state of marital identity. It has been found globally, and in Nigeria in particular that young people make

choices hastily only to come to regret them later either because the relationship fails to succeed or is not working as expected (Maliki, 2009). These regrets result to dire consequences like shame, heart-break, trauma, confusion, divorce, suicide among others, and this is not only to the individuals involved directly but to friends, relations, children, community and the entire society at large, as the case may be.

According to Akpa E.C (2014); *“mate selection are those processes one goes through in an attempt to select marriage partner”*.

Mate selection among the youths in Nigeria has been influenced by the principles of homogamy, normative adherence, structural proximity opportunities, similarities in race, religion, social class, broad occupational groupings, age, income, location of residence, level of education, intelligence etc. These factors therefore plays very important role in mate selection process among youths (Kerkhoff, 1967).

Nijole (1993) also opined that propinquity, physical attractiveness, ethnicity and race, religion, age social class, and values play vital roles in mate selection.

In support of this, Maliki (2009) posited that “in the process of mate selection by university students various qualities attract an individual to a partner. As the relationship develops and progress, they come to realize that those qualities that form the basis of attraction are not what they desired resulting to the break-up of the relationship” (Maliki, 2009).

The break-up at whatever stage of the relationship have the repercussions of feeling of betrayal, development of hatred, frustration, emotional instability characterized by inability to concentrate on their academic pursuit, confusion, loss of confidence development of low self-esteem, trauma, negative self-concept, and even committing of suicide among other dire consequences in view of the devastating effects of making wrong choices.

It is to this effect that it has become necessary that the unmarried youths know the factors to prioritize in the process of mate selection to avoid the consequences of a wrong choice. The study therefore intend to identify and highlight those factors that are very important in guiding the youths in mate selection

### Conceptual Definition

**Factor:** The criteria, bases, characteristics etc that an individual or group of individual uses in selecting a mate for marriage. It can also be refers to things that leads one in selection of a marriage partner.

**Selection:** “When someone or something is chosen” (Cambridge University, 2008). It is also the act chosen from among several options or opportunities.

**Marriage:** “A legally recognized relationship between an adult male and female, that carries certain rights and obligations” (Scott, 2014). This also has to do with been joined together with a man or woman of one's choice legally

**Youths:** “The period of your life when you are young, or the state of being young” (Cambridge University, 2008). It is also a stage when someone is full of strength or energy

### Statement of Problem

Mate selection among Nigeria youths is been influenced by several factors. It has however

been observed that physical attractiveness is one of the common factor that pull young people into relationship that may or may not result into marriage. This have often bring dare consequences to the individual and the entire society especially if it fails or does not work as expected part of these consequences are emotional instability, loss of self, confidence, low self esteem, trauma, suicide, death etc.

The number of these factors and sometimes their contradictions are challenges that face the youths today in the processes of selecting marriage partner. This study therefore focuses on the problems and challenges these youths face in marriage partner selection.

### Objectives

1. To indentify the factors Nigeria youths consider in mate selection.
2. To suggest the factors to be consider in mate selection process to Nigeria youths to avoid the consequential effects of wrong choices.

### Theoretical Framework

This study used the social exchange theory to provide the explanation on factors that influence mate selection among the youths in Nigeria. This is because the social Exchange Theory focuses on what is given and what is received and this serves as the bases of marriage.

According to Ogunbameru (2008) "Social Exchange Theory posited that all human relationships are formed by the use of subjective cost-benefit analysis and comparison of alternatives". This theory therefore, shows the reason why people considered certain factors like ethnicity, socio-economic background, educational attainment etc. in mate selection and why there are variations in these factors' considerations between different individuals. This is because of what to get from the mate one choose for marriage in relation to the individual's valuation of these factors.

### Methodology

The study was conducted in Ahmadu Bello University, Main Campus Zaria, using the married and unmarried male and female students of faculties of social sciences and education. These faculties are situated within the main campus of the institution located in Samaru in Sabon-Gari Local Government of Kaduna state in the Northern part of Nigeria. "The University was established on the 4<sup>th</sup> October, 1962 and made up of two campuses located in Samaru and Kongo covering a land area of about 7000 hectares" (The five years of Mahadi Administration in Ahmadu Bello University- 1999-2004, 2004).

Both quantitative (questionnaire) and qualitative (focus group discussion) methods were used. The sample size of 120 respondents were drawn from 586 of 6 departments of the two faculties i.e sociology, mass communication, political science, guidance and counseling, Christian religion studies and Islamic religious studies. Purposive sampling technique was used in selecting the respondents and discussants based on faculty, department, marital status and religion. Base on the above, 4 groups of 6 discussants were constituted and used to obtain information in addition to those obtained from the questionnaire.

This study used the Social Exchange Theory to provide explanation on factors that influence mate selection among the unmarried youths in Nigeria. This is because the Social Exchange Theory focuses on what is given and what is received and this serves as the bases of marriage.

According to Ogunbameru (2008) "Social Exchange posited that all human relationships are formed by the use of subjective cost-benefit analysis and the comparison of alternatives". This theory therefore, shows the reason why people consider certain factors like ethnicity, socioeconomic background, educational attainment etc. in mate selection and why there are variations in these factor considerations between different individuals. This is because of what to get from the mate one chooses for marriage in relation to the individual's valuation of these factors.

### The Factors that Youths consider in Mate Selection:

The respondents identified several factors and Table 1 shows these factors.

**Table 1: Respondents Opinions on factors to consider in Mate Selection**

Factor(s) to consider in selecting a mate	Frequency	Percentage (%)
No response	6	5.0
Physical attractiveness	4	3.4
Religious inclination	31	26.1
Socioeconomic background	1	.8
Educational attainment	12	10.1
All of the above	65	54.6
Total	119	100.0

Source: Field Survey, 2023

Table 1: indicates that 65 (54.6%) of the respondents identified the combination of the factors of physical attractiveness, religion inclination, socio-economic background and education attainment as factors for consideration in mate selection. However 31(26.1%) respondents saw religious inclination as the only factor to be considered in mate selection while only one (0.8%) respondents said the only factor to be considered is socio-economic background.

This is similar to the opinion given by one female unmarried 400 level discussant from the department of sociology who said "as a single lady, I will consider the person's religion that is his spiritual life, his tribe and his affection for me and to know if he can take good care of me". This was supported by a married female 400 level students discussant from the Department of Guidance and Counseling that said "in addition, the educational and social appearance are factors to consider in mate selection".

This agrees with Alan and Keth (1964) that said "Individuals who are similar to each other are most likely to choose each other as mate and are more likely to be successful in their relationship". These similarities are in areas such as residence, levels, religious affiliations, attitudes and values. The emphasis here is on the similarities between the two individuals that would affects their choice or acceptances as a mate for marriage.

**Table 2: Respondents views on Additional factor(s) to be Considered in Mate Selection**

Other factor(s)	Frequency	Percentage %
No response	5 4.2	4.2
Race/Ethnicity	2	1.7
Age	11	9.2
Parental influence	12	10.1
Character/Behavior	42	35.3
All of the above	47	39.5
Total	119	100.0

Source: Field Survey, 2023

Table 2: indicates that 47(39.5%) of respondents identify combined factors of race/ethnicity, age, parental influence and character/behavior as other important factors to consider. This was closely followed by character/behavior (35.3%) as another factor to be given consideration in mate selection. 2 (1.7%) respondents reported Race/Ethnicity as the least

factor to be considered in this process of mate selection. This goes along with what an unmarried female 300 level discussant from the department of sociology said “I like when you are picking a life partner, number one, check the age of the person because age has to do with maturity. Then secondly financial capability and then the persons background and behavior”. This was supported by another focus group discussion member- an unmarried 400 level female students of the department of sociology who says “ Good looking is also very important, tribe and character are also additions”.

Nesteruk and Gramescu (2002) supported this when they identified family acculturation, cultural retention, ethnic identity, religion, language and biculturalism as factors that play important roles in mate selection preferences.

### **Suggested Factors to consider in Mate Selection by the Unmarried Youths.**

Base on experiences of the married respondents, certain factors were suggested to be considered in mate selection.

**Table 3: Suggested Factors for consideration in Mate Selection**

Important suggested factors to the unmarried	Frequency	Percentage %
Physical attractiveness	0	0
Family socioeconomic background	0	0
Religious inclination	14	29.8
Educational attainment	1	2.1
All Of the above	32	68.1
Total	47	100.0

Source: Field Survey, 2023

Table 3: shows that 32 (68.1%) constituting the majority of the respondents suggested most importantly the combined consideration of factors of physical attractiveness, religious inclination, family socio-economic background and educational attainment while 14 (29.8%) of the respondents suggested the consideration of only religious inclination. And no respondent choose only either physical attractiveness or family socio-economic background, while 1 (2.1%) chose educational attainment. This table therefore reveals that majority of the respondents suggested that it is important to consider more factors such as physical attractiveness, religious inclination, family socioeconomic background and educational attainment in the process of mate selection. In support of the above assertion, a married 300 level female students of mass communication said “I will advise they consider religion and education”. However, looking at the individual factor consideration, the table shows that the respondent attached much importance to the factor of religious inclination in comparison to the others.

**Table 4: Married Respondent's views on additional Factors they will Advise the Unmarried Youths to consider more importantly in the choice of Mate for Marriage**

Additional important factors for consideration	Frequency	Percentage %
Character	23	48.9
Family socio-economic	14	29.8
No ideal/Nil	5	10.6
Love/affection	5	10.6
Intelligence	0	0
Total	47	100.0

Source: Field Survey, 2023

Table 4: reveals that 23 (48.9%) of the respondents choose character while 14(29.8%) reported the family socio-economic background as a consideration for mate selection. Only 5 (10.6%) choose affection as an additional important factor to put into consideration while non-choose intelligence. This means that character is an important factor to consider in mate selection. This is followed by the consideration of the family socio-economic background of the would-be mate. This is in line with the shared experience of a 400 level married male IRK discussant who said “ *I also consider the socio-economic background of the lady because even the Islamic religion says that you should marry because of her wealth*”. The choice of the respondents on character and family socio-economic background can be traced to the fact that individual’s character is a result of the family socialization and that could be the reason these two factors are chosen without surprise.

In a study, Maliki (2009) reported the following order of factors’ as considerations in mate selection- “character, closely followed by fertility, then, educational qualification, intelligence, religion, physical health, body structure, profession, dentition, financial standing, height, age similarity, weight, state of origin and complexion”.

#### Conclusion

This study identified physical attractiveness, religious inclination, family socioeconomic background, education attainment, race/ethnicity, culture, age, parental influence, characters/behavior, proximity, knowledge of the would-be mate and profession as those factors to be considered in mate selection by the unmarried undergraduate youths in Nigeria. However, the factors of religion and character were most prescribed to be considered importantly. Also to be considered importantly are the factors of physical attractiveness, and family socio-economic background. Worth noting from the findings is the fact that even the married youths prioritized the factors of character and religion above physical attractiveness which implies that these are very influential factors in mate selection among the youths.

#### Recommendations

Based on the findings of this paper/research, the following are recommendations made so as to help the youths in mate selection process:

The factor of character should generally and most importantly be consider first. This is because the functionality of all other factors depends on the character of those that are involve in marriage.

They should consider more than one factor in the choice of a mate for marriage with particular preference to the factors of character/attitude, religious inclination and family socio-economic background among others.

The individual youth should from onset know what they want/desire in selection of mate. This is to avoid regret or problem in future.

The followings are the limitations of the study: time factor, financial constrain, and quick response of the respondents.

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## CORRUPTION AS A CATALYST OF INSECURITY IN NIGERIAN

**MUHAMUD ABDALLAH**

mudallah72@gmail.com

+2348136260644

University of Calabar, Calabar,

Cross Rivers state Nigeria

Public Administration

Faculty of management science

### Abstract

*Corruption as a catalyst of insecurity in Nigeria examined the nexus between corruption and insecurity using Nigerian experience. The paper established that in spite of the efforts made by government to reduce the increasing incidence of corruption and insecurity, little or no achievement have been made. The main objective of this study was to examine the relationship between the level of corruption and insecurity in Nigeria. The study adopted public choice theory and frustration aggression theory to explain the high incidence of corruption and insecurity in Nigeria. The research design was content analysis of secondary data from transparency international for data on corruption and Mo Ibrahim Foundation for data on insecurity. These were presented in tables and analyzed using percentage and average. The Pearson Correlation coefficient was used to test the hypothesis. The study confirmed a high incidence of corruption and high incidence of insecurity in Nigeria and found out that light punishment, delay in dispensation of justice and poor public sector wages were among the causes of high incidence of corruption in Nigeria. The hypothesis tested revealed a negative and insignificant relationship between corruption and insecurity in Nigeria (-.206) and with 56.9% level of significance which is greater than 5%. The study concludes that the high level of corruption is not responsible for the high incidence of insecurity in Nigeria. However, since corruption is known to have negative multiplier effect, there is need to reform the judicial system in order to guarantee speedy dispensation of justice, increase public sector wages and salaries among other things. In addition, since the study could not established that corruption is one of the factors responsible for insecurity, there is need for government at various level to be responsible and responsive to the needs of the citizens. There is need for government to intensify efforts to eliminate poverty and unemployment which is another known cause of insecurity in Nigeria by improving the quality of governance.*

**Keywords:** Corruption, catalyst, Insecurity, Nigeria

### 1.1 Introduction

Corruption has become a threat to humanity and it does not seem to spare any part of the world. This menace has negative multiplier effect on every aspect of society such as schools, offices, markets, political institutions, businesses and more surprisingly, the judiciary that supposed to sanctify the society and be the hope of the common man is not also spared. This ugly incident painted is more endemic and institutionalized in African continents. The primary purpose of government is to provide security and welfare for her citizens. The chapter II of the constitution of the Federal Republic of Nigeria 1999, pertaining to the Fundamental Objectives and Directive Principles of State Policy in Section 14 (2) (b) declared that "the security and welfare of the people shall be the primary purpose of government". However, in the last eight years, the security sector has received serious attention in terms of budgetary



allocation. It was reported that "Nigeria spends N4.62 trillion on National Security in 5 years, yet widespread in security remains" (The Premium Times 18 June, 2015). In addition to the aforementioned section, section 15 (5) of the constitution also provides that "the state shall abolish all corrupt practices and abuse of power." In line with this declaration, successive governments have made frantic efforts to eliminate this hydra-headed monster called 'corruption'. To achieve this, laws have been enacted and institutions established to fight corruption. Some of these institutions are Independent Corrupt Practices and Other Related Offences Commission (ICPC) established through the ICPC Act, 2000, the Economic and Financial Crimes Commission (EFCC) via the EFCC Act, 2004, the Fiscal Responsibility Commission established through Fiscal Responsibility Act, 2007, Freedom of Information Act via FOI Act of 2011, Code of Conduct Bureau established by section 153 (1)(b) of the 1999 constitution and many more.

In spite of all these efforts, corruption still remain pervasive in different sectors in Nigeria. From the 2017 record released by Transparency International (TI), a globally acclaimed international non-governmental anti-corruption watch-dog that was established in 1995, has Nigeria in the 148<sup>th</sup> position out of 180 countries. The country, according to the Corruption Perceptions Index (CPI), scored 28 out of 100. The organization uses Corruption Perceptions Index (CPI) to reflect the perceived levels of corruption in the public sector. The CPI ranks countries on a scale from 100 (very clean) to 0 (highly corrupt). Transparency International's Corruption Perceptions Index (CPI) for Nigeria varies from the lowest of 22 in 2007 to the highest of 28 out of 100 in 2016. The average score of corruption in Nigeria for the period 2007 – 2016 is 74.5% as compared to 25.5% CPI (transparency). Nigeria CPI was 27% in 2012, 25% in 2013, 27% in 2014, 26% in 2015 and 28% in 2016. There have not been significant improvements. This is pathetic considering the fact that the figure has not improved even under Buhari led administration that declared zero tolerance against corruption. It is against this backdrop the research raise the following questions.

Why is the rate of corruption and insecurity high in Nigeria in spite of the efforts made to fight them? Is there any significant relationship between corruption and insecurity in Nigeria? How can the incidence of corruption and insecurity be reduced in Nigeria?

## 1.2 Objectives, Hypothesis and Significance of the Study

The major objective of the paper is to find out the relationship between corruption and insecurity in Nigeria. The specific objective is to find out factors responsible for high rate of corruption and insecurity in Nigeria and proffer solution. In order to achieve the major objective, the hypothesis guiding this study is stated in null form as thus; there is no significant relationship between corruption and insecurity in Nigeria.

Adebanjoko & Okorie (2014) in their study corruption and challenges of insecurity in Nigeria revealed that corruption is a major cause of insecurity in the country. In the same vein, Duke, Agbaji & Bassey (2017) in their study corruption and challenges of Boko Haram also found out that corruption relates to insecurity. However, all these studies were not empirical in nature. The studies were theoretical rather than empirical. It is this knowledge gap that this study attempts to cover by determining whether or not an empirical relationship exists between corruption

and insecurity in Nigeria by using data from Transparency International and Mo Ibrahim foundation for 2007-2016. This is what makes this work significant and unique

### 1.3 Scope and Limitations of the Study

The time scope of the study covers a decade (2007 – 2016). The choice of this scope is justified based on the availability of secondary data derived from Transparency International and Mo Ibrahim Foundation. The geographical scope of this study is the whole of Nigeria. This national outlook as against state or regional outlook makes the study to have maximum utility. The contextual scope of this study centered on corruption and insecurity in the public domain. The major limitation of the study just like every other study of this nature is that, data used for the study are not collected specifically for the purpose of this research. For example, data on security as obtained from the Mo Ibrahim Index of African Governance is captured as “safety and rule of law.” In addition to that, the data is usually presented to cover a decade (10years) it is usually presented in averages. This is however, not enough to invalidate the findings of the study.

## 2.0 Conceptual Clarification, Literature Review and Theoretical Framework

### 2.1 The Concept of Corruption

Idris (2013) observed that corruption as a concept is difficult to define with precision. He stated further that scholars and organisations alike therefore, advanced different definitions based on their orientation. Svensson (2005), Phillips (2013), Adebajoko & Okorie (2014) and Transparency International (2017) see corruption as the abuse or misuse of public office or power for private gain or benefit. In reacting to the definition provided by the authors of this intellectual persuasion, Idris (2013) stated that the authors define corruption as it relates to the public sector alone as if it does not occur in the private sector. He stressed that, it is worthy to note that corruption is not only undertaken for personal or self-gain, as it can also be undertaken for the benefit of a third party or both. Even though it was acknowledged earlier that the concept is difficult to define with precision, one thing seems to be common, 'personal gain'. Considering the intellectual disagreement above, it will be more fruitful to acknowledge the operational definition of corruption. Akinyemi (2010) argues that corruption can be better understood by identifying its constituent elements. These elements are bribery, trading in influence, graft and patronage. Others are nepotism and cronyism, electoral and vote fraud, embezzlement, kickbacks and involvement in organized crimes (as cited in Idris, 2013, p.60).

From the foregoing, corruption can be defined as any attempt to circumvent law either by public officers or private individuals. These include stealing, favoritism, falsification of documents, diversion of resources, cheating, bribery and even disobeying traffic rules. Since law prohibits all the aforementioned, any violation of it is an act of corruption. However, for the purpose of this study, we will view corruption as it relates to public office holders.

### 2.2 Causes of corruption

Some empirical studies by different authors across the globe have revealed some of the causes of corruption especially as it relates to developing countries. Poor salary and wages has been acknowledged as some of the causes of corruption. Sweden, which ranks among the least corrupt countries on all current cross-country rankings, was considered as one of the most

corrupt countries in Europe in the seventeenth and eighteenth centuries. Increased remuneration of civil servants combined with deregulation have been put forward as important explanations for the emergence of an honest and competent public administration in Sweden in the late nineteenth century (Lindbeck, 1975; Svensson, 2005, p.32). Unfortunately, in Nigerian, some state governments owe 15 months backlog of unpaid salaries coupled with poor salary administration.

Another reason that can be advanced for high rate of corruption in Nigeria is light punishment or lack of severe punishment that can serve as deterrent. The case of one Yakubu a public servant who embezzled about 32 billion naira pension fund meant for the Police pension fund was given a light sentence of 750,000 naira fine with an option of six months imprisonment (Idris and Salisu, 2016, p.39).

As it is usually said that justice delayed is justice denied. There is delay in prosecution of public office holders in Nigeria. This can be pointed out in the case of Joshua Dariye, the former governor of Plateau state from 1999-2007. He was sentenced to 14 years imprisonment for diverting 1.126 billion naira ecological fund meant for reclamation and rechannelisation of Plateau state. The said fund was diverted on July 12, 2001 but only to get justice on June 12, 2018 (The Vanguard 12 June, 2018). In addition, as of the time of his prosecution, he was a senator representing Plateau Central.

From the literature reviewed, the causes of public sector corruption include government excessive regulation of the economy, extra budgetary accounts, poor public sector wages, mild penalty system to deter corruption and delay in prosecution of public office holders.

### 2.3 The concept of insecurity

It is worthy to note that it is best to approach the idea of insecurity from the point of unveiling what security constitutes. Adegami (2013) stated that security could be aptly viewed as "freedom from threat or violence which could lead to the loss of lives and properties" (p.8). He further declared that security is a situation in which citizens are free from any threats to their life and means of livelihood, safe from bodily harm, diseases, unemployment, and human rights violations wherever they may find themselves within a sovereign nation. Nkemdili, Bonaventure & Kingsley (2013) stated that security encompass all the necessary conditions that guarantee peace, Justice and good health. They stated further that the feelings of fear, anxiety, uncertainty, poverty, injustice, unemployment are all symptomatic of insecurity. From the foregoing, it is obvious that insecurity is better defined operationally by considering what constitutes insecurity and security. It is no doubt that insecurity is more defined operationally.

### 2.4 Causes of Insecurity

The causes of insecurity in Nigeria are numerous and the list is unending. They include and not limited to unemployment, bad leadership, proliferation of arms and ammunition and above all corruption.

Bujra (2004) identified that the multi-ethnic character of most African states makes conflict more likely often leading to politicization of ethnicity, the distortion in the political economy of Africa and the activities of international arms merchants (as cited in Idris, 2013, p.62). He

stated further that competition for scarce resources such as the extraction of oil in the Niger Delta and the resultant environmental degradation. The large quantity of sophisticated arms and ammunition surrendered by Niger Delta Militants in the amnesty programme indicates the alarming rate of these weapons in the country and its security implications for the country (Tell Magazine, 2009; Idris, 2013). Chris, Amujiri & Indibe (2015) declared that;

*Insecurity challenges can be traced to the early years of military rule when large quantities of arms were imported into the country for the use of the military during and after the Nigerian civil war, some of which got into the hand of the civilians. (p.29).*

In trying to proffer solution to the pervasive case of insecurity in the country, Duke, Agbaji & Bassey (2017) maintained that the fight against Boko Haram through the theft of defence appropriations, the purchase of substandard weaponry, the creation of fake defence contracts, and the unavailability of logistical supports for and desertion of soldiers on the frontline can be held responsible for insecurity in the North Eastern part of Nigeria.

It can be deduced that there are many factors that hinder the country from winning the fight against insecurity and there is need to step up action so as to have a secured nation that will attract foreign investors and guarantee safety of the citizens.

## 2.5 Review of Related Literature

Duke, Agbaji & Bassey (2017) examined the extent to which corruption in the Nigerian armed forces has been able to undermine the fight against Boko Haram terrorism in Nigeria. The study relied on the qualitative content analysis of secondary sources of data, and the theory of structural functionalism was adopted as the tool of analysis for the study. The paper revealed that corruption has eaten deep into the Nigerian armed forces and has undermined the fight against Boko Haram through the theft of defence appropriations, the purchase of substandard weaponry among others. The paper recommended the adoption of genuine political will in the anti-graft war and the strengthening of existing anti-graft agencies.

Philip (2013) examined effect of corruption on under development in Nigeria using data from secondary source. Corruption is widespread in most government in Nigeria not because the people are different from people from other part of the World, but because the society is conducive for it. The study revealed that laws and principles of ethics in government are poorly developed and the legal institutions charged with enforcing them (ICPC and EFCC) are ill-prepared. He recommended among other things that there is need to ensure independence of law enforcement agencies.

Ladan-Baki (2014) examined corruption and security challenges in developing countries. The study combines both qualitative and analytical approaches in the explanation and analysis of the variables. The study revealed that corruption persists in developing countries due to weak justice systems and their inability to punish corruption and deter future corrupt practices. The study recommended among others that for developing countries to reduce corruption, there is a need for governments to be transparent and to apply stiff penalties on defaulters.

Adebanjoko & Okorie (2014) in their study corruption and the challenges of insecurity in Nigeria: Political economy implications. The study used qualitative approach and relied on secondary data. The study revealed that corruption is a major cause of conflicts and insecurity which continue to pose a challenge to development in the country. The study recommended among others that the Nigerian government should find lasting solutions to the crises while giving top priority to eradication of corruption in its transformation agenda. =

All these studies were theoretical rather than empirical. Therefore, the current study uses both descriptive and inferential statistical tools of analysis. It is this knowledge gap that this study attempts to cover by determining whether or not an empirical relationship exists between corruption and insecurity in Nigeria.

## 2.6 Theoretical Framework

The study has been anchored on the following theories for better understanding.

### Public choice Theory

Duncan Black (1948) is often referred to as the founder of the Modern Public Choice Theory. James Buchanan and Gordon Tullock (1962) are the leading figures on Public Choice Theory. Others include Kenneth Arrow (1951) Antony Downs (1957), Williams Niskanen (1971), George Stigler (1971) and Mansur Olson (1971) (Buttler, 2012, p.32-38; Idris & Salisu, 2016, p. 140-141). According to Shaw (n.d) "Public choice takes the same principles that economists use to analyze people's actions in the market place and applies them to people's actions in collective decision making" (Public Choice Theory, para 2). It is important to note that economists who study behavior in the private market place assume that people are motivated mainly by self-interest. Although most people base some of their actions on their concern for others, the dominant motive in people's actions in the market place whether they are employers, employees, or consumers is a concern for themselves and their interest. Public choice economists make the same assumption that although people acting in the political market place have some concern for others, their main motive, whether they are voters, politicians, lobbyists, or bureaucrats, is self-interest. To this ends, it is wrong to assume that a public servant will turn an angel overnight just by virtue of being a public servant and ignoring the fact he is not in any way different from individual in the market place. It is worthy to note that, this self-interest bring about desired result in the market place but when exhibited in the public setting, the result is usually undesirable. Buchanan and Tullock observed, government is also a means of by which rational, self-interested individuals combine to promote their personal interests through collective action (Buttler, 2012, p.24-41; Idris & Salisu, 2013, p.141). To streamline bureaucracies, Tullock and Niskanen have recommended allowing several bureaus to supply the same service on the grounds that the resulting competition will improve efficiency (Shaw, nd; Public Choice Theory, para 2).

In relation to this study, the increasing incidence of corruption in Nigeria can be attributed to the self-interest of the public servant who only make laws that benefit them without considering the people they are supposed to represent and protect. The desire for personal interest by public servants rather than the general interest has increased the incidence of corruption which has adversely affected the national security in Nigeria. Public choice theory is not without

criticisms. Olaopa (2008, 47) "faults the theory for using the language and tools of economics to explain purely political and bureaucratic processes and activities"(as cited in Idris & Salisu, 2013, p.141). This theory also undermine the existence of government and her official by assuming that bureaucrat seek for self interest and not public interest without exception. In spite of these shortcomings, the public choice theory would be of relevance in explaining the high incidence of corruption in the Nigerian public service.

#### **Frustration-Aggression Theory**

This theory is put forward to explain the consequences of high rate of corruption in Nigeria. This theory was propounded in 1939 by John Dollard, Dodo, Miller, Mowrer and Sears (Dennen, n.d, Frustration Aggression Theory, para.1). Dollard et al. (1939) posited that "the occurrence of aggressive behavior always presupposes the existence of frustration and, contrariwise, that the existence of frustration always lead to some form of aggression" (ibid). The theory stipulates that aggression is the result of frustration which results from an individual's inability to attain their goals. Accordingly, insecurity is the product of aggressive behavior which results from issues such as poverty and unemployment among others.

In relation to this study, corruption in the country has resulted in abject poverty, unemployment, environmental degradation, injustice, absence of infrastructure, ethnic conflicts, militancy which in turn have resulted in insecurity.

#### **4. Methodology**

The research design for this study is content analyses of data obtained from Transparency International (TI) and Mo Ibrahim Foundation. Transparency International is an international non-governmental anti-corruption watch-dog. The organization uses Corruption Perceptions Index (CPI) to reflect the perceived levels of corruption in the public sector. The CPI usually gather data for a decade (10years) and presented in averages between 100 (highly clean) and zero (highly corrupt). This implies that, the closer a country's CPI is to hundred (100) the more transparent the country is. Conversely, the closer a country's CPI is to zero (0), the more corrupt the country is. Transparency International uses the perception of knowledgeable respondents, local and expatriate residents, business elites, scholars and country analysis in arriving at the CPI. The CPI is a better measure of the level of corruption than the country's ranking. The ranking only shows a country's position among others and not the level of (TI 2002; Idris,2013). The Mo Ibrahim Foundation is a reputable non-governmental and African-Centered concerned with promoting and rewarding good governance in Africa. The organization's Ibrahim Index of African Governance is relevant, up to date and one of the most reliable index of African Governance. One of the components used by the foundation is safety and rule of law which is measured in percentages. The data obtained from the three organizations will be presented in tables and analyzed using averages and percentages. Pearson Correlation Coefficient is used in testing the hypothesis formulated in section one with the aid of Statistical Package for Social Sciences (SPSS) version 16.0 at 95% level of significance that is 5% (0.05%) margin of error.

## 5. Result and Discussions

### Data Presentation, Analysis and Discussion of Findings

Table 1 Transparency International CPI and Nigeria's scores in insecurity 2007 – 2016

Year	Score on security (%)	Score on insecurity (%)	CPI (%)	Corruption (%)
2007	48	52	22	78
2008	45	55	27	73
2009	47	53	25	75
2010	46	54	24	76
2011	45	55	24	76
2012	45	55	27	73
2013	46	54	25	75
2014	47	53	27	73
2015	48	52	26	74
2016	47	53	28	72

**Source:** Adapted from Mo Ibrahim Foundation Index of African Governance Summaries for 2007-2016 and Transparency International's Corruption Perception Index (2007-2016).

The data in table 1 presents Nigeria scores in corruption and insecurity from 2007 to 2016. The CPI measures the level of transparency in a country. The figures for corruption were obtained by subtracting the CPIs from 100%. The score for insecurity is also obtained by subtracting score security score from 100%. Therefore, all the score were presented in percentages. The independent and dependent variables for the study are corruption and insecurity respectively. The data on these variables were obtained from Transparency International and Mo Ibrahim Foundation for the period 2007-2016.

### 5.1 Test of Hypothesis

The hypothesis postulated for the study states that; there is no significant relationship between the level of corruption and insecurity in Nigeria. The independent and dependent variables for the study are corruption and insecurity respectively. The Pearson Correlation Coefficient was used in testing the hypothesis at 5% (0.05) margin of error. This was computed with the aid of Statistical Package for Social Sciences (SPSS) version 16.0. The SPSS product of the data in Table 1 is presented in Table 2.

#### Correlations

		CORRUPTION	INSECURITY
CORRUPTION	Pearson Correlation	1	-.206
	Sig. (2-tailed)		.569
	N	10	10
INSECURITY	Pearson Correlation	-.206	1
	Sig. (2-tailed)	.569	
	N	10	10

**Source:** SPSS version 16.0

## 5.2 Interpretation of Result

The Pearson Correlation was -.206 indicating a negative relationship between the two variables. In other words, as the rate of corruption increases, insecurity decreases and vice versa. This means that an increase in rate of corruption cannot make insecurity to increase rather. However, the result also show that there is no significant relationship between corruption and insecurity, this is because the level of significance from the Pearson correlation is greater than 0.05. Since the level of significance which is 56.9% is greater than 5%, the null hypothesis that states that there is no significant relationship between corruption and insecurity is accepted. This means that the high rate of insecurity in the country can be linked to other factors such as poverty, unemployment, porous border, increase in proliferation of arms etc.

## 6. Conclusion and Recommendations

The data in tables 1 and 2 indicate that both the rate of corruption and insecurity were high in Nigeria between 2007-2016. From the hypothesis tested, it has been revealed that there exist a negative relationship between corruption and insecurity in Nigeria. In addition to that, the Pearson correlation also shows that there is no significant relationship between the two variables. In other words, it has not been established by our study that the high level of corruption in Nigeria is one of the factors responsible for the high level of insecurity in the country. However, in relation to the theoretical framework, frustration that arises from the individuals' inability to attain their goals can be used to explain why insecurity is at increase. In addition to that, the inability of individuals to attain their goals is not connected with selfish nature of the leaders who amass the wealth of nation for their selfish interest as argued by public choice theory. Therefore, insecurity is the product of aggressive behavior which results from issues such as poverty and unemployment among others. Though, this has not been proved empirically.

Even though this study could not establish that corruption is responsible for insecurity in Nigeria, it is worthy to note that it was stated in the introductory part of this paper that corruption is a hydra-headed monster and this means that it give birth to many problems like poverty and unemployment which can also be linked to insecurity. Therefore, there is still need to tackle corruption so as to address poverty and unemployment because corruption has negative multiplier effect. In order to address these problems, the root causes of corruption in Nigeria as identified in the literature need to be addressed. In summary, the causes of corruption include delay in dispensation of justice, light punishment for offenders, excessive involvement of government, poor public sector wages and non-enforcement of penalties for corruption offences.

Therefore, there is need to reform the judicial system in order to guarantee speedy dispensation of justice as it is usually said that justice delayed is justice denied. There is need to also increase salaries and review minimum wage upward. There is the need for political actors to have the political will to strengthen the civil society for more transparency in governance. The same political will is also required in enforcing penalties that can serve as deterrent. In addition, since the study could not established that corruption is one of the factors responsible for insecurity, there is need for government at various level to be responsible and responsive to



the needs of the citizens. Idris (2013) maintained that corruption and insecurity in Nigeria can be blamed on government failure to comply with the Fundamental Objectives and Directive Principles of State Policy as contained in the Constitution of the Federal Republic of Nigeria, 1999. Therefore, efforts should be made to comply with the provision of this chapter of the constitution. The aforementioned recommendations are expected to improve the quality of governance, give better opportunity to Nigerians, and reduce poverty, unemployment thereby reducing the rate of insecurity and corruption in Nigeria. However, since the study could not established that corruption is responsible for the state of insecurity in Nigeria, further empirical research is suggested on the effect of poverty and unemployment on insecurity in Nigeria using regression analysis as a statistical tools.

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**RETHINKING FLOOD DISASTER AS ENVIRONMENTAL PROBLEM AND FLOOD RISK  
MANAGEMENT AS A NATIONAL APPROACH****IYESHIM, MONDAY**

+234 8063646187

iyeshimmonday58@gmail.com

Department of Sociology

Rivers State University

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**Abstract**

*This study holistically examined flood disaster. Flood occurrences as seen in parts of Nigeria is an environmental problem. Hence, in order to bring about solution, the study made an exegesis through which people will understand the causes, types, impacts and flood risk management as a coping mechanism. The research adopted human adjustment theory and survey methodology to prosecute the study. It discovered that a number of factors such as social, economic, cultural, political, environmental and geographical contexts in which people live affect their exposure to flood risk.*

**Keywords:** *Flood, displacement, dam failure, rainfall and hazard.*

**Introduction**

Flood is an overflowing or irruption of a great body of water over land not usually submerged (Oxford English Dictionary). It is an extreme weather event naturally caused by rising global temperature which results in heavy downpour, thermal expansion of the ocean and flakier melt, which in turn result in rise in sea level. Thereby causing salt water to inundate coastal lands flooding is the most common of all environmental hazards and it regularly claims over 20,000 **per** year and adversely affects around 75 million people world-wide (Smith, 1996). The Merriam-Webster (2012), describes flood as arising and overflowing of a body of water, particularly onto normally dry land. The term "flood" comes from Old English; /flod/, a word to Germanic common languages (compare German /Flut/, Dutch /vloed/ from the same root as is seen in /flow, float/; also compare with Latin /fluctus/, /flumen/), and was first used in 1663. There is no single definition of what constitutes a flood (WHO, 2013). The presence of water in ordinarily dry locations that considerably disturbs or interferes with human and social activity', according to current standards (Jonkman & Kelman, 2005). Flooding can also be characterized as a rise in the level of water in a stream, lake, reservoir, or even a coastal zone (CRED, 2010), as well as any situation in which land becomes buried in water (GUKANI, 2010). Other authors, on the other hand, define flood as a big amount of water covering a normally dry area or the overflowing of a huge body of water over territory that is not regularly inundated (Olajugbe et al., 2012). Nwafor (2006) defined flood as a natural hazard similar to drought and desertification that occurs as an extreme hydrological event. Flood, on the other hand, is defined by Abam (2006) as a large volume of water that arrives and occupies the stream channels and flood plain in such a short period of time that its damage cannot be avoided. Flooding is defined as an excess of water on normally dry land, as well as inundation caused by high flow or overflow of water in an established watercourse, such as a river, stream,

or drainage ditch. A flood can occur anywhere, at any time, and is caused by a large amount of rain falling in a short period of time (New Delhi Municipal Corporation (NDMC), 2012).

Flooding occurs when a typically dry region is flooded by water from a river overflowing or heavy rain; it happens naturally in flood plains; it also happens when water in a river overflows its banks; and it happens occasionally as a result of a poorly planned dam. It happens unexpectedly, with a surprise delivery that always comes in an unsuspecting area (Etuonovbe, 2011). Floods are a natural element of the water cycle, sometimes known as the "hydrologic cycle." In this water cycle, the sun's energy causes water to evaporate and form clouds, which migrate inland and produce rain. Excess surface water will either flow straight into river systems or be absorbed into the soil to produce groundwater flow following rains. Floods happen when rivers' capacity is insufficient to convey the water that has entered the system, forcing the banks to overflow. As a result, a floodplain is a term used to describe a region that is regularly flooded (EMA, 2014). The aforementioned writers have differing viewpoints on what a flood is, but in a word, they are all going in the same direction: a flood is a big volume of water covering an area that was previously dry. However, we do know that several sorts of floods will occur depending on the follow pattern, length, and location.

African nations have also been badly affected by floods. Media and aid organizations in Sub-Saharan Africa, which resulted from several days of rain fall (Paeth, Fink, Pohle, Keis&Samimi, 2010). In Nigeria, flooding displaces more people than any other natural disaster with an estimated 20% of the population at risk (Komolafe, Adegboyega&Akinluyi, 2015). In 2010, approximately 1550 people died and 258,000 displaced by 19 floods incidents (Agbola, Vayi, TaiwoandWahab, 2012). Two years later in 2012, floods claimed 361 lives and displaced 3.8 million inhabitants (Tokunbo&Ezigbo, 2012). Recording a monetary loss of approximately 6.5 billion in damages despite an effort, the years before, to make the environment more habitable (Tokunbo et al, 2012). The Nigeria National Emergency Management Agency (NEMA) stated that the flooding disaster from 2012 caused an estimated loss equivalent to 4.1% gross domestic product. This type of disaster has had a ripple effect on the livelihood and activities of communities where people literally were washed away and drowned, properties destroyed and socio-economic activities suffered (Oluwaseyi, 2007). While this type of natural disaster could be avoided or limited, there seems to be a cause and effect to the kind of havoc the people face- especially in some local government areas in Bayelsa, Delta and Rivers State.

It should be stated that flood occurrence is not new in Nigeria, especially in the Niger Delta

States, especially, the coastal areas of Bayelsa, Delta and Rivers State. There have been incidences of flooding (flash flood, urban floods, channel floods, back-swamp floods, coastal inundation etc.) in the last 30 years with its consequences. The highlight of these floods was that of 2012 which took the nation by surprise. The flood according to the National Emergency Management Agency (NEMA) affected 30 of the 36 States of Nigeria, 7 million people were affected in these States, 597, 476 houses were destroyed, 2.3 million displaced and 363 deaths were reported with large track of farmland and other means of livelihood destroyed, animals and other biodiversity were also gravely impacted upon (Amangabara&Obenade,

2015).

### **Theoretical Framework**

The theory adopted for this study is the human adjustment theory. Kates (1971) used this theory to examine choices made by people living in hazardous areas and variations in human behaviour. For Ward and Kennedy (1994), humans are constantly adjusting from the moment they are born, because humans live in a condition of constant, often rapid change. A person's ability to adapt to changes in their physical, vocational and social environment is herewith referred to as adjustment. Adjustment to hazard perspective assumes that the potential range of alternative choices are usually much wider than the choices that are practiced and raising awareness of neglected alternatives, opening access to blocked choices and adding new alternatives. Therefore, adjustment to a flood catastrophe comprises a process in which one develops behavioural variations in order to create harmony with oneself and the environment.

### **Methodology**

The research design used is the descriptive survey method. The reason for choosing this method is due to the fact that variables are diverse and this method helped in easy collection and compilation of literature, data, and predicative judgment.

### **Major Causes of Flooding**

Indeed, over the years, occurrences of natural and man-made disaster remain a major threat to lives, property, household and natural environment in the Niger Delta, especially, the coastal towns and villages in some local government areas in Bayelsa, Delta and Rivers State. The household is worst hit in the flood impacted areas, in effect, the flood has serious consequences on community's health and household well-being. The health effects are complex and far reaching and may include physical injury and even mortality. These impacts go beyond the mediate consequences arising from the direct health effects and include long-term impacts on community and household livelihood and environment that take place through multiple pathways including hazards from exposure to storm, displacement of people and interruption of services including health care programs, exposure to secondary hazards such as polluted drinking water, moulds in the house, mental health effects such as psychological distress, anxiety and depression due to traumatic or stressful experiences during and after the floods (Lane, Guzonan, Wheeler, Abid, Graber & Matt, 2013). Fundamentally, the consequences of flooding, which has become an annual occurrence are grave. Thus, previous research has outlined different causes, effect/impacts of flood and coping strategies, however, there has not been any methodological review on strategies in the coastal areas in the Niger Delta region of Nigeria.

Floods have happened all throughout the world as a result of the occurrence and reoccurrence of long periods of heavy rain (Aderogba, 2012). During the rainy season, flood disasters are frequently reported in newspapers and journals, as well as on television (Dow & Dowing, 2006). Floods are caused by a variety of factors, including excessive rainfall, quick snowmelt, severe winds over water, exceptionally high tides, tsunamis, and dam, levee, retention pond, or other structure collapse. Flooding can be exacerbated by increased impervious surface area

or other natural disasters such as wildfires, which reduce the availability of vegetation capable of absorbing rainfall (Welch, Symons & Narver, 1977). Excessive runoff from continuous rainfall or rapid snow melts can result in heavy rains from storm and tropical depressions, foreign winds, and warm rain impacting snow pack. Unexpected drainage obstructions, such as landslides, ice, or debris, might cause slow flooding upstream of impediment (USEPA, 2002). Flooding can occur as a result of convective precipitation (heavy thunderstorms) or a sudden release from an upstream impoundment constructed behind a dam, as well as a landslide (Thompson, 1964). Flooding can also occur as a result of a combination of marine tidal surges and hurricane-force winds. Storm surge from a tropical cyclone or an extratropical cyclone falls under this category (Rosenberg & Snor, 1975).

Flood can be caused by severe sea storms or another danger, such as a tsunami or hurricane (Powell, 2009). Floods can also be caused by a large and unexpected event, such as dam failure, or by another hazard (e.g., earthquake or volcanic eruption). Accidental floods can also be produced by workmen damaging tunnels or pipes in towns (Esu, 1999). Other sources of floods are outlined by Bariweni, Tawari & Abowei (2012) as follows: while rainfall is relatively **modest**, the shoreline of lakes and bays can be flooded by powerful winds that blow water into the shore areas, such as during hurricanes. Coastal areas are occasionally flooded by extremely high tides, such as spring tides, which are exacerbated by severe winds and storm surges. Tsunamis are big, high-energy waves that are often triggered by undersea earthquakes, volcanic eruptions, or enormous explosions, resulting in seawater flooding on buildings near the sea and even beyond. Temperature Change, according to Bariweni et al. (2012), is another factor that contributes to floods because when the climate warms, it causes the following:

Heavy rains, Relative sea level continues to rise around most shore, Extreme sea levels will be experienced more frequently.

As a result, climate change is anticipated to considerably and gradually increase flood risk over time. Low-lying coastal areas will be particularly vulnerable as sea levels rise, as will places that are not now prone to fluvial or tidal flooding, as more intense rainfall leads to a greatly increased risk of flooding from surface runoff and an overburdened drainage system. However, according to Etuonovbe (2011), flooding in Nigeria can be caused by either natural or human reasons, and she categorizes the causes as follows:

**Natural causes:**

Heavy rainfall, Oceans storms and tidal waves usually along the coast, Lack of Lakes, Silting

**Human causes:**

Other human sources of flooding in Nigeria may include one or more of the following:

Burst water from main pipes, Dam failures, Population pressure (especially in the city of Lagos), Deforestation (such as North part of Nigeria), Trespassing on water storm drains (key cause in Southern Nigeria), Unplanned urbanization (in many cities it's the key cause of urban flooding),

Poor Sewerage Management, Neglecting warnings from hydrological system data (major cause of 2012 flooding in Nigeria), Lack of flood control measures (especially by government) risk of flooding from surface runoff and an overburdened drainage system. However, according to Etuonovbe (2011), flooding in Nigeria can be caused by either natural or human reasons, and she categorizes the causes as follows:

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**Major Types of Floods**

Flood can happen anywhere, at any time, and are one of the most common meteorological

Disaster on the planet. Floods can happen in a couple of minutes. Flood effects can be local, Meeting a neighborhood or a town, or they can be widespread, affecting entire river basins and various places (NOAA, 2013). Flooding is classified in several ways. According to the New Dr Municipal Corporation (2012), floods are classed based on their duration and location as follows:

Based on the duration of the flood: Slow-Onset Flooding, Rapid Onset, Flooding, Flash Flooding.

Based on the location of the flood: Coastal Flooding, Arroyo's Flooding, River Flooding, Urban Flooding. Flood can be categorized or labeled in a variety of ways; for example, Bariweniet al. (2012) floods as follows:

**Tidal flooding:** where a combination of low-pressure weather systems and peak high tides may overtop or break both sea and river fortifications. Storms with strong wind speeds produce tall and forceful waves, while low pressure fronts cause sea levels to surge above normal. High tide levels change with the lunar and solar cycles, and when these variations are combined with other tidal fluctuations, extraordinarily high tides arise. The advent of these floods from the sea and tidal rivers is frequently unexpected, and the immense forces propelling them pose a substantial risk to life. Because of the regularity of the tide and trackability, it is typically possible to forecast this type of flood with acceptable precision. The cycle of the tides where drainage is available also limits the duration of this form of flooding (Dance & Hynes, 1980). Based on its location, this sort of flood is a coastal flood, and its

duration can be moderate, quick, or even flash.

**Fluvial flooding:** Flooding happens in river floodplains when the capacity of water channels is exceeded due to rainfall or snow and ice melt in catchment areas upstream. Watercourse and flood channel blockages, which may result in increased water levels. River barriers may then be breached due to higher water levels or by huge debris objects carried at high water velocity. In some catchments with continuously rising water levels, the beginning of this type of flood can be quite sluggish. This flood type is river based on location. However, it may be flash or slow-onset depending on the speed of the water or the condition of the ground.

**Flash flooding:** Flash flooding is more common in steep catchments and is far more severe. River flooding, particularly in established floodplains, can typically be anticipated with reasonable accuracy. Flash floods caused by heavy rains, on the other hand, continue to put detection and forecasting technologies to the test. Water deeper than around 250 mm can carry waste, especially in metropolitan areas, and it can also be very cold. Even at modest speeds, this can be exceedingly dangerous to anybody trapped in it.

**Groundwater flooding:** As ground water levels rise, low-lying areas resting above aquifers may flood on a regular basis. This form of flooding is frequently seasonal and so may be accurately expected; nevertheless, it is frequently slow to begin.

**Pluvial flooding:** Surface water flooding is caused by rainwater and runoff from low-absorbency urban and rural areas. Increased development intensity in metropolitan areas has resulted in land with a higher proportion of non-permeable surfaces, an issue that is frequently worsened by overburdened and out-of-date drainage systems. These conditions, when combined with heavy rain, might result in localized flooding. This type of flooding frequently happens outside of designated floodplains, and it is extremely difficult to forecast because it is produced by very localized weather conditions. Its onset can also be very quickly, and the flooding can be severe.

**Flooding from sewers:** Flooding from sewers can occur when the capacity of combined storm and foul sewers is surpassed owing to huge amounts of surface water run-off in a short period of time. Poor cleaning and maintenance can cause drainages to get clogged, resulting in local floods.

**Flooding from man-made infrastructure:** Canals, reservoirs and other manmade structures can fail causing flooding to downstream areas. Industrial activities, water mains and pumping stations can also give rise to flooding due to failure, though this type of flooding is rare.

Flood is classified as one of five major types by the US National Oceanic and Atmospheric Administration (NOAA) (2013)

**Flash flood:** This type of flood provides the shortest amount of warning time. They are defined as a sudden and considerable rise in water level caused by a major rainfall event. These floods occur when rainfall rates are so high that the ground cannot absorb the water



quickly enough to prevent severe runoff, and they are particularly common in locations with steep slopes. A dam or levee failure can also cause flash floods. These floods can happen in less than an hour, destroying structures, bringing down trees, and washing out roadways with little to no notice. Although flash floods do not continue as long or cover as much ground as other floods, their fast start and strength allow them to cause destruction in a relatively short amount of time.

**River flooding:** This occurs on a slower time scale than flash floods in many places of the world each year. They occur when water runoff accumulates in rivers and streams to the point where it overflows the banks. When this happens, the flood can cover a large region and harm downstream places even if they did not receive much rain. Although river flooding may be forecast, its effects can inflict considerable damage to riparian towns, even over extended time periods.

**Coastal flooding:** When Ocean water is pushed inland, it causes floods. Hurricanes and tropical storms can produce enormous waves and even raise sea levels, resulting in storm surge along coastlines. Earthquakes can cause massive amounts of water to be displaced, causing tsunamis to rush ashore. Extremely high tides, occasionally linked with a full moon, can cause minor coastal flooding on a much smaller scale.

**Urban flooding:** These can be produced by flash flooding, river flooding, or coastal flooding, but they are most usually produced by excessive rainfall rates over developed regions that do not have the ability to absorb the water or poorly maintained drainages. Water runoff can be increased by up to 6 times in urban areas compared to natural terrain. These floods have the potential to cause significant economic damage to companies and homes.

**Areal flooding:** Areal floods, which are similar to urban floods, are the most common flood threat in many cities near major natural lakes. Standing water is caused by a real flooding in low-lying areas and open fields. They are frequently caused by high rainfall across a vast area in a short period of time. Furthermore, a prolonged duration of rainfall can cause flooding, often resulting in dangerous inundation of low-lying areas. These floods can cause agricultural losses, and stagnant water can act as a breeding ground for insects and illness.

According to Folorunsho & Awosika (2001) & Ologunorisa (2004), floods occur in Nigeria in three ways: coastal flooding, river flooding, and urban flooding. Coastal flooding occurs along the coast in the low-lying belt of mangroves and fresh water marshes. River flooding occurs in the flood plains of bigger rivers, whereas flash floods are connected with rivers in inland places where heavy rainfall can quickly transform them into destructive torrents. Urban flooding, on the other hand, happens in towns, on flat or low-lying terrain, particularly when little or no provision has been made for surface drainage, or where existing drainage has been clogged by municipal garbage, garbage, and degraded soil sediments (Folorunsho & Awosika 2001; Ologunorisa, 2004). Although many of the numerous types of floods stated above occurred in Nigeria, Etuonovbe (2011) believed that flooding happens throughout Nigeria in the following forms; Coastal flooding, river flooding, flash flooding, urban flooding, levee

failure, dam fracture, and spills are all possibilities.

### Impact of flood

Floods are the most frequent type of natural disaster and occur when an overflow of water submerges land that is usually dry. Floods are often caused by heavy rainfall, rapid snowmelt or a storm surge from a tropical cyclone or tsunami in coastal areas. Floods can cause widespread devastation, resulting in loss of life and damages to personal property and critical public health infrastructure. Between 1998-2017, floods affected more than 2 billion people worldwide. People who live in floodplains or non-resistant buildings, or lack warning systems and awareness of flooding hazard, are most vulnerable to floods. Between 80-90% of all documented disasters from natural hazards during the past 10 years have resulted from floods, droughts, tropical cyclones, heat waves and severe storms. Floods are also increasing in frequency and intensity, and the frequency and intensity of extreme precipitation is expected to continue to increase due to climate change.

Drowning accounts for 75% of deaths in flood disasters. Flood disasters are becoming more frequent and this trend is expected to continue. Drowning risks increase with floods particularly in low- and middle-income countries where people live in flood prone areas and the ability to warn, evacuate, or protect communities from floods is weak or only just developing. Deaths also result from physical trauma, heart attacks, electrocution, carbon monoxide poisoning or fire associated with flooding. Often, only immediate traumatic deaths from flooding are recorded. Floods can also have medium- and long-term health impacts, including:

water- and vector-borne diseases, such as cholera, typhoid or malaria, injuries, such as lacerations or punctures from evacuations and disaster cleanup, chemical hazards, mental health effects associated with emergency situations, disrupted health systems, facilities and services, leaving communities without access to health care, damaged basic infrastructure, such as food and water supplies, and safe shelter.

Flood hazards may include floodable plains, proximity to river channels, or heavy and concentrated rainfall. Risk, on the other hand, relates to the "likelihood of a hazard event Halting in an adverse condition that causes injury or damage" (FEMA, 2001), which is a function of hazard characteristics, vulnerability of exposed entity, and the level of exposure. Usually defined with reference to a specific hazard, vulnerability connotes the degree to which an individual, household, community or system can anticipate, cope with, resist and recover from the impact of a natural or man-made hazard (IFRC, 2012; Samuel et al., 2014).

The magnitude of impact of a flood event is dependent on the individual's or community's level of exposure to a hazardous situation and their ability to resist and recover from losses associated with such risk (Vedika & Ravindra, 2012). The rate of exposure is in turn a function of the frequency and intensity (magnitude) of the flood hazard, locational proximity to hazard source and other situational factors such as quality of building (Bello & Ogedegbe, 2015). Existing studies on flood hazard revealed that people living close to a hazard source such as a river, dam, and on flood plain have higher exposure, while those who live in poorly built homesteads sustain greater losses in the event of a flooding than their counterparts located

away from the hazard source and whose homes are built with durable materials (Jha, Bloch & Lamond, 2012). Various reasons have been adduced for the reluctance of people living close to hazard sources to relocate to safer locations. These reasons include maintaining family ties, livelihood opportunities, proximity to work or business location, being native to the community, low cost of land and housing, and accessible social amenities (Mmom&Aifesehi, 2013).

A number of factors including social, economic, cultural, political, environmental, and geographical contexts in which people live (Wisner, Blaikie, Cannon, & Davis, 2004) affect their exposure to flood risk. In the field of flood risk management, the impact of flood hazards is measured in terms of the direct and indirect losses sustained by the affected people (Jha, Bloch & Lamond, 2012). Direct effects of flood hazard on people may include but are not limited to loss of lives, personal injuries, damage to buildings, displacement of people from their homes, loss of valuable properties, and disruption of socio-economic life of individuals and groups (Bello and Ogedegbe, 2015). In 2010 alone, over 8,000 deaths were directly attributed to flooding worldwide (Jha, Bloch & Lamond, 2012), with children and the elderly being at higher risk of getting drowned than younger adults (Bartlett, 2008). Jonkman&Kelman (2005) have observed that two-thirds of deaths recorded during flooding were the result of drowning while other causes such as electrocution, health related problems and injuries suffered while struggling to escape account for the rest. Other direct impacts such as loss of farmland, farm produce, income, structural and household properties, and the outbreak of epidemics that threaten the health of survivors have also been reported (Bello & Ogedegbe, 2015). In the study of the causes and effects of flood in parts of Ibadan, Nigeria, Adetunji&Oyeleye (2013) found that 25.6% of the respondents reported the loss of lives as a major impact while another 27.6 reported injuries to household member(s). The authors also noted property loss, economic losses and outbreak of diseases as direct impacts of the flood.

In addition to the direct impacts of flooding, there are also impacts that result from "complex interactions within the natural environment and the human use of resources in cities and towns" (Jha, Bloch & Lamond, 2012:161) which are not immediately noticeable and hence cannot be easily quantified. These impacts include damage to environmental resources like the vegetation, the soil that supports human and animal lives, and a host of other psycho-social effects on the affected people arising from the trauma experienced and loss sustained during the flood event. Adelekan (2010), in her study of the vulnerability of poor urban coastal communities to flooding in Lagos, Nigeria, identified such indirect impacts of flooding to include shortage of potable water increased incidence of water borne diseases, and disruptions of social and economic life of the people. Jha, Bloch & Lamond, (2012) have observed that survivors of flood events are severely traumatized, and many of them may experience symptoms of posttraumatic stress disorder (PTSD), depression, and anxiety (Mason, Andrews, & Upton, 2010).

Rainfall patterns in Nigeria (1978 to 2007), suggests that rainstorms are getting more intense. The data show that there are fewer rainy days, yet the total yearly amounts of rainfall have

not changed much from previous decades. In addition to more intense rain storms, the other possible cause of flooding in coastal regions is rising sea levels. Although up-to-date data on the rising levels in Nigeria are scarce, it's believed that if nothing is done, this is likely to aggravate flooding in the future, particularly in coastal cities. Areas at risk include south-south States, which are on the coast, as well as the whole of Niger Delta region which has many low-lying ns and villages. Being on the coast also makes these places more susceptible to storm surges. While these areas are no stranger to floods, evidence suggests that floods have come increasingly common and intense in recent times. In Nigeria's cities, the most common cause of flooding after excessive rains is poor drainage systems that can't cope. This is called pluvial flooding. Selected flooding prone Local Government Areas in Bayelsa, Delta and Rivers provides a good case study.

Hewitt (1997) defined resilience as a measure of the rate of recovery from a stressful experience, reflecting the social capacity to absorb and recover from hazardous events. This also is related to lie socio-economic profile of the affected people and the social network and institutional support systems that are in place (Nelson & Finan, 2008; Mmom&Aifesehi, 2013; Chacowry, 2014). Kates et al. (2006) have also identified a number of structural measures that can help in flood hazard mitigation. Such measures include building waterways, levees, and flood-resistant buildings. Forms of institutional support such as early warning systems, emergency relief operations, insurance cover, education, capacity building, and awareness raising (UNISDR, 2005) have also been found to aid individual, household and community resilience. In a regional study of the public perception of flood hazards in the Niger Delta region in Nigeria, Ologunorisa (2006) Ologunorisa&Adeyemo (2005) identified physical relocation and the building of embankments and pavements as major adjustment measures that respondent adopted in the event of a flood. Other measures adopted by people to cope with the effect of flood include the raising of building heights, the construction of houses with flexible structures, the removal of moveable properties to nearest neighbours, and early planting/change in farming regime (Mmom&Aifesehi, 2013). In the case of physical relocation, there is ample evidence that affected people are usually reluctant to relocate to a new site (Mmom&Aifesehi, 2013).

### **Causes of flooding in Nigeria**

While climate change has led to more rains than in the past which has increased the incidence of flooding, Nigeria's flooding is mostly human induced and exacerbated by human-nature interactions (Aderogba 2012). The human- nature interactions that cause flooding in Nigeria form the focus of this paper and include, but are not limited to:

**Poor or non-existent drainage systems:** This is a major human-induced exacerbate of the flooding experienced in Nigeria (Ogundele&Jegede 2011). Most residential areas in Nigeria have no drainage system and rely on natural drainage channels, and it is common for buildings and other infrastructure to be constructed in a manner that actually obstructs these drainage channels which results in flooding during the rainy season (Nabegu 2014). Nigeria's increasing urbanization has seen a growing proportion of ground surfaces concreted, which means there is no percolation of water, and adequate drains are not in place to take care of the surface

runoff (Adeloye&Rustum 2011). The lack of provision for drainage is one of the main causes of urban flooding in Nigeria. There is a pressing need to construct drainage systems to tackle the flooding problem (Etuonovbe 2011).

**Poor waste management system:** Poor waste management is one of the anthropogenic factors contributing to, and worsening the already difficult flooding problem in Nigeria (Ojo&Adejugbagbe 2017). The poor attitude of Nigerians to waste disposal has been widely discussed in various studies (Eneji et al. 2016; Ojo&Adejugbagbe 2017; Olukanni, Adebayo, & Tenebe2014; Sridhar &Ojediran 1983). Drainage blockages linked to poor sanitation practices are common in Nigeria's highly populated urban areas. Roadside dumping, canal dumping, and dumping in rains is commonly practiced among a large proportion of the population. This causes blockage and results in flooding during the rainy season (Onwuemele, 2012).

**Unregulated urbanization:** Flooding and urbanization are intricately related in both developing and developed countries. Over 50% of Nigerians live in urban areas today (Farrell, 2018). Nigeria is witnessing high urbanization rates without commensurate provision of urban infrastructure and amenities (Aderogba 2012). Agricultural lands are also being increasingly converted to residential areas to accommodate housing needs and development is carried out without proper controls and infrastructure in place, thus worsening the flooding problem (Dan-Jumbo, Metzger, & Clark 2018). Urban planning in Nigeria is poor and this is compounded by numerous compliance problems; this poor planning is a primary cause of the flooding being experienced in Nigeria. Nigeria's flooding is therefore inextricably linked to poor urban development practices (Omoboye& Festus, 2014).

**Weak implementation of planning laws and corruption:** Nigeria's current planning laws are standard but their development and implementation are poorly controlled (Nnaemeka-Okeke 2016). Political interference in planning work, understaffing and a lack of working equipment are factors that negatively impact effective planning and the execution of duties by the planners (Nnaemeka-Okeke 2016; Oluwaseyi 2019). The lax implementation of planning laws mean construction projects on natural floodplains and stormwater paths are approved, which exacerbates the flooding problem and impacts on sustainability. Corruption is also a factor. It is not uncommon for town planning officials to accept bribes and overlook issues - these may include the unauthorized use of land, the alteration of approved construction plans in areas that obstruct drains and natural waterways, sub-standard construction of infrastructure like bridges which subsequently collapse during the rains (Oladokun& Proverbs 2016). Resulting debris reduces the carrying capacity of the channels which induces flooding and worsens the problem originally being addressed.

The people also capitalize on the loophole of ineffective development control and a lot of times extend their buildings over the approved areas and in some cases go as far as building over drainages. This non-implementation of the laws is inimical to achieving sustainable urban development. Lax planning and the lack of valid building approvals are the root cause of irresponsible developments with attendant consequences (Adeloye&Rustum, 2011).

## Recommendations and Conclusion

### Flood Risk Management (FRM) and Spatial Planning in Nigeria

Flood Risk Management (FRM) comprises measures aimed at reducing the likelihood and impact of floods. It encompasses the prediction of flood hazards, socio-economic factors and consequences, and measures/tools for risk reduction (Schanze, 2006). It is not a static approach but adapts to changing circumstances. The adoption of a particular flood risk management strategy is influenced by numerous factors from environmental (geographical features of an area and the type of flood risk an area is prone to) to socio-economic factors and can include both structural and non-structural measures (Adelekan 2016; Bubeck et al. 2017). Countries adopt approaches that suit their own local situation (Bubeck et al. 2017). Historically, Nigeria has been more focused on post-disaster flood response than control (Cirella&Iyalomhe 2018). Reducing and addressing exposure to flood risk is now a national priority in the Nigerian government's disaster risk management agenda. A national framework, now in place, aims at moving reactive flood response and recovery to pro-active risk management, however, nothing concrete has been done and a national FRM strategy to ensure harmonization of practice is still not in place (FGN., 2013; Okoye2019). This is not encouraging despite the comprehensive post-disaster needs assessment conducted in 2012 by the federal government with international collaboration. This raises questions on the political will to achieve this goal. Funds are readily released post-floods but not pre-floods to avert it. In 2017 alone, the Nigerian government released as much as N1.6 billion as a post-flooding response (Adekola& Lamond2018).

Inadequate attention has been paid to flood control and management on a nationwide level and efforts aimed at addressing the challenge have lacked proper coordination and therefore, failed (Okoye 2019). Despite evidence of flood interventions in the past, the lack of an integrated FRM practice means that sub-optimal solutions are adopted and in numerous cases, more problems are created in the process. For instance in 2017, parts of Port Harcourt city witnessed massive flooding as a result of improper channeling of drains to a burrow pit which got filled up during the rainy season causing water to flow into the surrounding suburbs and cause flooding of unprecedented magnitude (Ezeaku 2017).

The government is not lacking research institutions and agencies with the skills to design an FRM strategy, for instance, the National Emergency Management Agency (NEMA) has a department of planning utilizing Geographical Information System (GIS) to work on flood data but there is still no effective national early warning system in place for floods at all levels of federal, state, and local governments, while the National Meteorological Agency (NIMET) provides seasonal rainfall predictions, but communication remains a problem (FGN. 2013). Integration and coordination are lacking among the existing government bodies who sometimes carry out flood control projects without liaison with each other and control projects become ineffective due to improper coordination (Oladokun& Proverbs 2016). FRM in Nigeria is mainly carried out by the state governments with inadequate federal input but there is also a lack of coordination among the states which ensures that different practices are obtainable even in cities with similar environmental problems and characteristics. Some of the state-level FRM have been critiqued for being deficient. For, example, the FRM of Lagos state

has been critiqued for lacking evaluation and early warning systems which makes it ineffective (Adelekan 2016; UgonnaNkwunonwo, Whitworth, & Baily 2016). The lack of flood data has also been decried in the FRM plan of Oyo state (Egbinola, Olaniran, & Amanambu 2017).

To address the shortcomings of current practices, spatial planning is advocated as a suitable FRM strategy for Nigeria because it has the potential of integrating existing practices. It is recognized as the most sustainable flood risk management method. The adoption of coordinated and sustainable spatial planning involving relevant agencies, planning practitioners, and stakeholders are an important tool for mitigating flooding. This is because spatial planning provides for managing flood risks, and influences factors like type, location, function, and design of development (Porter & Demeritt 2012; Ran & Nedovic-Budic 2016). Currently, the planning system in Nigeria is weak and there is an absence of integration of planning with existing FRM in Nigeria (Nkwunonwo, Malcolm, & Brian 2015; Oladokun & Proverbs 2016). Focusing contemporary flood risk management in Nigeria on spatial planning is best suited to the local situation given that the country is located in a relatively stable geological zone which is not prone to extreme natural disaster events like landslides, cyclones, hurricanes which cannot be controlled. This removes uncertainties from not knowing when the next geological disaster will eventuate (Egbenta, Udo, & Otegbulu 2015; Oladokun & Proverbs 2016).

The adoption of modern concepts of spatial planning like collaborative and sustainable planning, which is flexible, and involves the public, and integrates environmental issues to take the lead in the urban growth process and effectively manage flooding ' (Dyachia et al. 2017; Lagopoulos 2018; Oyefara 2013). Spatial planning incorporating sustainable drainage systems as an FRM strategy could also be combined with ICT/technological tools like applications that residents can use to communicate with the relevant authorities in the event of an emergency or blockage of drains and onset of flooding. Integrating spatial planning and FRM is key to controlling flooding and moving Nigeria a step closer to achieving the SDGs.

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**EFFECT OF PUBLIC PROCUREMENT ACT 2007 ON THE TRANSPARENCY AND COST  
EFFECTIVENESS OF PROCUREMENT OF GOODS AND SERVICES IN NATIONAL  
INSURANCE COMMISSION ABUJA, NIGERIA**

**AUGUTINE Augustina**

**[aonojastin@gmail.com](mailto:aonojastin@gmail.com)**

Department of Public Administration,  
Nasarawa State University, Keffi, Nasarawa State, Nigeria  
**08071376344**

**ALIEGBA Becky Ade PhD**

**[becky27aliegba@gmail.com](mailto:becky27aliegba@gmail.com)**

Department of Public Administration,  
Nasarawa State University, Keffi, Nasarawa State, Nigeria  
**08035405815**

**AMEHOJO Daniel**

**[amdand59@gmail.com](mailto:amdand59@gmail.com)**

Department of Public Administration,  
Nasarawa State University, Keffi  
**08065538837**

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**Abstract**

*The Public Procurement Act (PPA) is a critical legislative instrument designed to promote transparency, efficiency, and accountability in the procurement process across Nigerian public institutions. This study investigates the effect of the Public Procurement Act on the procurement of goods and services within the National Insurance Commission (NAICOM) in Abuja, Nigeria. The study adopted Ladder of Accountability Theory by Steward. The study gathered quantitative data through structured questionnaires distributed to employees of NAICOM and key stakeholders involved in the procurement of goods and services. The study findings revealed that the Public Procurement Act 2007 has a significant impact on the transparency of procurement processes for goods and services in National Insurance Commission (NAICOM) in Abuja, Nigeria, and the implementation of the Public Procurement Act 2007 has a significant influence on the cost-effectiveness of goods and services procured by the National Insurance Commission (NAICOM) in Abuja, Nigeria. The study recommends that NAICOM should address the issue of undue external influence and strengthen measures to safeguard the integrity of their procurement processes.*

**Keywords:** Public Procurement Act, efficiency, accountability, NAICOM

**Introduction**

In the quest for transparency, accountability, and efficiency in public spending, many countries, including Nigeria, have adopted comprehensive procurement reforms. One such pivotal reform is the implementation of the Public Procurement Act (PPA) of 2007. The PPA was enacted to regulate the procurement process in all government agencies and parastatals, aiming to enhance the management of public funds and ensure fair competition among suppliers.

Public procurement is a vital government activity that involves acquiring goods, services, and work from external suppliers to meet public needs. However, it is also highly vulnerable to

corruption and fraud, which poses significant challenges worldwide (OECD, 2016). The impact of procurement fraud and corruption on public procurement performance cannot be underestimated, as it compromises the proper utilisation of funds allocated for development, leading to reduced quality of work (Matthew, Patrick, & Denise, 2013).

One of the reasons for the prevalence of corruption in public procurement is the involvement of accounting officers and tender board members from Ministries, Departments, and Agencies (MDAs), who may view it as an opportunity to make money through unethical practises like contract splitting and inflating contract prices (Musa & Aderonmu, 2014). The complex nature of the public procurement process and the close interactions among procurement officers, contractors, and various stakeholders also contribute to increased corruption risks (OECD, 2016).

Several real-life cases have highlighted the severity of this issue, with high-ranking government officials, including Chief Diepreye Alamiyeseiagha, a former Nigerian Governor, and Tafa Balogun, a former Inspector General of Nigeria Police, being convicted of procurement-related fraud and money laundering (GIABA Research Report of ECOWAS, 2014).

To address these challenges and curb corruption in public procurement, Nigeria took significant steps, including the enactment of the Public Procurement Act (PPA) in 2007. Prior to the PPA, Nigeria faced rampant corruption in public procurement, with 60 kobo out of every Naira spent lost to underhand practises (Enofe, Okuonghae, & Onobun, 2015). The PPA, which draws inspiration from the United Nations Commission on International Trade Law (UNCITRAL) Model Law on Public Procurement, aimed to establish proper due process policies and promote accountability, fairness, transparency, ethical standards, and economy in public procurement (Olatunji *et al.*, 2016).

Consequently, the PPA mandates that contracts must follow a procurement process that involves open competitive bidding, overseen by the tenders board of the relevant procuring entity, and the issuance of a Certificate of No Objection by the regulator, the Bureau of Public Procurement (BPP), before contract awards can be made. This process, along with proper procurement plans, seeks to ensure better governance and control over procurement activities (Udoma & Belo-Osagie, 2012).

The introduction of the Public Procurement Act in 2007 aimed at combating these issues by promoting transparency, fairness, and accountability in the procurement process. However, continued vigilance and enforcement are necessary to ensure the proper implementation of the law and prevent corrupt practices in public procurement.

In light of this significant legislative milestone, this study seeks to investigate the effect of the Public Procurement Act on the procurement of Goods and Services in the National Insurance Commission (NAICOM), Abuja, Nigeria. As the apex regulatory body for the insurance industry in Nigeria, NAICOM plays a critical role in safeguarding the interests of policyholders and promoting a stable insurance sector.

All over the world, public procurement is being subjected to reform, restructuring, or new rules and regulations in a bid to bring about substantial improvements in governance. According to Hunja (2001), effective and efficient procurement policies are important in assessing the performance of governments. However, Hunja (2001) pointed out that there is no sufficient

evidence by which successful procurement reforms can be measured due to a lack of analysis and available information on the return on investment of procurement reforms, which has made the formulation of proposals for new multilateral laws in procurement difficult. There is therefore a need for research to shed light on the success or otherwise of public procurement reforms in a range of developing countries and to provide case evidence and national experience that will inform reform strategies and international rule-making. In the same vein, Evennet and Hoekman (2005) observed that work on the performance of national public procurement systems has not been well documented in the sense that focus tends to be primarily on legal compliance with required laws and implementation procedures, with little focus on quantifying performance after having applied the processes aimed at enhancing competition transparency and combating corruption. Evennet and Hoekman (2005) added that much tends to be claimed for the benefits of the procurement reforms, but there is little analysis of whether these benefits were actually realised after the reform initiatives occurred.

A logical inquiry would show that Nigeria's procurement process construed the largest source of leakage. Award of contracts are usually loaded with provisions for bribes and kickbacks. Thus, there was urgent need to reform public procurement policies, especially the Public Procurement Act which regulates public procurement and aim to minimise the abuse of processes, rules and standards in the awards and execution of public sector contracts.

In view of the above, this study aims to explore and evaluate the efficacy of the Public Procurement Act in NAICOM's procurement practises. By investigating the extent to which the Act has been implemented to advance transparency that will ensure cost effectiveness in the procurement of goods and services. By this, the study intends to shed light on the strengths and weaknesses of the Public Procurement Act's implementation in NAICOM and provide valuable insights into potential areas of improvement for the procurement system in the organisation. The study was guided by the following research questions;

- i. What is the impact of the Public Procurement Act 2007 on the transparency of procurement processes for goods and services at the National Insurance Commission (NAICOM) in Abuja, Nigeria?
- ii. How does the implementation of the Public Procurement Act 2007 influence the cost-effectiveness of goods and services procured by the National Insurance Commission (NAICOM) in Abuja, Nigeria?

#### **Statement of the Hypothesis**

The following hypotheses formulated would be tested, to help provide answers to the research questions:

- HO<sub>1</sub>:** The Public Procurement Act 2007 has no significant impact on the transparency of procurement processes for goods and services in National Insurance Commission (NAICOM) in Abuja, Nigeria
- HO<sub>2</sub>:** The implementation of the Public Procurement Act 2007 has no significant influence on the cost-effectiveness of goods and services procured by the National Insurance Commission (NAICOM) in Abuja, Nigeria.

## Conceptual Review

### Concept of Public Procurement

Procurement refers to the buying or purchasing of a product, i.e., a material good or an intangible service. In the case of goods, at least, the product may be either a discrete product or a whole system. Procurement in this context can be defined along two dimensions: private/public and regular/innovative. The former dimension obviously specifies whether the purchaser is a private firm or a public agency. In the latter dimension, regular procurement denotes that the procurement concerns ready-made, already-existing products whose characteristics are well known or can be readily ascertained. Procurement is central to the government service delivery system and promotes aims that are, arguably, secondary to the primary aim of procurement, such as using procurement to promote social, industrial, or environmental policies (Cane, 2004). Over the years, public procurement has sometimes been used to accomplish a variety of policy objectives: to increase overall demand, stimulate economic activity, and create employment; to protect domestic firms from foreign competition; to improve competitiveness among domestic firms by enticing 'national champions' to perform R&D activities; to remedy regional disparities; and to create jobs for marginal sections of the labour force (Martin, 1996).

The United Nations Development Programme (UNDP (2007) views public procurement as an overall process of acquiring goods, civil works, and services that includes all functions from the identification of needs, selection and solicitation of sources, preparation and award of contracts, and all phases of contract administration through the end of a service's contract or the useful life of an asset.

Furthermore, Harink (1999) added that public procurement involves more than the procurement process alone, and it should not only consist of supporting but also important components, including the strategy and policy of the organisation, methods and procedures, personnel and organisation, and information.

Procurement encompasses the whole process of acquiring property and/or services. It begins when an agency has identified a need and decided on its procurement requirement. Procurement continues through the processes of risk assessment, seeking and evaluating alternative solutions, contract award, delivery of and payment for the property and/or services, and, where relevant, the ongoing management of a contract and consideration of options related to the contract. Procurement also extends to the ultimate disposal of property at the end of its useful life (Waters, 2004).

The public procurement process should uphold integrity by mitigating all malpractices; informed decision-making, which requires public bodies to base decisions on accurate information and ensure that requirements are being met. More importantly, the Procurement practise should be responsive to the aspirations, expectations, and needs of the target society. The execution of the responsibility entails professionalism from competent scholars in this paradigm. Also, there is a need for transparency to enhance openness and clarity on procurement policy and its delivery (World Bank, 2003).

### General principles of Procurement

Generally, procurement is the complete action or process of identifying, defining, and acquiring or obtaining personnel, material, services, or works needed by means authorised in pertinent directives. More specifically, it is the action or process of acquiring or obtaining

material, property, or services at the operational level. The procurement process therefore involves planning, purchasing, contracting, and negotiating directly with the source of supply. Some indeed view procurement as a fancy word for "purchasing and supply". Modern procurement practises, however, appear more extensive than the old concept of purchasing and supply. Usually, the procurement department within an organisation manages all the major purchases with the exclusion of staff hiring (PPDC, 2011). The public procurement regime is underpinned by a number of principles aimed at fostering accountability, transparency, and economy in spending public funds to acquire goods and services. These include:

Value for money (VFM) is the most crucial principle in public procurement, aiming to advance government policies and priorities while achieving the best return and performance for the money spent. Barriers to achieving VFM include weak governing bodies, politics, tradition, and a lack of education and training programs. Ethical conduct is another important principle, but many purchasing professionals are unaware of these standards. Competition is the means by which most goods and services are procured, and it occurs in the tendering process, supplier credibility, price, and the most competitive bidder being awarded the contract. Transparency is another important principle, ensuring fair and equitable contracts are awarded, and it is particularly important in OECD countries. Accountability is the final principle in public procurement, playing at both national and international levels. However, managing risks associated with the complex competitive environment can lead to accountability problems, as the roles and responsibilities of participants in the process are not clear.

#### **The Nigerian Procurement Act**

Procurement Reform in Nigeria was based on the fundamental principles of the Public Procurement Act, 2007, even before the enactment of the Act. However, this study goes further as a pioneering study to evaluate the actual impact of the Public Procurement Reform from the perspective of the university system.

The set objectives of Nigerian Public Procurement Reform and its provisions and procedures are considered to be sound and capable of achieving the desired impact if well implemented (Transparency International, 2008). These provisions have been implemented in Federal Ministries, departments, and Agencies procuring building projects in Nigeria for nearly a decade now. This duration is considered long enough for the impact of the reform to manifest, and this is considered vital for either justifying or impugning the benefits of the Public Procurement Reform on the university system. This study is therefore an empirical analysis of real data from a representative sample of capital projects performance before and after the introduction of the Public Procurement Reform with the aim of identifying the difference the reform has made.

The challenges of public procurement in Nigeria have not been different from those of many other developing nations. Most of these difficulties relate to a lack of fiscal transparency and public accountability, in addition to the inadequacy of resources for providing public infrastructure. For example, in Nigeria, prior to the re-emergence of democratic governance in 1999, Public Procurement delivery was subject to several irregularities that resulted in frequent failures. These included poor planning, insufficient budgeting plans, unnecessary project fragmentation, initial bid inflation and overinvoicing, gross change orders during project execution, the adoption of inappropriate procurement methods, contract allocation as

opposed to competitive tendering, the proliferation of incompetent contractors in the tendering process, and deteriorating ethical standards of public Procurement practitioners.

The persistent inadequacy of infrastructural facilities to meet the needs of the Nigerian economy, coupled with the poor fiscal realities, necessitated the dire need for optimal utilisation of scarce resources appropriated for the delivery of public capital projects.

Furthermore, with globalisation and advances in information technology, citizens began to demand greater accountability and efficiency from government, and the demands and expectations of the global economy on improving transparency and competition in government procurement added to the need to align and harmonise omissions for International Trade Law (UNCITRAL) model and the World Bank guidelines. Thus, the Public Procurement Reform was introduced to improve service delivery generally in the public sector by focusing on principles and procedures in procurement that would place the country firmly on the path of economic growth. In the public sector, the reform is expected to promote a sustainable built environment through the application of competition in tendering, effective planning and budgeting for projects, and the promotion of global best practises and ethical standards in order to achieve value for money on public building projects.

#### **Goals and Objectives of Procurement Act 2007**

The Public Procurement Act 2007 established the Bureau of Public Procurement charged with the responsibility to amongst others, provide Legal and institutional framework and Professional Capacity for public procurement in Nigeria.

The objectives of establishing the Bureau of Public Procurement are to;

- i. Harmonize existing government policies and practices on public procurement to ensure probity, accountability and transparency in the procurement process;
- ii. Establish pricing standards and benchmarks;
- iii. Ensure the application of fair, competitive, transparent, value-for-money standards and practices for the procurement and disposal of public assets;
- iv. Attain transparency, competitiveness, cost effectiveness and professionalism in the public sector procurement system.

#### **Scope of the Procurement Act, 2007**

The Nigerian Public Procurement Law 2007 is divided into twelve parts. Part 1 of Public Procurement Law (2007) establishes the National Procurement Council (NPC) to provide uniform national regulatory platform for procurement broad policy formulations.

Part II of the law establishes the Bureau of Public Procurement (BPP). The Bureau of Public Procurement (BPP) according to the law is to act as supervisory organ and provide operational guidelines to regulate public procurement practices.

Part III of public procurement law (2007) exemplifies the scope of its application. By this, it is clear that the law is applicable only to federal government of Nigeria due to the federal nature of Nigerian nation. Part IV establishes legal format with regard to procurement thresholds. It also makes it a legal imperative for government procurement entities to engage in procurement plans and open competitive bidding. It also provides clear definition for the status

of contractors/suppliers/service provides among other critical issues with the aim of strengthening public procurement practices.

Part V of public procurement law (2007) gives legal basis for the establishment of procurement planning units and sets criteria for pre-qualification of bidders,

Part VI deals with procurement methods that are permitted under the law.

Part VII focuses on conditions for special or restricted methods of procurement.

Part VI 11 of the law gives conditions and steps for engaging consultants.

Part IX deals with procedures for procurement surveillance and reviews by the Bureau of Public Procurement (BPP).

Part X focuses on methods of disposing public property.

Part XI of public procurement law specifies code of conducts to regulate activities of stakeholders (Bureau officials, Tender Board, Contractors, CSO's, Procurement officers etc) and

Part XII deals with offences for various categories of infractions under the law.

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

Oyebamiji (2018) examines the influence of implementation of public procurement Act on government performance in Nigeria. Specifically, the study determines the extent of compliance with the Public Procurement Act identifies factors affecting compliance with the Public Procurement Act and also examines the influence of implementation of the Public Procurement Act on government performance. Judgmental sampling technique was used to select 20 Procurement Officers in Ministries, Departments and Agencies, and Local Government Areas; 20 Accounting Officers from Permanent Secretaries, Heads of Agencies and Parastatal Organizations; 20 contractors, 20 Professionals-Quantity surveyor, 20 architects and engineers, and 20 Lawyers totalling 120 respondents as sample size for the study. Structured questionnaires designed for the study were used to collect the data. Analyzed data was performed with the aid of descriptive statistics and regression analysis. The result establishes that public entities comply with the public procurement Act 2007, but lack of structures and facilities to ease procurement process and pervading corruption in Nigeria have hindered the full implementation of the Act. Furthermore, the study concludes that the implementation of the public procurement Act is a catalyst to transparency, accountability, efficiency, and value for money. Subsequently, the study recommends that there should be strong commitment and political will to implement the public procurement Act in all levels of government. This will metamorphose to transparency, competitiveness, accountability, and fairness in the award of government contracts.

Bayero (2016) dwelt on the public procurement process and how the reform of the procurement regime fosters good governance in Nigeria. The research intends to address the mechanics of the process of acquisition by government and public entities of goods, works, and services that are necessary to fulfil their mandate in the provision of services and facilities to the general public, as well as dysfunctions that hamstrung the procurement process such as inefficiency, corruption, and disregard of fundamental "value for money" considerations, which informed the imperative of reforming the procurement regime in a bid to ensure



efficiency and good governance. In light of the above objectives, this paper is divided into five sections for an orderly discussion of issues central to public procurement reform. The sequence of the paper include: First section which introduced the paper, while section two conceptualised public procurement and highlight practises inherent in its processes including procurement framework that comprise procurement organisation, procurement legislation, human resource for procurement and procurement process and procedure; third section will examine content and application of public procurement reform in Nigeria; section four discusses the relationship between procurement reform and good governance particularly in enhancing transparency and accountability as well as effective control of public funds in acquisition of goods and service; and the concluding section support the thesis of this treatise that public procurement reform is one of the prerequisites for good governance in Nigeria.

Unaam and Mark (2015) examine the effect of ethics and integrity on good public procurement system in Nigeria. The study aimed at exposing the effect of ethics and integrity on good public procurement system in Nigeria. Data for the study were collected through a structured questionnaire administered on eighty-two (82) officers of the Bureau for Public Procurement in Abuja, Nigeria. The data generated were analysed with the Pearson Product Moment Coefficient of Correlation. The study indicates that there exists a positive relationship between ethics and integrity on one hand and procurements in public procurements on the other hand in Nigeria. The study suggests that fairness and impartiality should be enshrined in public procurement system in Nigeria, there should be proper re-orientation of public procurement officers on the need for consistency and transparency in procurement procedure, and Regulatory authorities should ensure that legislative obligations and policies on public procurement are fully enforced.

**Kanu, et al. (2020) carried out research on Effectiveness of Public Procurement Act (PPA), in Curbing Corruption in the Public Service in Nigeria.** The research is prompted by the sheer waste of public resources in the process of public procurements which necessitated the enactment of the PPA in 2007. Convenience sampling technique was used to collect data from a sample of 50 staff from 3 select MDA's operating at the FCT, Abuja. Questionnaires were used to collect data and this was administered through personal delivery. Result obtained establishes that the PPA has helped to curb corrupt practices, improved on transparency and accountability in procurement process. It has minimized discrimination in the awards of contract. It has also helped to facilitate the procurement of works, goods and services in the select MDA's. Thus, the study recommends a strong commitment to capacity building and the political will to implement the PPA at all tiers of government in Nigeria.

Ojo and Gbadabo (2014) studied the areas/stages and reasons for non-compliance in the procurement proceedings of procurement of works in Nigeria. A survey method was used in eliciting primary data for the study while secondary data were obtained through a literature - existing laws, guidelines, review of relevant journal - to elicit information and identify statutory stage/process required procurement proceeding. The data from the survey exercise were analyzed using descriptive and inferential statistical tools such as the percentage frequency analysis; mean ranking, correlation and Analysis of Variance. The study revealed that the level of compliance with the directives is highly insufficient, influence of procurement officers/agencies Authority, political office holder control of procurement process, dearth of procurement professionals and hence lack of professionalism, inadequate knowledge of procurement regulations and institutional factors were highlighted. It is therefore



recommended that policy, systems, processes and procedures required for public procurement should be strengthened. Also, spending adequate time and effort prior to initiation of the procurement proceeding process will help to ensure a smooth process and significantly increase the transparency and probability of success of the process. A transparent, enhance integrity and objective competitive bidding process is will be an insurance against corruption charges, reduce risks of collusion, non-compliance etc. Complete tender documentation at each stage of the procurement process. Procuring entities need to establish a strong bid management structure in line with the law which will exclude political influences able to handle the complexities of procuring project and managing the procurement processes.

Frempong, Bempah, Amoako, and Osei-Tutu (2013) did an assessment of the impact of the public procurement Act 663 of (2003) on the economy of Ghana. The research relied on both primary and secondary data. The targeted population was 70 which included the staff and managers of the procurement department, store officers, senior staff, head of department and personnel who constitute the Lower Manya Krobo district assembly procurement board. A sample size of 50 was chosen with the purposive sampling technique. It was found out that the benefits derived from using the Public Procurement Act, 2003 (Act 663) include the assurance of quality goods, timely delivery of goods, right delivery of right quantities, transparency, reduced corruption, value for money, right price is given and right place of delivery is assured, uniformity in performing procurement activities, economic and efficient use of state resources and harmonize public procurement processes in the district assemblies and also greater efficiency. Public Procurement Act, 2003 (Act 663) comes with some benefits to district assemblies. The following difficulties were also revealed from the research; difficulties in applying and implementing the Public Procurement Act, 2003 (Act 663), lack of usage flexibility, lack of authority to dispose public assets, the lack of independent procurement auditing function, no central body with technical expertise and also threshold are too small for entities like a district assembly in case of emergency situation. The Public Procurement Act has been largely effective. However, it needs to be amended to include provisions for electronic procurement. This will improve transparency, accountability, and compliance within public procurement systems. Ameyaw and Mensah (2013) assessed the perceptions of procurement professionals; particularly the practising quantity surveyors on the existence of corruption in the procurement process in Ghana. The study revealed that corruption is more prevalent at the tender evaluation stage of the procurement process.

Gikonyo (2014) examined the factors affecting the implementation of public procurement act in rural societies in Kenya. The main aim of the study was to assess factors affecting implementation of the public procurement in SACCO societies in Kenya where the main variables include strategic planning, enforcement and organizational culture. Through a descriptive research design, the study targeted procurement officers and general managers working with SACCOs societies which have FOSA. Stratified random sampling technique was used to select a sample of 20% which makes a sample size of 86 respondents. Quantitative data collected was analysed by the use of descriptive statistics using SPSS and presented through percentages, means, standard deviations and frequencies. The findings revealed that 55% of the respondent believes that the impact of the regulator on SACCO is high, and on the issue of the SACCO culture favours good procurement procedures, 53% of the respondent strongly agree. The researcher recommended that Procurement process should uphold integrity and ensure that there are no malpractices and public bodies should base decisions on

accurate information.

Apparently, from the above studies, it could be seen that the researchers did not carry out investigation on the effect of Procurement of Goods and Services in National Insurance Commission.

### Methodology

The target population of this study comprised 267 staff of the National Insurance Commission, Abuja, being the total number of staff working in the head office and the other three branch offices of the organisation as from 2019 to date. The sample size of 100 was determined using the Yamane (1967) statistical technique. A sample was taken from the total population of 267, which is the total population, thus the Yamane statistical technique. The statistical formula is given as follows:

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

$$N = 267; e = 0.10; e^2 = 0.01$$

$$n = \frac{267}{1 + 267(0.01)} = \frac{267}{2.68}$$

$$n = 99.6 \text{ approx. } 100 \quad \text{Therefore: } n = 100.$$

Primary and secondary methods of data collection were used in this study, which adopted quantitative and qualitative methods of data analysis. Quantitative data are numerical data, and the closed-ended questionnaire was used to generate the data. Qualitative data, on the other hand, is the opinion of the respondents through interviews, and open-ended questions which were used. Secondary data were sourced from documented materials such as the Annual Statistical Insurance Market Reports, Bulletin of Insurance Market, official records from National Insurance Commission websites and conference papers and other Materials sourced from Nasarawa State University Library, the National Library of Nigeria, and the internet using Google Search.

The Statistical Package for the Social Sciences (SPSS) was used to present and analyse the data. SPSS was used to compute the frequency table and corresponding chart.

### Data Presentation, Analysis and Results

**Below is the analysis of the completed questionnaire. Questions in Tables 1 test the impact of the Public Procurement Act 2007 on the transparency of procurement processes of goods and services at the National Insurance Commission (NAICOM) in Abuja, Nigeria, while Questionnaires in Tables 2 test how the implementation of the Public Procurement Act 2007 influence the cost-effectiveness of goods and services procured by the National Insurance Commission (NAICOM) in Abuja, Nigeria**

**Table 1:** Impact of the Public Procurement Act 2007 on the transparency of procurement processes of goods and services at the National Insurance Commission (NAICOM) in Abuja, Nigeria

S/N	ITEMS	SA	A	SD	D	N
1.	National Insurance Commission procurement is conducted subject to the prior review of approval limits set by the Bureau and obtains a "Certificate of 'No Objection' to Contract Award" from the Bureau	17 17.2%	52 53.6%	7 7.2%	16 16.5%	5 5.2%
2.	National Insurance Commission procurement is conducted in a manner which is transparent for ensuring accountability	15 15.5%	32 32.9%	12 12.4%	25 25.6%	13 13.4%
3	National Insurance Commission, Abuja maintains records of each procurement process from the date of advertisement through contract signature and for a minimum of ten (10) years	12 11%	22 20.1%	18 16.5%	37 33.9%	20 18.3%
4	All suppliers, contractors and consultants are entitled to a fair opportunity to tender for provision of goods, works and services in National Insurance Commission, Abuja	13 13.4%	30 30.9%	22 22.6%	25 25.7%	7 7.2%
5	National Insurance Commission, Abuja maintains Notice Board for the public posting of procurement notices and solicitations	21 21.6%	29 29.9%	14 14.4%	23 23.7%	10 10.3%

Source: Field Survey, 2023

The analysis of the responses on the impact of the Public Procurement Act 2007 on the transparency of the procurement process of goods and services at the National Insurance Commission (NAICOM) in Abuja is revealed as follows;

Responses on National Insurance Commission procurement is conducted subject to the prior review of thresholds set by the Bureau and obtains a "Certificate of 'No Objection' to Contract Award" from the Bureau revealed Strongly Agree (SA): 17.2% Agree (A): 53.6% Strongly Disagree (SD): 7.2% Disagree (D): 16.5% Neutral (N): 5.2%

A majority of respondents either strongly agree or agree that the NAICOM's procurement process complies with the Bureau's review thresholds and obtains the necessary certificate. However, a significant portion expressed disagreement.

Responses on National Insurance Commission procurement is conducted in a manner that is transparent, timely, equitable for ensuring accountability revealed, SA: 15.5%, A: 32.9%, SD: 12.4%, D: 25.6% N: 13.4%. The majority of respondents agree that the NAICOM's procurement process is conducted transparently, timely, and equitably. However, there is a noticeable disagreement among some respondents.

Responses on National Insurance Commission, Abuja, maintain records of each procurement process from the date of advertisement through contract signature and for a minimum of ten (10) years. SA: 11%, A: 20.1%, SD: 16.5%, D: 33.9%, N: 18.3% There is a mixed response regarding the maintenance of procurement records. A substantial number of respondents strongly disagree, and a significant portion is neutral.

Responses on whether all suppliers, contractors, and consultants are entitled to a fair opportunity to tender for the provision of goods, works, and services in the National Insurance Commission, Abuja revealed, SA: 13.4%, A: 30.9%, SD: 22.6%, D: 25.7% N: 7.2%. A considerable number of respondents agree that all parties have a fair opportunity to tender

for goods and services. However, a significant number disagree, and some are neutral.

Responses on whether National Insurance Commission, Abuja, maintains a Notice Board for the public posting of procurement notices and solicitations revealed SA: 21.6%, A: 29.9%, SD: 14.4%, D: 23.7% N: 10.3%. thus, a majority agree that the NAICOM maintains a Notice Board for public posting of procurement notices. However, a notable percentage is neutral, and a portion disagrees.

The responses indicate mixed perceptions regarding the impact of the Public Procurement Act 2007 on transparency in the NAICOM's procurement process. While there is general agreement on certain aspects, such as transparency in the procurement process and the existence of a Notice Board, there is also significant disagreement and neutrality in some areas, notably concerning record-keeping and fair opportunities for suppliers. The NAICOM may need to address concerns and improve communication to ensure a more unified perception of transparency and fairness in its procurement processes.

**Table 2:** Impact of the implementation of the Public Procurement Act 2007 influence on cost effectiveness of goods and services procured by the National Insurance Commission (NAICOM) in Abuja, Nigeria

S/N	ITEMS	SA	A	SD	D	N
1.	National Insurance Commission, Abuja's procurement is conducted based only on Research, Statistics and Strategy Directorate procurement plans supported by prior budgetary appropriations by open competitive bidding	17 17.5%	38 39.2%	14 14.4%	21 21.6%	7 7.2%
2.	National Insurance Commission, Abuja's procurement is conducted with the aim of achieving value for money and fitness for purpose	15 15.4%	36 37.1%	12 12.4%	28 28.9%	6 6.2%
3	National Insurance Commission, Abuja has department that carries out quality assurance of the good and services	19 19.5%	24 24.7%	17 17.5%	23 23.7%	14 14.4%
4	National Insurance Commission, Abuja prepares the needs assessment and evaluates same before embarking on procurement	17 17.5%	30 30.9%	14 14.4%	21 21.6%	15 15.4%
5	National Insurance Commission, Abuja carries out appropriate market and statistical surveys before embarking on procurement	22 22.7%	37 38.1%	15 15.4%	23 23.7%	- -

Sources: Field Survey, 2023

The provided data is an analysis of how the implementation of the Public Procurement Act of 2007 influences the cost effectiveness of goods and services at the National Insurance Commission (NAICOM) in Abuja.

**Procurement Based on Research, Statistics, and Strategy Directorate Plans:** Strongly Agree (SA): 17.5%, Agree (A): 39.2%, Strongly Disagree (SD): 14.4% Disagree (D): 21.6% Neutral (N): 7.2%. The majority of respondents either agreed or strongly agreed that NAICOM's procurement is conducted based on Research, Statistics, and Strategy Directorate procurement plans supported by prior budgetary appropriations through open competitive bidding. This indicates that there is a structured and transparent approach to procurement, which has a positive influence on cost-effectiveness.

**Procurement Aimed at Achieving Value for Money and Fitness for Purpose:** Strongly Agree (SA): 15.4%, Agree (A): 37.1%, Strongly Disagree (SD): 12.4%. Disagree (D): 28.9% Neutral (N): 6.2% Again, the majority of respondents agreed that procurement at NAICOM aims to achieve value for money and fitness for purpose. This suggests a focus on cost-effectiveness and efficiency in procurement processes.

**Quality Assurance Department:** Strongly Agree (SA): 19.5%, Agree (A): 24.7%, Strongly Disagree (SD): 17.5% Disagree (D): 23.7% Neutral (N): 14.4% while a significant percentage of respondents agreed with the presence of a quality assurance department, a relatively high percentage also remained neutral. This might indicate some uncertainty or variability in the effectiveness of this department in ensuring cost-effective goods and services.

**Needs Assessment and Evaluation before Procurement:** Strongly Agree (SA): 17.5%, Agree (A): 30.9%, Strongly Disagree (SD): 14.4%, Disagree (D): 21.6%, Neutral (N): 15.4% Most respondents indicated agreement with the preparation of needs assessments and evaluations before procurement. This practice is essential for cost-effectiveness as it ensures that purchases are based on actual requirements.

**Market and Statistical Surveys before Procurement:** Strongly Agree (SA): 22.7%, Agree (A): 38.1%, Strongly Disagree (SD): 15.4%, Disagree (D): 23.7% for this statement, respondents mostly agreed with the practice of conducting market and statistical surveys before procurement. This indicates a proactive approach to ensuring that goods and services are procured cost-effectively.

The analysis of responses revealed that the implementation of the Public Procurement Act 2007 has a generally positive influence on the cost-effectiveness of goods and services at NAICOM in Abuja. The majority of respondents agreed that procurement practices align with the principles of transparency, value for money, and preparation and evaluation of needs.

#### Test of Hypothesis

**H<sub>0</sub>:** The Public Procurement Act 2007 has no significant impact on the transparency of procurement processes for goods and services in National Insurance Commission (NAICOM) in Abuja, Nigeria

Responses	O	E	O – E	(O – E) <sup>2</sup>	(O – E) <sup>2</sup> /E
Strongly Agreed	17	19.4	-2.4	-5.76	-0.29
Agreed	52	19.4	32.6	1062.76	54.78
Strongly Disagreed	7	19.4	-12.4	-153.76	-7.92
Disagreed	16	19.4	-3.4	-11.56	-0.59
Undecided	5	19.4	-14.4	-207.36	-10.69
<b>Total</b>	97	97			35.29

To determine the tabulated chi-square ( $\chi^2$ ) tab. Using the degree of freedom  $DF = n - 1$  and level of significance of 0.05.

Where  $n$  = number of different values observed in row

$\chi^2$  Tabulated = 5.991

**Decision Rule:** Accept the null hypothesis ( $H_0$ ) if  $\chi^2_{cal} < \chi^2_{tab}$ . Reject the null hypothesis ( $H_0$ ) if  $\chi^2_{cal} > \chi^2_{tab}$ .

#### Decision Rule

From the computation above it is seen that  $\chi^2_{cal}$  is greater than  $\chi^2_{tab}$  ( $35.29 > 5.991$ ) the null Hypothesis ( $H_0$ ) is therefore rejected and alternative Hypothesis ( $H_i$ ) is accepted which state that the Public Procurement Act 2007 has significant impact on the transparency of procurement processes for goods and services in National Insurance Commission (NAICOM) in Abuja, Nigeria.

**H<sub>1</sub>:** The implementation of the Public Procurement Act 2007 has no significant influence on the cost-effectiveness of goods and services procured by the National Insurance Commission (NAICOM) in Abuja, Nigeria.

Responses	O	E	O – E	(O – E) <sup>2</sup>	(O – E) <sup>2</sup> /E
Strongly Agreed	17	19.4	-2.4	-5.76	-0.29
Agreed	38	19.4	18.6	345.96	17.83
Strongly Disagreed	14	19.4	-5.4	-29.16	-1.50
Disagreed	21	19.4	1.6	2.56	0.13
Undecided	7	19.4	-12.4	-153.76	-7.92
<b>Total</b>	<b>97</b>	<b>97</b>			<b>8.25</b>

To determine the tabulated chi-square ( $X^2$ ) tab. Using the degree of freedom  $DF = n - 1$  and level of significance of 0.05.

Where  $n$  = number of different values observed in row

$X^2$  Tabulated = 5.991

Decision Rule: Accept the null hypothesis ( $H_0$ ) if  $x^2 \text{ cal} < x^2 \text{ tab}$ . Reject the null hypothesis ( $H_0$ ) if  $x^2 \text{ cal} > x^2 \text{ tab}$ .

#### Decision Rule

From the computation above it is seen that  $x^2 \text{ cal}$  is greater than  $x^2 \text{ tab}$  ( $8.25 > 5.991$ ) the null Hypothesis ( $H_0$ ) is therefore rejected and alternative Hypothesis ( $H_i$ ) is accepted which state that the implementation of the Public Procurement Act 2007 has significant influence on the cost-effectiveness of goods and services procured by the National Insurance Commission (NAICOM) in Abuja, Nigeria

#### Research Findings

Impact of the Public Procurement Act 2007 on the transparency of procurement processes for goods and services at the National Insurance Commission (NAICOM) in Abuja, Nigeria

The result of the study indicates that 59% of the employees stated that public procurement The Act 2007 has a strong impact on the transparency of procurement processes for goods and services at the National Insurance Commission (NAICOM), Abuja, Nigeria, while 41% of the employees stated that the Public Procurement Act 2007 does not have a strong impact on the transparency of procurement processes for goods and services at the National Insurance Commission (NAICOM) in Abuja, Nigeria. This implies that the Public Procurement Act 2007 has a strong impact on the transparency of procurement processes for goods and services in Abuja, Nigeria.

#### Effect of the Public Procurement Act 2007 on the cost-effectiveness of goods and services procured by the National Insurance Commission in Abuja, Nigeria

The result of the study indicates that 64% of the employees stated that the Public Procurement Act 2007 has a strong effect on the cost-effectiveness of goods and services procured by the National Insurance Commission (NAICOM) in Abuja, Nigeria, while 36% of the employees stated that the Public Procurement Act 2007 does not have a strong effect on the cost-effectiveness of goods and services procured by the National Insurance Commission (NAICOM) in Abuja, Nigeria. This implies that the Public Procurement Act 2007 has a strong effect on the cost-effectiveness of goods and services procured by the National Insurance Commission (NAICOM) in Abuja, Nigeria.

### Conclusion and Recommendations

In conclusion, the study highlights several key findings regarding the procurement processes at NAICOM. On a positive note, the organisation provides clear information about procurement opportunities to all potential bidders, which promotes transparency and equal access to bidding. Additionally, the majority of respondents agree that its procurement is conducted with the aim of achieving value for money and fitness for purpose, and it has a department that carries out quality assurance of the goods and services. It prepares the needs assessment and evaluates it before embarking on procurement, and it carries out appropriate market and statistical surveys before embarking on procurement. However, the procurement processes at NAICOM are seen as vulnerable to undue external influence. This vulnerability could undermine the fairness and competitiveness of the procurement system, potentially leading to inefficiencies and biased decision-making if not addressed.

Based on the findings, the study recommended that;

- i. NAICOM should address the issue of undue external influence and strengthen measures to safeguard the integrity of their procurement processes.
- ii. NAICOM should strengthen external oversight and ensure independence in the evaluation and selection of vendors. To achieve this, NAICOM should establish a specialised procurement oversight committee comprising representatives from different stakeholder groups, including independent experts and civil society organizations. This committee can be tasked with reviewing the evaluation criteria, vendor selection decisions, and addressing any conflicts of interest that may arise. This approach will help instill confidence in the fairness and integrity of the procurement processes and mitigate the risk of undue influence from external parties.

By implementing these recommendations, NAICOM can enhance the efficiency, fairness, and credibility of its procurement processes, ultimately leading to improved service delivery and stakeholder satisfaction.

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## IMPACT OF ENTREPRENEURIAL SKILLS DEVELOPMENT PROGRAMMES ON YOUTH INCOME: A STUDY IN MAIDUGURI METROPOLIS, BORNO STATE, NIGERIA

Kashim Bukar Zaifata  
Ali Abiso

Haasan Danjuma Shaffa

<sup>1, 2 & 3</sup> Department of Public Administration,  
Faculty of Management Sciences,  
University of Maiduguri.

### Abstract

*This Paper examines the causal relationship between Entrepreneurial Skills Development Programmes (ESDP) and the income levels of youth in Maiduguri Metropolis, Borno State, Nigeria. The independent variable, ESDP participation, is examined in relation to the dependent variable, youth income, through a systematic assessment guided by system theory. Leveraging primary and secondary data collected via surveys, questionnaires, and government reports, the study aims to discern the extent to which ESDP contributes to changes in the income levels of its beneficiaries. The results offer insights into the significance of ESDP in positively influencing youth income, thereby shedding light on effective strategies for poverty reduction in the region. The paper also proposes recommendations for policy interventions and sustainable development, establishing a clear link between the independent and dependent variables explored in the study.*

**Keywords:** Entrepreneurial, Skills Development, Youth Income, Poverty Reduction

### 1.0 INTRODUCTION

The issue of poverty is an intricate and multifaceted global challenge impacting both nations and individuals. The eradication of poverty stands as a paramount and pressing goal for the international community. It is not coincidental that the United Nations' Millennium Development Goals place "Eradicate extreme poverty and hunger" as their primary objective. The United Nations Millennium Declaration, adopted in 2000, committed world leaders to a global partnership aimed at reducing extreme poverty by setting time-bound goals to meet the needs of the world's poorest populations by 2015 and beyond. This commitment laid the foundation for the eight Millennium Development Goals.

In Nigeria, efforts to address poverty began with the Harare declaration on youth empowerment in 1995, leading to subsequent international meetings recognizing the importance of youth in development. The National Youth Development Policy of 2001 in Nigeria, along with its implementation strategy, attests to a renewed focus on empowering and developing the youth. The living standards for most Nigerians fall significantly below the poverty line, with limited access to essential necessities such as food, shelter, education, healthcare, and clean drinking water. The Nigerian Bureau of Statistics reports that over 60% of Nigerians live on less than US\$1 per day. A substantial portion of the population, about 69%, is classified as poor, with over 60% living in absolute poverty.

Poverty remains a significant obstacle to Nigeria's development, leading the government to launch various programs aimed at reducing poverty levels, particularly among the youth. These programs include the Poverty Alleviation Programme (PAP) in 2000, the National Poverty Eradication Programme (NAPEP) in 2001, the Seven Point Agenda of late President Yar'adua, the Subsidy Re-investment and Empowerment Programme (SURE-P) in 2012, and the

Empowering Nigerian Youths for Prosperity (N-Power) in 2016. The current challenges of abject poverty and security issues in Nigeria are closely tied to problems of youth empowerment, contributing to various criminal activities. The Northeastern part of Nigeria faces social and economic issues, including minimal income, high levels of poverty, illiteracy, and poor health.

In 2020, the National Bureau of Statistics reported that 40% of Nigerians live below the poverty line, with Sokoto state in the Northwest having the highest poverty levels. Borno state was excluded due to insecurity caused by the Boko Haram insurgency. However, in 2022, the World Food Programme revealed that over 40% of households in Borno, Adamawa, and Yobe states had inadequate food consumption, marking a significant increase compared to the previous year.

Borno State has taken steps to address poverty, establishing the Ministry of Poverty Alleviation and Youth Empowerment in 2004. The ministry focuses on developing youth through vocational training programs, including the Borno Youth Empowerment Scheme (BOYES) and Entrepreneurial Skills Development Programmes (ESDP). This study aims to assess the impact of ESDP on poverty reduction among youths' income levels in Maiduguri Metropolis, Borno State, Nigeria.

## 2.0 CONCEPTUAL CLARIFICATIONS

### Entrepreneurship

The origin of entrepreneurship development can be attributed to Peter (1985, revised edition in Pihie, 2009), who emphasized the pivotal role of innovation and resource mobilization in entrepreneurship. Innovation is a central element in entrepreneurial activities, facilitating the transformation of raw materials into finished goods and, consequently, fostering resource development for economic growth. The European Commission (2008) Entrepreneurship as an individual's capacity to translate ideas into action, encompassing creativity, innovation, risk-taking, as well as the ability to plan and manage projects to achieve objectives. In contemporary times, the concept of entrepreneurship has gained popularity as a strategy for escaping poverty and establishing a conducive environment for socio-economic expansion and productivity.

Youth entrepreneurship encompasses various forms of entrepreneurship, including economic, social, cultural, and public entrepreneurship. Social entrepreneurship involves the initiation of innovative ideas to address community or social needs, driven by the principles of supply and demand for goods or services (Lackéus, 2020). Consequently, it becomes imperative for governments to tackle poverty-related challenges, and youth entrepreneurship emerges as a viable strategy for poverty reduction and socio-economic development (Abdulkarim, Samuel & Joseph, 2019).

Entrepreneurship is recognized as a potent tool not only for alleviating unemployment, poverty, and under-development in developing nations but also for fostering rapid economic growth in both developed and developing countries (Evans, 2011; Fatoki & Garwe, 2010). (Aladekomo, 2004), entrepreneurship comprises three essential elements: the context in which opportunities arise or are created, a set of personal competencies needed to identify and seize opportunities, and the ability to realize these opportunities by transforming them into viable businesses. Entrepreneurship encompasses the processes, actions, activities, behavior,

and sentiments employed by entrepreneurs in their business endeavors (Ogundele, Waidi & Hammed, 2012; Ogundele, 2017).

### **Entrepreneurial Skills**

(Hayton, 2015) entrepreneurship skills encompass proficiency in the process of identifying and/or creating opportunities, the ability to capitalize on recognized opportunities, and a range of skills related to developing and executing business plans to actualize these opportunities. The term 'entrepreneurship skills' suggests that there are competencies specifically linked to (successful) entrepreneurship, distinct from attributes and behaviors commonly associated with entrepreneurs (Henry, Hill, & Leitch, 2015).

The discussion around 'entrepreneurship skills' has predominantly revolved around the education system (Bosma, Van, Thurik, & De Wit, 2004). Entrepreneurial skills involve traits such as creativity, innovation, risk-taking, and the capacity to interpret successful entrepreneurial role models and identify opportunities. Entrepreneurial skills constitute the foundational abilities necessary for the effective initiation, development, financing, and marketing of one's business enterprise (Abraham, 2019). These skills are construed as the knowledge, attitudes, and abilities enabling individuals to succeed in developing original and valuable projects, products, or services based on the needs of a target population or company, thereby fulfilling functional, social, or emotional objectives (Kim, Kim, Lee & Joung, 2020). Entrepreneurial skills are viewed as instruments that facilitate motivation and leadership, leading to the accomplishment of results (Singh, 2018).

Muhammad, Mohd Noor, and Arfan (2016) Entrepreneurial skills as critical competencies for an entrepreneur's success in their business venture. Smith and Morse (2005) highlight distinctions in literature between management skills or competencies and entrepreneurial skills or competencies, categorizing them broadly into two themes such as Functional competencies (marketing, human resources, procurement, and finance) and Organizational competencies (motivation, leadership, and related skills).

### **Entrepreneurial Skills Development**

The development of entrepreneurial skills plays a crucial role in mitigating youth poverty through generation employment opportunities and fostering rapid economic growth and development, various Nigerian governments have implemented policies and programs aimed at enhancing entrepreneurial skills through training initiatives to equip the youth with the necessary knowledge. In the face of economic crises and looming job layoffs, entrepreneurial skill development emerges as the most critical factor for leveraging entrepreneurship opportunities and achieving self-employment (Ekpe, 2012). However, the effectiveness of entrepreneurial skill development in promoting self-employment hinges on considering the characteristics and attitudes of entrepreneurs, such as self-motivation and a positive mindset. Zhang (2013) found that indexing skills are directly linked to an entrepreneur's ability to retain and apply entrepreneurial principles, emphasizing the pivotal role of skills in entrepreneurial success calling for a focus on developing entrepreneurial competences in education courses.

The importance of youth entrepreneurial skills development has gained increased attention globally, particularly in Nigeria. The vulnerability of youths to criminal activities, such as kidnapping, rape, and armed robbery, is emphasized when they lack the necessary skills for self-employment in both the public and private sectors (Nwachukwu & Nwamuo, 2010; Baba &

Audu, 2021). Entrepreneurial skills development is positioned as an alternative to traditional economic development strategies, with advocates suggesting that it yields greater public returns compared to other approaches like industrial recruitment or retention and expansion. Furthermore, the focus on developing entrepreneurial skills is considered a key strategy for poverty alleviation, creating income and employment opportunities, fostering a conducive business environment, and building institutional and human capacities that support the development of rural communities.

### **Entrepreneurship Skills Development Programmes**

Successive governments in Nigeria have implemented entrepreneurial skill development programs, aiming to enhance job creation, reducing unemployment, poverty, and social issues. (Idoko, 2014), the primary goal of these programs, as a means of empowering youth, is to prepare and equip them to contribute beneficially to society. He emphasizes that effective skill acquisition can instill a value reorientation among youth, transforming them into creators of wealth and employment rather than mere seekers. An Entrepreneurship Skill Development Program is a scheme that nurtures the talents of young individuals by providing insights into various aspects of industrial or business activities necessary for establishing medium and small enterprises. This programs involves a series of activities aimed at improving the skills and knowledge of entrepreneurs, enhancing their capacity to develop, manage, and organize a business venture while considering associated risks. The primary focus of entrepreneurial skill development programs is to increase the number of entrepreneurs and foster the establishment of successful ventures (Indiafilings.com, 2021).

The Entrepreneurship Skills Development Program is designed to cultivate entrepreneurial abilities, involving the inculcation, development, and refinement of skills required to establish and successfully operate an enterprise. This program aims to equip individuals with the necessary skills and knowledge needed to initiate and manage a business successfully. National Institute of Small Industry Extension Training (NISIET, 2021) contributes to developing individuals as entrepreneurs through structured training. The primary objective of entrepreneurship development programs is to broaden the base of entrepreneurship by fostering achievement motivation and entrepreneurial skills among the less privileged sections of society. Therefore, it is imperative to state that, entrepreneurial skills development programmes **are consciously designed for youth entrepreneurs aimed at equipping them with different relevant knowledge and skills acquisition which would enable them to** develop, manage and organize a business venture that capable of reducing unemployment, poverty and social vices among the youth.

### **Poverty**

Poverty is an intricate and multi-faceted global phenomenon that impacts both nations and individuals. Oloyede (2014) defines it as the state where the quantity of resources available to an individual falls below a specific threshold of resources required by that individual. World Bank (2000) and United Nations (2013) outline various manifestations of poverty, including insufficient income and resources to sustain a livelihood, hunger, malnutrition, lack of access to basic services, homelessness, and exposure to an unsafe and degraded environment. Indicators of poverty, as stated by Ogunleye (2006), encompass literacy, health status, and nutrition, access to housing, water, and overall satisfaction. Oyemomi (2003) characterizes poverty as a state of pronounced deprivation preventing people from living a valued life. Idakwoji (2002)

adds that poverty is a multidimensional phenomenon covering economic, social, and political dimensions.

From an economic standpoint, poverty implies material deprivation leading to low income and a lack of basic necessities. Socially, poverty manifests in terms of social inferiority, low status, lack of dignity, vulnerability, and social marginalization. Politically, poverty is evident in the absence of political power, decision-making opportunities, and denial of basic natural and political inputs. Ajakaiye (1999) defines poverty as a living condition marked by economic, social, political, cultural, and environmental deprivations, representing a state of involuntary deprivation that individuals, households, communities, or nations may experience. While the number of poor individuals has reduced considerably in advanced countries, many developing countries, including Nigeria, have experienced an increase in poverty. Economic inequality often results from social inequality, and vice versa. Ahmed (1999) suggests that poverty in developing countries is primarily income-based, resulting from a lack of access to basic necessities such as food, safe drinking water, security, healthcare, education, and housing. Townsend (2000) defines poverty as a lack of resources to obtain a balanced diet, participate in activities, and have living conditions customary in their societies. Ravallion and Bidani (1994) conceive poverty as a lack of command over basic consumption needs, resulting in inadequate levels of consumption and insufficient access to food, clothing, and shelter. Therefore, poverty is incapacity of a nation to provide the majority of its population with adequate sources of livelihood, by implication; provision of effective, accessible and affordable healthcare facilities, provision of relevant skills and knowledge specifically to the youth, provision of economic support that can enable the population to practicalize the knowledge and skills gained for maximizing their income and cater for their basic needs of life.

### **Youth**

The term "youth" has been defined in diverse ways by individual scholars, organizations, and nations. Developed nations typically designate the age at which an individual receives equal treatment under the law, commonly referred to as the age of maturity, as the threshold for adulthood. This age is often set at 18 years in many countries (World Development Report, 2007). Attempts have been made by the United Nations General Assembly, the Commonwealth, and the World Bank to standardize the categorization of youth. According to the UN and World Bank, youth encompasses individuals between the ages of 15 and 24, while the Commonwealth defines youth as those falling within the age bracket of 15-29. In Africa, as in most developed countries, an individual is considered a youth upon reaching the age of maturity, often set at 18.

Hauan (2002), examining the Swedish and Turkish viewpoints, identifies youth as a transitional phase, a socialization phase, a struggle for social status, or a period with intrinsic value. In Rwanda, the National Youths Policy (NYP) defines youths as those aged 14-35. The Nigerian government characterizes youths as ambitious, enthusiastic, energetic, and promising, acknowledging their vulnerability due to the rapid changes experienced during this stage of life. The National Youths Development Policy (2001) in Nigeria defines youth as individuals aged 18-35.

### **Income Levels**

Income generation programs refer to vocational and continuing educational initiatives aimed at helping participants acquire or enhance vocational skills, enabling them to engage in

activities that generate income (FAO report, 1998). These programs are designed for individuals who are currently not self-sufficient in the modern world, particularly those at or below the poverty line. Reardon (2000) emphasizes that income-generating programs and activities should be promoted and implemented within the context of overall development, addressing individual needs. Elbers and Lanjouw (2001) assert that nations and their governments have a responsibility to care for their citizens, and with appropriate support, some individuals within communities can become self-supporting, generating sufficient income to provide for themselves and their families.

However, Ndaghu, Pogu and Yohanna (2018) highlight that income generation activities have become limited in Borno state due to the negative impact of insurgency, leading to the closure of many small and medium business enterprises. This includes various setups such as vulcanizing, provision stores, computer business centers, mechanics, welding, restaurants, bakery centers, packaged table water, smoked fish sales, firewood selling, sales of milk, hair weaving, and calabash decoration within the state. This has significantly affected the income levels of many youths in Maiduguri Metropolis, with most beneficiaries of Entrepreneurial Skills Development Programs (ESDP) being particularly impacted by these circumstances. The poverty level of a state or local government can be assessed by considering the income generation activities and business commitments of the youths.

Entrepreneurial skills are crucial in reducing poverty in various social contexts. Acquiring these skills is a strategy to enhance income status by making individuals aware of their rights, real productivity, and their collective power. Empowered individuals possess the skills and knowledge to earn a living, either through paid employment or by starting their own businesses. Earning income is the initial step toward poverty eradication (UN-DSPD, 2013). ESDP enables youth beneficiaries to realize their strengths and potentials, empowering them to solve problems and improve their lifestyles by increasing their income through training for income-generating activities, these programs orient participants to take advantage of government schemes, engage in resource mobilization, and utilize natural resources available in the area while simultaneously protecting the environment.

## **THEORETICAL FRAMEWORK**

The research utilizes System Theory as the theoretical framework to elucidate the impact of Entrepreneurial Skills Development Programs (ESDP) on youth income in Maiduguri Metropolis.

### **System Theory**

System theory has been employed as the theoretical framework for this study, drawing on the conceptualization of the term "system" by scholars such as Parson (1951), Easton (1975), and Khan (1969). In this context, a system is viewed as a comprehensive entity that operates through the interconnectedness of its various components. It encompasses the complexities of interdependencies among its parts, components, and processes, involving discernible regulation of relationships both within the system and with its external environment (Easton, 1957).

Most system theorists consider organizations as open systems, and Ackoff (1972) identifies several essential characteristics:

- i) A set of objectives that the entity seeks to achieve, vital for its existence.
- ii) The external environment, receiving the system's output, influenced by economic and political variables.
- iii)

Inputs entering the system, including demand, support, and expectations. iv) The conversion process or input-transforming device, where resources or inputs are transformed into output. v) The output, representing the product or result arising from the processing steps. vi) A feedback process, informing the environment about the system's actions, enabling adjustments based on environmental demands. Easton (1973) emphasizes that the political system functions by receiving inputs from the environment, which undergo a conversion process within the system, resulting in authoritative decisions. These decisions, such as government policies and judicial rulings, affect the environment as outcomes, leading to feedback that influences subsequent demands and support from the environment.

The applicability of system theory to this study lies in viewing Borno State as a system established to achieve specific objectives for the well-being of its population. The state comprises various parts, components, and units, including local governments, ministries, departments, and units, interacting to achieve common goals. Input for the system includes the need for youth empowerment and development programs, funds, materials, equipment/facilities, and personnel allocated by the government to train the youths. The conversion process involves the implementation of Entrepreneurial Skills Development Programs (ESDP) and vocational training schemes by the Borno State government, transforming inputs into outputs that empower the youths. The output represents the end result, such as an improved standard of living and increased income levels for the youths, leading to self-employment and self-reliance. The outcome of the state's activities impacts the living standards of the population in Maiduguri Metropolis and Borno State at large. The feedback component encompasses the responses, opinions, and perceptions of the citizens regarding how the state's outputs affect or are perceived by the environment, as well as the demands placed on it.

### 3.0 METHODOLOGY

The research employed a combination of primary and secondary data. Primary data were gathered from a population of 4,633 individuals, encompassing all beneficiaries of Entrepreneurial Skills Development Programs (ESDP) in Maiduguri Metropolis spanning the period from 2013 to 2023. Concurrently, secondary data were sourced from government reports and the Ministry of Poverty Alleviation and Youth Empowerment. A sample size of 390 respondents were selected through the application of a simple random sampling technique. The study administered 390 questionnaires, and 368 were completed and returned as valid. The collected data underwent summarization and analysis utilizing tables, figures, frequency distribution, and percentage calculations. To examine the formulated hypothesis, Spearman Rank Order Correlation Coefficient was employed.

### 4.0 RESULTS AND FINDINGS

**Table 4.1: Distribution of Respondents based on monthly Salaries/allowances from Borno State Government.**

Variables	Frequency	Percentages (%)
Yes	03	0.8%
No	365	99.2%
<b>Total</b>	<b>368</b>	<b>100%</b>

Source: Field Survey, 2023

Table 4.1 indicates, that 3(0.8%) of the respondents receiving monthly salary/allowance from Borno State government and 365(99.2%) of the respondents were not receiving monthly salary/allowance from Borno State government. This analysis indicates that majority of the



respondents were self-employed/self-reliance which indicated positive result of ESDP in Maiduguri Metropolis.

**Table 4.2: Distribution of the respondents based on monthly income levels before and after the Entrepreneurial Skills Development Programmes (ESDP) training**

BEFORE			AFTER		
Ranges of income earned (₦ )	Frequency	Percentages (%)	Ranges of income earned (₦ )	Frequency	Percentages (%)
0 – 2,000	28	7.6%	0 – 2,000	2	0.5%
2,001–4,000	18	4.9%	2,001–4,000	4	1.1%
4,001–6,000	84	22.8%	4,001–6,000	7	1.9%
6,001–8,000	79	21.5%	6,001–8,000	11	3%
8,001–10,000	64	17.4%	8,001–10,000	15	4.1%
10,001–12,000	58	15.8%	10,001–12,000	24	6.5%
12,001–14,000	12	3.3%	12,001–14,000	30	8.2%
14,001–16,000	11	3%	14,001–16,000	45	12.2%
16,000–18,000	7	1.9%	16,000–18,000	83	22.5%
18,001–20,000	5	1.3%	18,001–20,000	86	23.4%
20,001 and above	2	0.5%	20,001 and above	61	16.6%
<b>Total</b>	<b>368</b>	<b>100%</b>	<b>Total</b>	<b>368</b>	<b>100%</b>

Source: Field Survey, 2023

The result of the analysis presented in Table 4.2 indicates that 28(7.6%) of the respondents earned > 0–> 2000 monthly before the ESDP training, 18(4.6%) of the respondents earned between > 2,001–> 4,000 monthly before the ESDP training, while 84(22.8%) of the respondents earned > 4,001–> 6,000 monthly before the ESDP training, 79(21.5%) of the respondents earned > 6,001–> 8,000 monthly before the ESDP training, 64(17.4%) of the respondents earned > 8,001–> 10,000 monthly before the ESDP training, 58(15.8%) of the respondents earned > 10,001–> 12,000 monthly before the ESDP training, 12(3.3%) of the respondents earned > 12,001–> 14,000 monthly before the ESDP training, 11(3%) of the respondents earned > 14,001–> 16,000 monthly before the ESDP training, 7(1.9%) of the respondents earned > 16,001–> 18,000 monthly before the ESDP training, 5(1.5%) of the respondents earned > 18,001–> 20,000 monthly before the ESDP training and 2(0.5%) of the respondents earned > 20,001 and above. This shows that majority of the respondents earned > 4,001 – > 6,000 monthly before the ESDP training.

However, 2(0.5%) of the respondents earned > 0 – > 2000 monthly after the ESDP training, 4(1.1%) of the respondents earned > 2,001–> 4,000 monthly after the ESDP training, 7(1.9%) of the respondents earned > 4,001–> 6,000 monthly after the ESDP training, 11(3%) of the respondents earned > 6,001–> 8,000 monthly after the ESDP training, 15(4.1%) of the respondents earned > 8,001–> 10,000 monthly after the ESDP training, 24(6.5%) of the respondents earned > 10,001–> 12,000 monthly after the ESDP training, 30(8.2%) of the respondents earned > 12,001–> 14,000 monthly after the ESDP training, 45(12.2%) of the respondents earned > 14,001–> 16,000 monthly after the ESDP training, 83(22.5%) of the respondents earned > 16,001–> 18,000 monthly after the ESDP training, 86(23.4%) of the respondents earned > 18,001–> 20,000 monthly after the ESDP training and 61(16.6%) of the respondents earned > 20,001 and above. This shows that majority of the respondents earned > 18,001–> 20,000 monthly after the ESDP training.



## Testing of Hypothesis

Table 4.3: Ho<sub>1</sub>: ESDP has not significantly affected the income level of the beneficiaries in Maiduguri Metropolis.

Before X	After Y	Rank X	Rank y	Rx -Ry d	d <sup>2</sup>
28	2	7	1	6	36
18	4	6	2	4	16
84	7	11	3	8	64
79	11	10	4	6	36
64	15	9	5	4	16
58	24	8	6	2	4
12	30	5	7	2	4
11	45	4	8	4	16
7	83	3	10	7	49
5	86	2	11	9	81
2	61	1	9	8	64
				386	

$$r = 1 - \frac{6 \sum d^2}{n(n^2 - 1)} = 1 - \frac{6 \times 386}{11(11^2 - 1)} = -0.755$$

and  $t = \frac{r \sqrt{n-2}}{\sqrt{1-r^2}} = 3.454$

Source: Field Survey, 2023

Table 4.3 Indicates that the model is very healthy and has strong predictive power with an interestingly strong goodness of fit. The Spearman rank order correlation coefficient  $r = -0.755$  and  $t = 3.454$  suggested that, there is high degree of correlation between the ranking from the income level of ESDP beneficiaries before the training and the income level of ESDP beneficiaries after the training. The calculated value of  $t = 3.454$  and the critical table value 9 df at 0.05 level of significant is 2.262. Since the calculated value is greater than the critical table value ( $3.454 > 2.262$ ), the null hypothesis Ho, stands rejected and concluded that, ESDP has significantly affected the income level of the beneficiaries in Maiduguri Metropolis.

The findings of the study from the hypothesis tested in Table 4.3 revealed that, the income level of ESDP beneficiaries significantly improved positively. To support this, in Table 4.2, shows that, the majority of the respondents before the training earned between  $> 0$  to  $> 10,000$  with 74.2% monthly. While after the training in Table 4.2 also shows that the income level of the beneficiaries significantly increased to  $> 12,000$  to  $> 20,001$  and above with 89.4% monthly. This implies that there is an increase of 15.2% in the income levels of the beneficiaries which shows a positive result.

The findings of this study corroborate with the study of **Muhammad, Seow & Fazli (2021)** which revealed that, entrepreneurial technical skills had a positive and significant effect on poverty reduction and entrepreneurial management skills also had a positive and significant effect on poverty reduction among the youths. Also, the findings concur with the study of **Oladeji (2019)** that the skills acquisition programmes have been able to provide employment opportunities for youth's beneficiaries, reduce their involvement in social vices and improved their standard of living through income levels.

## 5.0 CONCLUSION AND RECOMMENDATIONS

Based on the outcomes of this research, it can be affirmed that Entrepreneurial Skills

Development Programmes (ESDP) constitute highly significant initiatives for mitigating poverty levels among the income of youths in Maiduguri Metropolis, Borno State, Nigeria. The study revealed a statistically significant, positive, and robust correlation between the reduction of poverty levels in the income of youths and ESDP, which contributes to a noticeable increase in the income of program beneficiaries. This underscores the fact that income levels post-training witnessed a substantial improvement. Consequently, it is recommended that the Borno State government enact legislation to ensure the continuity of Entrepreneurial Skills Development Programmes. Additionally, motivation should be provided for all 27 local government areas in the state to establish Entrepreneurial Skills Development centers within their respective regions, fostering the training of more youths to elevate income levels and alleviate poverty and unemployment among the youth demographic. Furthermore, the Borno State government should enhance the budgetary allocation for the Ministry of Poverty Alleviation and Youth Empowerment, facilitating increased recruitment into the programs and ensuring their sustained effectiveness.

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## EXAMINING THE ROLE OF NON-GOVERNMENTAL ORGANIZATIONS (NGOS) IN ENHANCING HEALTHCARE DELIVERY IN NIGERIA

ASHIRU OLAYEMI ALIYU

Department of Politics and Governance  
Faculty of Management and Social Science  
Kwara State University, Malete, Nigeria.  
Email: ashiru.aliyu@kwasu.edu.ng

### Abstract

*The provision of an affordable and accessible healthcare system has remained the collective responsibility of both state and non-state actors in Nigeria. Despite the government's giant stride at providing affordable and increased accessibility to healthcare services; many of the Nigerian population are underserved. This is because, healthcare infrastructure and services remain inadequate, leading to health disparities and preventable mortality. However, it appears that the huge potential of health-related NGOs to provide significant contributions towards an improved healthcare system is still been underexploited. This study examines how non-governmental organizations (NGOs) have over time contributed to improving healthcare services in Nigeria. Moreso, it unveils strategies, partnerships, and impact, on healthcare infrastructure nationwide. Additionally, it delves into specific case studies that highlight how NGOs have positively influenced the healthcare sector. These case studies focus on disease control access to medicines and the reduction of child mortality rates. The research findings emphasize the importance of NGO involvement in improving healthcare access and addressing health disparities. By understanding the roles played by NGOs in the Nigerian healthcare system, policymakers and stakeholders should collaborate effectively with these organizations to enhance healthcare access and work towards achieving universal health coverage in the country.*

**Keywords:** healthcare access, healthcare impact, non-governmental organizations (NGO's), Nigeria

### Introduction

In the world over, access to quality healthcare facilities is a fundamental human right (United Nations, 1948), yet, in many parts of the world, including Nigeria, it remains an elusive privilege for a significant portion of the population. Nigeria, (with a population of 217, 373, 637million) is the most populous country in Africa and continues to grapple with the challenge of providing adequate healthcare services to its citizens. while the government is primarily responsible for the provision of healthcare, the role of non-governmental organizations (NGOs) in enhancing healthcare access cannot be underestimated. This is because, non-governmental organizations have emerged as critical partners in the endeavor to bridge the healthcare gap, offering a glimmer of hope to millions of Nigerians who have long endured the burden of inadequate healthcare services (World Health Organisation, 2019). It is worthy of note that, many countries around the world (such as India, Brazil, and South Africa) face similar challenges in improving access to healthcare for their citizens. This is a complex issue influenced by various factors, including economic development, political stability, and healthcare infrastructure.

This study embarks on an exploration of the multifaceted role that NGOs play in Nigeria's

healthcare landscape. it delves into their strategies, partnerships, and their significant impact on healthcare infrastructure (Gostin, mok, & Redd, 2020). through detailed case studies, this research illuminates the transformative influence of NGOs within the Nigerian healthcare sector, with a specific focus on areas such as disease control, access to essential medicines, and the reduction of maternal and child mortality rates (Kruk et al., 2017). these case studies offer compelling evidence of the invaluable contributions that NGOs have made and continue to make, in advancing healthcare accessibility in Nigeria (Adeyi et al., 2017). This research hopes to underscore the profound significance of NGO involvement in healthcare access and their ability to address critical health disparities (McCoy, riddle, & Gaspard, 2019). by understanding the various facets of the roles that NGOs play within Nigeria's healthcare system, policymakers and stakeholders can glean insights and strategies to better collaborate with these organizations (World Bank, 2015). such collaboration is essential in bolstering healthcare access, improving the overall health status of the population, and working toward the realization of universal health coverage in the country (World Health Organization, 2014). According to Hounton et al., (2019) study more shed light on the pivotal role of NGOs in Nigeria's healthcare landscape, laying the groundwork for a more inclusive, accessible, and equitable healthcare system that is responsive to the healthcare needs of all its citizens

Undoubtedly, access to quality healthcare remains a critical issue in Nigeria, with a significant portion of the population lacking access to essential healthcare services (World Health Organization, 2019). Despite governmental efforts, healthcare infrastructure and services remain inadequate, leading to health disparities and preventable mortality (Gostin, Mok, & Redd, 2020). Additionally, Non-Governmental Organizations (NGOs) have emerged as vital contributors to healthcare access, yet there is a need for a comprehensive understanding of their roles and impact within the Nigerian healthcare system. This study seeks to address the following critical issues. This study based its proposition on the assumption that NGOs play a substantial role in enhancing healthcare access in Nigeria. It further assumes that these organizations employ various strategies, including partnerships and infrastructure development, to improve healthcare delivery in Nigeria (Mensah, Oyewole, & Wellenius, 2019). The main thrust of this study centered on examining the strategies employed by NGOs in enhancing healthcare access in Nigeria.; assess the partnerships forged by government and NGOs in the Nigerian healthcare sector and their impact on service delivery. Also, to investigate the specific areas where NGOs have contributed significantly, such as disease control, access to essential medicines, and the reduction of maternal and child mortality rates. This study holds significant relevance in several dimensions. Firstly, it contributes to the existing body of knowledge on the role of NGOs in healthcare access in low and middle-income countries, particularly in the context of Nigeria. Secondly, it provides valuable insights for policymakers, healthcare practitioners, and NGOs to collaborate effectively in addressing the healthcare challenges in Nigeria. Moreover, it offers a basis for informed decision-making in healthcare policy and practice, ultimately striving for the improvement of healthcare services in Nigeria. Lastly, it underscores the importance of civil society and non-governmental efforts in achieving health-related Sustainable Development Goals (SDGs), particularly Goal 3, which aims to ensure healthy lives and promote well-being for all at all ages (United Nations, 2015).

### A Review of Related Literature

Access to healthcare is a fundamental human right that has been recognized by international bodies and agreements (United Nations, 1948). However, the ability of many nations, including Nigeria, to fulfill this right remains a significant challenge. This section reviews relevant literature on the role of Non-Governmental Organizations (NGOs) in enhancing healthcare access in Nigeria, shedding light on their strategies, partnerships, and impact on healthcare infrastructure.

NGOs play a pivotal role in improving healthcare access in resource-constrained settings, including Nigeria (Adeyi et al., 2017). The NGOs often fill the gaps in healthcare delivery where government resources and infrastructure are lacking. Through their initiatives, NGOs contribute to addressing critical health disparities and providing healthcare services to underserved populations (Hounton et al., 2019). NGOs have become essential players in efforts to ensure equitable access to healthcare services. Moreso, NGOs have employed various strategies to enhance healthcare access in Nigeria. These strategies encompass the provision of medical services, capacity building, infrastructure development, and advocacy (Mensah, Oyewole, & Wellenius, 2019). NGOs often focus on areas such as primary healthcare, maternal and child health, and the prevention and control of diseases. They may establish healthcare facilities, mobile clinics, and community health programs to bridge gaps in healthcare delivery (World Bank, 2015). NGOs actively engage in partnerships and collaborations with governments, international organizations, and local communities to amplify their impact. These partnerships facilitate resource sharing, knowledge exchange, and the coordination of efforts to improve healthcare access (Kruk et al., 2017). Collaborative initiatives often result in a more comprehensive approach to healthcare service delivery, making the most of available resources. The impact of NGOs on healthcare infrastructure is evident through the establishment and renovation of healthcare facilities, provision of medical equipment and supplies, and training of healthcare personnel (World Health Organization, 2014).

Additionally, NGOs contribute to community health education, which can lead to increased healthcare utilization and improved health-seeking behaviors (Kruk et al., 2017). This literature review also highlights specific case studies showcasing the transformative influence of NGOs in Nigeria's healthcare sector. These case studies demonstrate how NGOs have made substantial contributions in areas such as disease control, access to essential medicines, and the reduction of maternal and child mortality rates (Adeyi et al., 2017). Insights from the literature reviewed underscore the significant role of NGOs in enhancing healthcare access in Nigeria. However, while existing studies provide valuable insights into the strategies and impact of NGOs, there remains a need for more comprehensive research that quantifies the outcomes of NGO interventions, measures the extent of healthcare disparities addressed, and evaluates the long-term sustainability of their initiatives.

From an empirical perspective, Adeyi, Atun., & Mensah, (2017) conducted a study that focused on universal health coverage in Nigeria. Their research emphasized the importance of acting promptly to improve healthcare access in the country. They underscored that NGOs

have a critical role to play in achieving this goal, particularly in addressing health disparities (Adeyi et al., 2017).

Also, Hounton et al (2019) examined patterns and trends in the coverage of maternal, newborn, and child health interventions in various countries, including Nigeria. Evidence from the study revealed the significance of NGOs in improving access to maternal and child healthcare services, underscoring the role these organizations play in enhancing healthcare access in Nigeria (Hounton et al., 2019). In the same manner, Kruk et (2017) carried out a cross-sectional multilevel analysis focusing on facility delivery in rural Tanzania. While the study was not specific to Nigeria, it highlighted the challenges and disparities in healthcare access in resource-constrained settings. NGOs were seen as critical actors in addressing the gaps and ensuring that healthcare services are accessible to those in need (Kruk et al., 2017). Moreover, Mensah., Oyewole, and Wellenius, (2019) identified the challenges of achieving universal health coverage in Nigeria. The research emphasized the complexities and disparities in healthcare access within the country. They pointed out the potential role of NGOs in contributing to equitable healthcare access and universal coverage (Mensah, Oyewole, & Wellenius, 2019). In conclusion, these previous studies collectively highlight the crucial role of NGOs in enhancing healthcare access in Nigeria. While each study focuses on different aspects of healthcare access and is often not exclusive to Nigeria, they consistently emphasize the significant contributions that NGOs can make in bridging gaps, addressing disparities, and improving access to healthcare services. Adeyi et al. (2017) and Mensah et al. (2019) underline the urgency of taking action to improve healthcare access, while Hounton et al. (2019) and Kruk et al. (2017) demonstrate the tangible impact of NGOs in resource-constrained settings, further supporting the need for an in-depth examination of the roles of NGOs in Nigeria's healthcare system. The table below shows the summary of statistics about the Nigerian healthcare system.



#### Healthcare Indicators in Nigeria

Nigeria Health System	Statistics
Population	217,373,637M
States	36 and the federal capital territory
Local Government	774
Residency	52.0% live in urban areas
Health Budget % total budget	5.97% (2022) NGN3,453/capita
Health Expenditure % GDP:	3.03% less than Ethiopia and Ghana
Government Expenditure /capita:	Nigeria; 15.95 USD, Ghana: 40.24 USD Ethiopia: 22.70USD, Canada: 70.17USD
Private expenditure per capita	Nigeria: 71.30%, Ghana:48.48%, Ethiopia:43.19%, Chile 49.08%, Canada:29.83%.
Health indices	
• Life expectancy in Nigeria (2021)	<ul style="list-style-type: none"> <li>• Males: 59.07</li> <li>• Female: 62.78</li> <li>• Total: 60.87</li> </ul>
• Neonatal mortality (approximately in 2016/2017)	<ul style="list-style-type: none"> <li>• 40/1000.</li> <li>• Infant mortality: 80/1,000</li> <li>• Under-five mortality: 120/1000 (NSHDP II)</li> </ul>
• Maternal mortality rate	800/100,000 (approximate 2015, NSHDP II)
Distribution of Health Facilities	Type of health facility Public/ Private
Primary Health Centers	30,098 (Public: 21,808, Private: 8,290)
Secondary Health Facilities	3,992 (Public: 969 Private: 3,023)
Tertiary Health Facilities	86 (Public:86, Private: 10)
Distribution of health manpower	
Doctors in Nigeria (2022)	24,600. Population ratio, 1:8,836
Dentists	1,400. population ratio, 1: 155,267. Required at a ratio of 1 doctor /600 population: 362,289 doctors. Deficit: 338,289
Nurses	249,566 Population ratio 1:1,677 (NHSDP II,2015)
• Senior CHEWs	• 42,938 population ratios 1:28,256 (NHSDP II,2015)
• Junior CHEWs	• 28,548 population ratio 1: 5,914 (NHSDP II,2015)
States of physical Infrastructures	
Buildings	<ul style="list-style-type: none"> <li>• 38.4% of facilities required major renovations while 34% required minor renovations.</li> <li>• 49% had cracked walls, 50.7% had cemented floors, 21.9% had rough floors and a large proportion (58.9%) had leaking roofs</li> </ul>

Source: extracted from Abah, V. O. (2022)

#### NGOs Strategies for Improved Healthcare Access in Nigeria

Non-Governmental Organizations (NGOs) have played a pivotal role in enhancing healthcare access and support in Nigeria through various strategies. These strategies have proven to be instrumental in addressing healthcare disparities and improving the overall healthcare system.

1. Health Education and Awareness Campaigns: NGOs in Nigeria have implemented extensive health education and awareness campaigns to promote better health practices and behaviors among communities. For instance, NGOs often conduct workshops,

seminars, and community outreach programs to educate individuals on topics such as disease prevention, nutrition, and family planning (Bhutta et al., 2017). These initiatives are essential in raising awareness about health issues and empowering individuals to take control of their well-being.

2. **Provision of Medical Services:** Many NGOs in Nigeria operate healthcare facilities, clinics, and mobile health units that offer medical services to underserved populations, especially in remote and marginalized areas (Odeyemi et al., 2018). These services include primary healthcare, maternal and child health, immunization, and treatment for common diseases. By establishing and maintaining such healthcare facilities, NGOs ensure that healthcare services are accessible to those who might otherwise go without.
3. **Capacity Building and Training:** NGOs actively engage in capacity building and training programs for healthcare workers and community health volunteers. This approach aims to strengthen the healthcare workforce and improve the quality of healthcare services (Ajakaye et al., 2020). Through training, healthcare personnel are better equipped to address the specific healthcare needs of their communities, ultimately improving the delivery of care.
4. **Advocacy and Policy Influence:** NGOs in Nigeria often engage in advocacy efforts to influence healthcare policies and promote the allocation of resources for healthcare services (Oliveras, Amouzou, & Waiswa, 2019). By advocating for equitable healthcare policies, NGOs contribute to shaping the healthcare landscape in Nigeria and ensuring that the needs of underserved populations are considered in national health strategies.
5. **Collaboration and Partnerships:** NGOs actively collaborate with governmental health agencies, international organizations, and other stakeholders to amplify their impact. These collaborations often result in the efficient use of resources and a more coordinated approach to healthcare support (Kruk et al., 2017). Partnerships can lead to improved healthcare infrastructure, better access to essential medicines, and more comprehensive healthcare services.

NGOs' strategies for healthcare support in Nigeria are multifaceted and encompass various approaches, including health education, service provision, capacity building, advocacy, and partnerships. These strategies collectively contribute to addressing healthcare disparities and improving access to quality healthcare services, particularly among underserved populations in Nigeria.

#### **NGOs Core Areas of Strategic Partnerships with Nigerian State Actors**

Non-Governmental Organizations (NGOs) in Nigeria often collaborate with state actors to address critical issues in the healthcare sector. These strategic partnerships encompass several core areas that are instrumental in improving healthcare access and outcomes in the country. The areas of partnership include:

1. **Health Service Delivery:** NGOs actively partner with state health agencies to enhance the delivery of healthcare services to underserved populations. State actors often provide the necessary infrastructure and resources, while NGOs bring

expertise, human resources, and community outreach capabilities. These collaborations lead to the establishment of healthcare facilities, clinics, and mobile health units, thereby extending the reach of essential healthcare services (Abimbola et al., 2016).

2. **Capacity Building and Training:** NGOs collaborate with state actors to build the capacity of healthcare personnel. This often involves training and skill development programs for healthcare workers, community health volunteers, and other stakeholders in the healthcare system. By enhancing the skills and knowledge of healthcare personnel, these partnerships contribute to improved healthcare service quality (World Health Organization, 2016).
3. **Health Education and Awareness Campaigns:** Joint initiatives between NGOs and state actors frequently include health education and awareness campaigns. These campaigns target communities and individuals, raising awareness about health issues, prevention measures, and healthy behaviors. By working together, NGOs and state actors can leverage their communication resources to disseminate critical health information effectively (Ajakaye et al., 2020).
4. **Policy Advocacy and Resource Allocation:** Strategic partnerships also involve advocacy efforts by NGOs to influence healthcare policies and resource allocation. State actors, such as government agencies and ministries, play a crucial role in shaping healthcare policies and budgets. NGOs leverage their expertise and advocacy skills to ensure that policies are equitable and resources are allocated to meet the healthcare needs of underserved populations (Hoa et al., 2020).
5. **Research and Data Collection:** Collaborative research projects between NGOs and state actors are essential for evidence-based decision-making. These partnerships involve data collection, analysis, and research on healthcare issues. By working together, NGOs and state actors can generate valuable insights and inform policies that address healthcare disparities (Odeyemi et al., 2018).
6. **Emergency Response and Humanitarian Aid:** NGOs often collaborate with state actors during emergencies, such as disease outbreaks or natural disasters. These partnerships enable a coordinated response to health crises, with NGOs providing on-ground support, medical supplies, and expertise. The collaboration between NGOs and state actors is critical for saving lives during emergencies (UN Office for the Coordination of Humanitarian Affairs, 2019).

Strategic partnerships between NGOs and state actors in Nigeria are crucial in addressing healthcare challenges and disparities. These partnerships cover various core areas, including service delivery, capacity building, health education, policy advocacy, research, and emergency response. By working collaboratively, NGOs and state actors can maximize their resources and expertise to improve healthcare access and outcomes in the country.

#### **Impact of NGOs on Healthcare Infrastructure in Nigeria**

Non-Governmental Organizations (NGOs) have played a pivotal role in enhancing healthcare infrastructure in Nigeria. Their contributions are instrumental in improving the quality and accessibility of healthcare services across the country.

1. Establishment and Renovation of Healthcare Facilities: NGOs have been actively involved in the establishment of new healthcare facilities and the renovation of existing ones (Adeyi et al., 2017). These initiatives contribute to the expansion of the healthcare infrastructure, particularly in underserved and remote areas. By building and upgrading clinics, hospitals, and health centers, NGOs help bridge the gap in healthcare service availability. For example, there is evidence that NGOs such as Médecins Sans Frontières (Doctors Without Borders) have

renovated healthcare facilities in conflict-affected areas in Borno State, including in Maiduguri and surrounding regions. Moreover, Partners in Health has established healthcare facilities in states like Plateau, focusing on maternal and child health services and community health centers. Beyond that, Jhpiego, an NGO has established specialized maternal and child health facilities in Kwara State, with a focus on improving healthcare services for women and children. This suggests the wide-ranging efforts of NGOs to establish and renovate healthcare facilities in various states across Nigeria, with a focus on improving healthcare access and services for different populations. Specific projects and locations may vary based on the priorities and initiatives of each NGO.

2. Provision of Medical Equipment and Supplies: NGOs often supply medical equipment, instruments, and essential supplies to healthcare facilities (Bhutta et al., 2017). This support is critical for ensuring that healthcare providers have the necessary tools to deliver quality care. The availability of medical equipment enhances the diagnostic and treatment capabilities of healthcare facilities. For instance, amongst the NGOs that have provided medical equipment and supplies includes: Médecins Sans Frontières (Doctors Without Borders): MSF operates in Nigeria and provides medical supplies and services, particularly in conflict-affected regions, International Medical Corps: This organization focuses on emergency response and provides medical supplies in crisis-affected areas, Save the Children: Save the Children works to improve child and maternal health, providing supplies and healthcare services, Partners In Health, Health Partners International: This organization supports healthcare initiatives and may provide medical equipment and supplies, International Federation of Red Cross and Red Crescent Societies (IFRC): IFRC supports the healthcare needs of communities through supplies and services, MedShare: MedShare focuses on redistributing surplus medical supplies to areas in need, including Nigeria, Global Giving: An online platform that connects donors with various NGOs working in healthcare, including the provision of medical supplies etc.
3. Training and Capacity Building: NGOs invest in training healthcare personnel and staff in healthcare facilities (Ajakaye et al., 2020). These capacity-building initiatives enhance the skills and knowledge of healthcare workers, making them more proficient in delivering healthcare services. Trained personnel contribute to the efficient operation of healthcare facilities. Specifically, the NGO: Save the Children has at several times conducted training on maternal and child health, including obstetric care and neonatal resuscitation in various states, including Kano, Jigawa, and Lagos. Not only that, FHI 360 has held training programmes on HIV prevention, testing, and treatment in multiple states, including Lagos, Rivers, and Enugu. Likewise, Pathfinder International held training programmes in family planning and reproductive health services in many states, including Kaduna and Nasarawa. Also, CARE has organised a series of training activities on WASH, focusing on hygiene promotion and disease prevention, in various states, including Adamawa and

Benue.

4. Support for Telemedicine and Technology: Some NGOs in Nigeria have introduced telemedicine and technology solutions to improve healthcare access (Odeyemi et al., 2018). These innovations are particularly beneficial in remote areas where access to healthcare is limited. Telemedicine allows patients to consult with healthcare professionals via digital platforms, increasing healthcare accessibility. As an emerging subfield, InStrat Global Health Solutions has held many training programmes in telemedicine, enabling healthcare workers to deliver remote medical consultations, diagnose patients, and provide expert guidance through digital platforms in various states of the federation, including Lagos, Ogun, and Abuja. Conversely, as part of support for improved healthcare delivery in Nigeria, eHealth Africa focuses on eHealth solutions, such as electronic health records (EHR) systems, data analytics, and disease surveillance tools, to improve healthcare service delivery. eHealth initiatives have been implemented in several states, including Kano, Kaduna, and Bauchi. Furthermore, the Health Systems Consult Limited NGO has implemented telehealth and mobile health (mHealth) solutions, providing healthcare workers with digital tools to support remote consultations and medical information access. These programmes have been rolled out in multiple states, including Enugu, Oyo,
5. Community Health Centres and Mobile Units: NGOs often establish community health centers and mobile health units to reach underserved populations (Kruk et al., 2017). These units bring healthcare services directly to communities, ensuring that people in remote areas have access to essential medical care. Mobile units are especially effective in providing outreach services to vulnerable populations. In Lagos for instance, NGOs like Médecins Sans Frontières (Doctors Without Borders) have established community health centers and mobile units in Lagos State to provide healthcare services to underserved populations. In response to the humanitarian crisis in the northeast, organizations like the International Rescue Committee (IRC) have established community health centers and mobile units in Borno State to provide healthcare to internally displaced persons. In addition, NGOs such as Save the Children have been active in establishing and supporting community health centers and mobile clinics in Kano State to improve maternal and child health services. All these illustrations suggest that NGOs often target specific states and regions in Nigeria, especially those with high healthcare needs or areas affected by humanitarian crises.
6. Public Health Initiatives: NGOs implement public health initiatives aimed at improving healthcare infrastructure. These initiatives may include vaccination campaigns, disease control programs, and maternal and child health projects (Hoa et al., 2020). By focusing on these areas, NGOs contribute to the overall improvement of healthcare services and infrastructure. Part of the public health initiative by NGOs includes the Malaria Control Programme, continuous activities including insecticide-treated bed net distribution and malaria prevention, been promoted by the Malaria Consortium in various states with high malaria prevalence, such as Sokoto and Kano. More importantly, the HIV/AIDS Awareness and Treatment programme, a nationwide continuous HIV testing and treatment effort with a focus on high-prevalence states been promoted by an NGO-Society for Family Health (SFH).

No doubt, the NGOs have a substantial impact on healthcare infrastructure in Nigeria through their efforts to establish and renovate healthcare facilities, provide medical equipment, support capacity building, introduce technology solutions, and reach underserved populations through community health centers and mobile units. These contributions are essential in expanding healthcare accessibility and improving the quality of healthcare services across the country. Arising from the above illustrations, it became clear that NGOs plays significant roles in expanding healthcare access and delivery system. This is based on contributions to a range of public health initiatives in Nigeria, each addressing specific health challenges.

**Statistics on Healthcare Services in Some selected States of Nigeria**

Population (2022)	Hospitals	Clinics	Primary Health Centers (PHCs)	Doctors (per 1,000 people)	Nurses (per 1,000 people)	Immunization Coverage (%)	Maternal Mortality Rate (per 100,000 live births)	Child Mortality Rate (per 1,000 live births)	Access to Clean Water (%)	Access to Improved Sanitation (%)
Abia	4,897,696	80+	200+	250+	0.3	1.6	60%	576	119	65%
Adamawa		60+	140+	180+	0.2	1.5	55%	590	120	60%
Akwai Ibom		90+	220+	270+	0.4	1.7	62%	570	118	68%
Anambra		100+	230+	280+	0.4	1.8	65%	550	115	70%
Bauchi		70+	180+	220+	0.2	1.3	50%	610	123	55%
Bayelsa		40+	100+	120+	0.3	1.5	54%	600	122	58%
Benue		85+	210+	250+	0.2	1.4	53%	590	120	52%
Borno		60+	140+	170+	0.1	1.2	45%	630	125	48%
Cross River		70+	160+	200+	0.3	1.6	58%	580	117	62%
Delta		85+	210+	250+	0.4	1.7	63%	560	114	64%
Ebonyi		60+	140+	170+	0.3	1.5	52%	620	124	53%
Edo		+	200+	240+	0.4	1.7	61%	570	116	66%
Ekiti		+	120+	150+	0.3	1.6	57%	580	117	59%
Enugu		+	220+	270+	0.4	1.8	64%	550	115	69%
FCT (Abuja)		+	160+	200+	0.5	1.9	70%	540	112	72%

Source: Extracted from Abah, V. O. (2022)

As evidenced in the above table, the health facilities and workforce available are far short of required (see columns 1-3). Consequently, the negative effect of this shortage has made the populace vulnerable to preventable diseases. As shown in the table presented above, the maternal mortality rate per 1000 live births is very high in most of the states selected. For instance, the maternal mortality rate for FCT stood at 70%, Enugu 64%, Delta 63%, Edo 61%, and Abia 60%. Moreover, data on the child mortality rate per 1000 live births also indicate a very disturbing case of high mortality rate in the selected states of Borno with 630 deaths per 1000, Ebonyi with 620, Bauchi with 610, and Bayelsa. Additionally, data presented on other health-related environmental issues like access to clean water, and access to improved sanitation also suggest an ugly situation. This invariably suggests the level of decadency in Nigeria's healthcare delivery system which required collaborative efforts of both the state actors and NGOs.

### Methodology

This study relied heavily on secondary sources of data. Specifically, the study adopted qualitative methods (e.g., content analysis) or quantitative techniques as relevant. Therefore, the source of data for this study includes academic journals, government reports, NGO publications, international organizations' reports (e.g., WHO, UNICEF), and reputable healthcare databases. This may include academic articles, government reports, NGO program evaluations, and healthcare statistics. A case study approach is chosen as it allows for an in-depth exploration of specific cases within their real-life context (Yin, 2018). In this study, multiple NGOs operating within Nigeria's healthcare sector were examined as individual cases. Moreover, relevant documents, such as NGO reports, policy documents, and healthcare records, will be analyzed to gain historical context, policy insights, and programmatic details regarding NGO contributions to healthcare in Nigeria. Moreover, the study ensures data retrieved from the selected secondary sources are relevant to the objective of the study ensure that the data aligns with your research objectives. For analysis, key insights were extracted from secondary data collected on trends and activities related to the role of NGOs in healthcare delivery in Nigeria.

### Conclusion and Recommendations

Non-governmental organizations (NGOs) have been essential in enhancing Nigeria's healthcare system. The work of NGOs has been crucial in bridging the gaps created by government-run healthcare facilities in a nation with many healthcare concerns. These organizations have proven their dedication to enhancing healthcare access, quality, and equity in Nigeria by engaging in a variety of interventions, from neighborhood-based projects to large-scale policies. The ability of the NGO to reach underserved and marginalized communities is a crucial component of its influence. The results of earlier studies (Smith et al., 2018; Okafor & Ogbu, 2017), which emphasize the significance of NGOs in resolving healthcare inequities and promoting inclusivity, are consistent with this (as are the findings here). NGOs have reached rural places through their grassroots efforts and tailored interventions, offering crucial healthcare services.

Arising from the above shreds of pieces of evidence and illustrations, the study recommends that the government should strengthen collaboration and Coordination with NGOs to maximize the impact of their in-healthcare delivery, there is also a need for greater collaboration and coordination between NGOs, government agencies, and other stakeholders. More importantly, state actors should encourage partnerships between NGOs and government healthcare institutions to harness the strengths of both sectors. Moreover, the government needs to facilitate regular meetings and communication channels to share best practices and exchange information. In the same manner create a centralized platform or database that tracks NGO activities in healthcare, ensuring efficient resource allocation and avoiding duplication.

Additionally, to improve the quality and sustainability of healthcare interventions by NGOs, it is crucial to invest in capacity building and training programs. And develop and implement training programs for healthcare workers in NGOs to enhance their skills and knowledge. As



part of the effort to ensure the sustainability of the interventions, community engagement, and Empowerment should involve local communities in the planning and implementation of healthcare projects. In the same way, promote health education and awareness campaigns to empower communities with knowledge on preventive healthcare. Therefore, encourage the creation of community health committees to oversee healthcare initiatives and ensure their sustainability.

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## EFFECTS OF DISPERSED RURAL SETTLEMENT PATTERNS ON ACCESS ROADS IN YONOV COMMUNITY LOGO LOCAL GOVERNMENT AREA OF BENUE STATE, NIGERIA.

ABANCHI, TSENONGOHAM  
DR ABDUL HAMIDU

Department of Public Administration, Nasarawa State University Keffi

### ABSTRACT

*This study examines the relationship between dispersed rural settlement patterns and rural access roads in Yonov community of Logo local government area of Benue state. The research is born out of the desire to investigate why rural settlements in Benue state particularly Tiv speaking area lack basic infrastructural amenities like rural access roads among others. The study adopted a survey research method. Using Taro Yamane sampling technique, respondents were selected from the area and other critical stakeholders. With a sampled population of 327 respondents, the questions sought to find out to what extent the dispersed settlement patterns affected the construction and accessibility of rural roads in the community. The results show that the dispersed settlement pattern in the area affected these indices negatively. The study therefore recommended that the government should encourage the community to resettle in clusters through the provision of incentives and the establishment of a market in the area. The government should also construct a motorable road which will be continuously maintained. This will also increase value for their crops hence ready access to markets and less damage to their crops and increase quality of life for the people.*

**Keywords:** Infrastructure, settlement patterns, roads, rural settlement

### Introduction

Settlement is generally said to be the totality of human community, city, and town with all the elements that keep it functioning. The elements are physical and service-oriented (Vancouver Declaration 1976). It is generally believed to be anywhere human beings are found and a group of people who live in buildings (Ambe, Imoke & Oba, 2018). It is a unit of an organized group of people living in a location and making a living within the environment (Ofuoke & Ebewole 2012) as well as an inhabited set-up area of land occupied by people for shelter and other economic activities (Sulyman 2014). Ma, Guo, Tian, Wang & Chen (2017) agree that it is a place where people concentrate and settle down for a living and productive purposes covering residential and other activities.

Settlement started during the pre-historic days. In those days, settlement lasted as long as the people could defend themselves from external aggression and mostly engaged in food and hunting for family use (Adedeji 2011). Currently, settlements are being divided into urban and rural settlements. In some countries, rural settlements are categorized in population, diversity and size of settlement. Denmark categorizes settlements of 250 people and below as rural as well as Sweden and Finland with Japan while Nigeria has a population of less than 30,000 people (Silberfein, 2019). Urban settlements are therefore those with populations above that threshold.

What is rural is generally believed to be what is not urban. It is usually sparsely populated with large land mainly for agricultural purposes. It relates to sparse settlement, land cover and remoteness. The land usage is predominantly for agricultural purposes, building and other

forms of construction that are typically rural and remote. (Food and Agriculture Organization (FAO 2018).

Dorrel & Henderson (2020) and Adedeji (2011) all agree that there are two types of rural settlement patterns generally recognized by scholars. These are clustered and dispersed rural settlement patterns. The two have their different categories of settlement patterns with clustered settlement having the variants of compact, linear and circular patterns while dispersed patterns have isolated and scattered settlement patterns. In addition to the above, Silberfein (2019) introduced a third pattern as an intermediate settlement pattern.

Benue State is predominantly rural. Most of the people live in rural settlements. The Tiv people particularly have the largest percentage of the people living in rural settlements and engage in agriculture. The nature of the settlement pattern is predominantly dispersed and unplanned. Most settlements have a history of a lineage occupying particular locations from the nuclear family up to the extended family lineage. Though there were larger compounds previously, the tendency now is a total dispersal of family members settling on portions of family lands (Genyi, Tarnande&Shija 2021).

It is globally asserted by scholars that infrastructure is used to measure the ability and capacity of a country to compete with others. It is access to infrastructure that indicates the general well-being of the people (Opawole, Jagboro, Babalola& Babatunde 2012). This is collaborated by Ale, Abisuwa&Ologunagba (2011) who state that infrastructure development promotes growth and development which promotes the general well-being of society. According to the World Economic Forum's (2016 – 2017) Global Competitiveness Index, Nigeria's infrastructure is at the rock bottom of 136 out of 138 countries in meeting infrastructure requirements for its citizens. Nigeria itself accepts that its infrastructure is deplorable and this undermines the country's economic performance (Economic Recovery & Growth Plan (ERGP) 2017.

Rural infrastructure in Nigeria is worse off. In most locations, there is a total lack of infrastructure like rural access roads, electricity, water supply, healthcare facilities and so on. Where they exist, they are in a terrible state of disrepair and deplorable conditions (Ocholi, Okeme, Ahmed & Salifu 2020).

Road transport system is key to the development of the local economy of a country. Rural roads are therefore critical for the socio-economic development of rural areas. They are the most widely used means of transportation to and from rural settlements and a basic form of transportation and commerce. They are the most crucial rural infrastructure (Enefiok&Ekong 2013), Dam, Alaci, Udoo, Ujoh&Gyuse (2020), Kakwagh 2018).

In Africa and specifically Nigeria, rural roads have been identified as critical and a signboard to rural development and transformation (Adedeji et al 2014). For Nigeria to effectively tackle the challenge of rural development, it must effectively handle the issue of rural access roads (Kakwagh 2018). It is rural roads that other infrastructure such as water, healthcare, electricity, and education just to mention a few, are brought to the rural areas. The rural roads give access to markets for rural people and improve their economic and social well-being. The roads accelerate the delivery of farm inputs and evacuation of farm produce to the urban markets. The roads enable room for competition, attract investors to the rural areas and external capital as well and modernization of agriculture through mechanization. This

improves the quality of life of the rural populace and rural development generally (Adedeji et al 2014, Prus & Sikora 2021, Kakwagh 2018, Enefiok & Ekong 2013).

O'Neil (2014) posits that providing and maintaining rural roads is problematic because of the rural nature of the roads. Moreover, the areas in need of roads are inaccessible, dispersed, complicated and very expensive to construct. In addition to that, there are no capable local construction companies. In most cases, the roads are not paved, and they are difficult to maintain so are mostly eroded during the rainy season. There is a tendency for the road to tear and wear due to a lack of drainage and have short lifespan

Despite the above advantages of roads to rural development, there is no tangible development of roads in the rural areas of Benue State. This research intends to specifically investigate the problem, particularly in Yonov community of Logo Local Government Area. This will be done through the following research questions:

What are the impacts of dispersed settlement pattern on road accessibility in Yonov community of Logo Local Government Area?

How does the dispersed settlement pattern in Yonov community impact on the construction of rural access roads in the area?

The objective of the research is to investigate the impact of rural settlement patterns on the provision of rural access roads in the area.

#### **Hypotheses:**

The above questions and the objective will be tested to determine the reliability and validity of the research through the following hypotheses:

Ho 1 There is no significant relationship between dispersed settlement patterns and rural road accessibility in Yonov community

Ho 2 There is no significant relationship between the dispersed settlement pattern and the construction of rural access roads in the area.

#### **Dispersed settlement pattern and rural access roads**

There is a general agreement among scholars that dispersed rural settlement pattern has two variants of scattered and isolated settlement patterns (Dorrel & Henderson 2020, Adedeji 2011). These variants affect infrastructural development in rural areas in Benue state

Kakwagh (2018) did a study of the impact of roads on rural development in Katsina-Ala, Logo and Ukum local government areas of Benue state. Using the survey method, data were collected through personal interviews and observation as well as a self-administered questionnaire. The intention was to find out the impact of these roads on agriculture farm produce viz-a-viz economic benefits. The research discovered that roads facilitate an increase in agricultural productivity by reducing transport costs, increasing access to markets as well as expanding farm and non-farm production and increasing the income of rural dwellers. The work recommended an enhanced and rapid provision of rural access roads to reduce hardship experienced by rural dwellers and increase productivity and accessibility to urban markets.

Dam, Alaci, Udoo, Atser, Ujoh & Gyuses did a study of the structure of road network

connectivity in the Benue basin of Nigeria. They contended that the structure of road network connectivity in any region can either promote or reduce agricultural production, market opportunities, cultural and social interaction as well and business opportunities. They used secondary data from existing road networks and analysed them using beta index, alpha and gamma indices and found different types of road networks in the Benue basin and discovered that the provision of road networks is important for the well-being of the region and recommended rehabilitation of the roads for rapid socio-economic development.

Abubakar, Abubakar & Akintola (2020) did a study of the effects of the road network on access to rural markets in the Kudan local government area of Kaduna state. Data was collected using the questionnaire survey and presented by tables and figures. They discovered high challenges of roads accessibility and transport services were epileptic most times and recommended funding for the construction of roads.

Ambe, Imoke and Oba (2018) studied determinants of rural settlement patterns and impacts on the environment of the same settlements of Cross River State, Nigeria. The study was of the view that anywhere human beings are found is a human settlement and that all locations in rural areas can be conveniently regarded as potential sites for rural settlement. Urban settlements according to them are a result of the passage of time continuous occupancy and an increasing number of people. The study used the survey research design. A sample of 414 persons was selected from a population of 2,892,988 (NPC 2006) using stratified and purposive sampling techniques.

Ofoke and Ebewore (2012) studied the effects of settlement patterns on cassava production in Delta State, Nigeria and stated that settlement patterns of any group can be influenced by several factors such as the natural physical conditions like topography, soil type, availability of water, types of vegetation and the likes as well as social indicators like the need for defence, family type, economic and the nature of the agricultural economy. The above could also determine the nature of settlement patterns whether clustered, dispersed or intermediate. The result showed a negative correlation between the forms of settlement patterns and their cassava outputs because of the distance to the farms from their clustered settlement. The study recommended that farmers should be encouraged to practice dual residence by moving to live in their farms when the need arises by so doing encouraging dispersed types of settlements.

Chen, Mehmood, Liu and Gao (2022) made a study of spatial patterns and influencing factors of rural settlements in Qinba Mountains, Shaanxi Province, China and posited that spatial patterns and the influencing determinants are the most relevant indicators for understanding the constituent structure of the rural regional system. The work observed that about half of the world's population live in rural settlements and are involved in agriculture and live in small-scale settlements which are scattered. Data was collected using GIS spatial analysis especially to determine rural settlements, their per capita and gross agricultural production density. Data was also sourced using 2020 Google Earth remote sensing imagery.

The conclusion was that the overall spatial pattern of rural settlements was affected by such factors as slope road, distance from the township, population and economy and recommended the acceleration of rural settlement to consolidate optimal spatial layout and increase the level of land use. In addition, agriculture industrialization should be enhanced.

It should be noted that all the works reviewed above did not capture the relationship between

dispersed rural settlement patterns and rural access roads. This is the gap that this work intends to investigate.

### Theoretical Framework

This research adopts the cluster theory propounded by Porter (1998). The theory posits that clusters are geographic concentrations of interconnected companies and institutions and particular fields. The clusters are made up of many linked industries as well as other entities or institutions, in a competitive manner. Clusters also include channels, customers, manufacturers of complementary products and other companies in related skills, technologies or common inputs. Clusters have boundaries which are linked and which complement the industries and institutions concerned. Though clusters are localized, they may work across states and national boundaries to a global environment (Pp 78 – 79).

Applying to rural development, Zheliazkov, Zaimora, Genchev and Toneva (2015) are of the view that rural clusters and networks are seen as one of the key drivers leading to renewed economic growth and so bring competition in the less developed areas. This is because their cooperative and collaborative activities target both economic, social and ecological problems and assist in recovery and sustainability. This promotes rural development by increased capability.

The general assumption of the theory is that clusters are location-based. This makes them to be driven by proximity because they are concentrated in a locality. The second assumption is that clusters have a value addition-a kind of value chain.

Be that as it may, taking this theory beyond the industry, to the area of rural development could be useful, especially using its value addition-value-chain concept will enable the study to assess the relationship between the theory, a cluster of settlements and infrastructure and how they relate to rural development. The theory is relevant in dealing with rural settlement patterns. It encourages the agglomeration of settlements to benefit from infrastructure like roads, electricity, water and health facilities among others. It encourages the dispersed settlement to cluster to enhance their benefits from other facilities due to the proximity and the cooperative tendencies under such circumstances. This explains its value chain disposition with its enormous potential.

### Methodology

Yonov community, one of the wards in Logo local government area is a completely dispersed community with no known market. The nearest market is Ugba which is a weekly market and is about 35km away.

The study adopted a survey design method of data collection and analysis using Structured questionnaires. Taro Yamane (1967) formula was used to arrive at a sample size of 400 respondents out of the 169,570 population of Logo Local Government Area. The questionnaires were distributed in such a way that both the staff of the works department of the local government as well as the affected individuals from the Yonov Community were represented. The questionnaires were structured in a 5-point Likert scale.

### Data Presentation and Analysis

Table 1: Respondents' view on the impact the current dispersed settlement pattern has on road accessibility in Yonov community of Logo Local Government Area.

Options	Number of respondents	Percentages
Not difficult at all	47	14.3%
Not difficult	40	12.2%
Neutral	66	20.1%
Difficult	153	46.7%
Extremely difficult	21	6.4%
Total	327	100%

Field survey

From table 1 above, 47 respondents, representing 14.3% said it is not difficult at all to travel and get back home because of the dispersed settlement pattern and 40 respondents representing 12.2% agree that it is not difficult. However, 66 respondents representing 20.1% were not sure and remained neutral. On the other hand, a majority of 153 respondents, representing 46.7% agreed that it is very difficult to travel and get back home due to the dispersed settlement pattern and 21 respondents, representing 6.4% said it is extremely difficult. This summarizes to mean that 280(85.4%) experience difficulty with 87 (26.5%) not experiencing difficulty and 66(20.1%) remaining neutral, not being sure of the situation.

Table 2: Opinions of respondents on how difficult they have to travel long distances to access essential services such as healthcare, education, and markets due to the dispersed settlement pattern.

Option	Number of respondents	Percentage%
Not difficult at all	40	12.2%
Not difficult	55	16.8%
Neutral	61	18.6%
Difficult	109	33.3%
Extremely difficult	62	18.9%
Total	327	100%

Source: Field Survey, 2023.

From the table 2 above, 40 respondents, representing 12.2% said that it is not difficult at all to travel long distances to access essential services such as healthcare, education, and markets due to the dispersed settlement pattern with 55 respondents representing 16.8% agreeing that it is not difficult. 61 respondents representing 18.6% remain neutral but a majority of 109 respondents, representing 33.3% said it is difficult to travel long distances to access essential services such as healthcare, education, and markets due to the dispersed settlement pattern and 62 respondents, representing 18.9% said it is extremely difficult.

Table 3: Respondents' responses on how difficult is it to get means of transportation out of and back to your community?

Options	Number of responses	percentages
Not difficult at all	67	20.5%
Not difficult	60	18.3%
Neutral	66	20.1%
Difficult	103	31.5%
Extremely difficult	31	9.5%

From table 3 above, 67 respondents, representing 20.5% believe that it is not difficult at all to get means of transportation out of and back to the community and 60 respondents representing 18.3% agree that it is not difficult. However, 66 respondents representing 20.1% remain neutral and a majority of 103 respondents, representing 31.5% said it is difficult to get means of transportation out of and back to the community while 31 respondents,



representing 9.5% were the view that it is extremely difficult to get means of transportation out of and back to the community.

Table 4: Opinions of respondents on how the dispersed settlement pattern affects the mobilization of the people for constructing rural access roads in Yonov community.

Option	Number of respondents	Percentage%
Not affected at all	44	13.45%
Not affected	50	15.29%
Neutral	15	4.60%
Affected	162	49.54%
Extremely affected	56	17.12%
Total	327	100%

Source: Field Survey, 2023.

From Table 4 above, 44 respondents, representing 13.45% said that the dispersed settlement pattern has not affected in any way the mobilization of the people for constructing rural access roads in Yonov community and 50 respondents representing 15.29% said that the dispersed settlement pattern has not affected it. However, 162 respondents representing 49.54% are of the view that it affects the mobilization of the people with 56 respondents which is 17.12% collaborate that it is difficult. This shows that the dispersed settlement pattern has negative effects on the mobilization of the people for constructing rural access roads in Yonov community with 15 respondents (4.60%) remaining neutral.

### Discussion of Findings

The survey findings reveal the multifaceted impact of the current dispersed settlement pattern on Yonov community in Logo Local Government Area. Table 1 illustrates that a majority of respondents (53.1%) find it difficult to access their homes due to the dispersed settlement pattern, signifying a substantial challenge. This is a result of the dispersed settlement pattern. The researcher also observed that the only routes to their homesteads are through footpaths which are even risky to ply in the dark. Moreover, these are paths that motor vehicles cannot ply particularly during the rainy season. It was further observed that those whose opinion is that it is not difficult are those whose homesteads are a bit closer to Ugba -AkaaSekera.

Table 2 delves into the community's difficulties in accessing essential services. A noteworthy of respondents 171 (52.2%) find it difficult to access services like healthcare and education due to the settlement pattern. This goes to indicate substantial challenges. It was further observed that due to the distance to the facilities particularly health care services, and lack of accessible roads many medical issues that could have been easily handled are left unattended resulting in death sometimes particularly for pregnant women. Nevertheless, a minority (29%) believe it is not difficult.

Table 3 reveals the challenges of transportation in the area. The finding is that 131 respondents which is 41% have difficulty in accessing means of transportation to and from the community. The scenario here is that 127 (38.8%) believe that there is no transportation challenge. The researcher's observation is that those who do not see challenges usually make use of commercial motorcycle riders in the community.



Table 4 explores the challenges of mobilizing members of the community for road construction due to the dispersed settlement pattern. A substantial majority of 218 respondents (66.7%) find it difficult. This is because it will be time-consuming to go around the entire community to invite the people. It could also require some substantial financial cost to be able to do it effectively

These findings expose the complex challenges the people in Yonov community are facing. This can be attributed to the nature and character of dispersed settlement patterns in their locality. The dispersed settlement pattern affects accessibility, especially to other facilities like health care, education water supply and rural electrification as well as markets. It is generally costly to travel and also to mobilize the people for community self-help projects like road construction.

### Test of Hypotheses

The above questions and the objective will be tested to determine the reliability and validity of the research through the following hypotheses:

Ho 1: There is no significant relationship between the dispersed settlement patterns and rural road accessibility in Yonov community

Ho 2: There is no significant relationship between the dispersed settlement pattern and the construction of rural access roads in the area.

In testing the hypotheses, Tables 2, and 4 will be used.

#### (A). Observed Frequently.

Variable	Not difficult at all	Not Difficult	Neutral	Difficult	Extremely difficult	Total Responses
Opinions of respondents on how difficult they have to travel long distances to access essential services such as healthcare, education, and markets due to the dispersed settlement pattern?	40	55	61	109	62	327
Opinions of respondents on how the dispersed settlement pattern affects the mobilization of the people for constructing rural access roads in Yonov community?	44	50	15	162	56	327
Grand Total	84	105	76	271	118	654

Source: Underlying data from field survey 2023.

$$\begin{aligned}
 \chi^2 &= \frac{327 \times 84}{654} = 42 \\
 \chi^2 &= \frac{327 \times 105}{654} = 52.5 \\
 \chi^2 &= \frac{327 \times 76}{654} = 38 \\
 \chi^2 &= \frac{327 \times 271}{654} = 135.5 \\
 \chi^2 &= \frac{327 \times 118}{654} = 59
 \end{aligned}$$

(B) Computation of (Chi-Square)

Fo	Fe	Fo – Fe	(Fo – Fe) <sup>2</sup>	$\frac{(Fo - Fe)^2}{Fe}$
84	42	42	1764	42
105	52.5	52.5	2,756.25	52.5
76	38	38	1444	38
271	135.5	135.5	18360.25	135.5
118	59	59	3481	59

Source: Field Survey 2023

$$DF = (Nr - 1) (NC - 1)$$

Where DF = Degree of freedom, Nr = Numbers of rows in contingent table

NC = Numbers of column in contingent table

$$DF = (Nr - 5) (NC - 5)$$

$$= (5 - 1) (5 - 1)$$

$$= 4 (4)$$

16 under 0.5 (level of significance)

$$= 26.296$$

### Decision Rule

The chi-square calculated above value is 324.5. On the other hand, using a 0.05 level of significant tabulated chi-square value with 16 degrees of freedom is 26.296.

Therefore, we reject (Ho) and accept (Hi). The researcher can conclude that there is a significant relationship between the dispersed settlement patterns and rural road accessibility in Yonov community and there is also a significant relationship between the dispersed settlement pattern and mobilization for the construction of rural access roads in the area.

### Conclusion and Recommendation

In conclusion, the findings expose the complex challenges the people in Yonov community are facing. This can be attributed to the nature and character of dispersed settlement patterns in their locality. The dispersed settlement pattern has a negative impact on accessibility, especially of other facilities like health care, education water supply and rural electrification as well as markets. It is generally costly to travel and also to mobilize the people for community self-help projects like road construction.

It is therefore recommended that to address the challenges identified in the survey findings and work toward improving the quality of life for the residents of Yonov community,

1. There is a need for the government to establish cluster settlements in the area and provide essential services like rural roads health care, water supply and so on. The

people in the community can take advantage of the facilities to relocate to the clustered area. The community can take significant steps towards addressing the issues associated with the current dispersed settlement pattern.

2. Government should establish a market which would attract road construction and increased accessibility to Yonov community.
3. Local authorities should consider an evaluation of the current dispersed settlement pattern by exploring options to promote a more compact and organized settlement layout which could help in reducing the difficulties the people face in accessing their homes.
4. Given the significant challenges in accessing essential services like healthcare and education, the government must prioritize the improvement of service provision within the community. This might include establishing community-based healthcare centres and schools to reduce the need for residents to travel long distances.
5. To address transportation challenges, the government as a matter of necessity should invest in the construction of access roads in the area. This will make it easier for residents to travel within and outside the community.

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