

**EFFECTIVENESS OF GOVERNMENT
INTERVENTION STRATEGIES AND YOUTH
UNEMPLOYMENT IN KOGI STATE, NIGERIA
2000-2010**

**BY
ABDULLAHI, MUSA BAKO
PG/Ph.D/04/35509**

**A THESIS PRESENTED TO THE DEPARTMENT OF
PUBLIC ADMINISTRATION AND LOCAL
GOVERNMENT, UNIVERSITY OF NIGERIA NSUKKA**

MARCH, 2013

**EFFECTIVENESS OF GOVERNMENT
INTERVENTION STRATEGIES AND YOUTH
UNEMPLOYMENT IN KOGI STATE, NIGERIA
2000-2010**

BY

**ABDULLAHI MUSA BAKO
PG/Ph.D/04/35509**

**A THESIS PRESENTED TO THE DEPARTMENT OF PUBLIC
ADMINISTRATION AND LOCAL GOVERNMENT, UNIVERSITY OF
NIGERIA NSUKKA**

**IN PARTIAL FULFILLMENT OF THE
REQUIREMENTS FOR THE AWARD OF THE
DEGREE OF DOCTOR OF PHILOSOPHY (Ph.D) IN
PUBLIC ADMINISTRATION**

SUPERVISOR: PROF. F. C. OKOLI

MARCH, 2013

CERTIFICATION

Abdullahi, Musa Bako (PG/Ph.D/o4/35509), a postgraduate student in the Department of Public Administration and Local Government, has successfully completed the requirement for research work for the Degree of Doctor of Philosophy (Ph.D) in Public Administration.

The work embodied in this thesis is original and has not been submitted in part or full for any degree of this or any other University.

.....
ABDULLAHI, MUSA BAKO
STUDENT

.....
PROF. F. C. Okoli
SUPERVISOR

APPROVAL

This thesis has been approved on behalf of the Department of Public Administration and Local Government, University of Nigeria, Nsukka

BY

.....
PROF. PROF. F. C. Okoli
SUPERVISOR

.....
PROF. FAB O. ONAH
HEAD OF DEPARTMENT

.....
EXTERNAL EXAMINER

PROF.T.O.C. UGWU
DEAN, FACULTY OF THE SOCIAL SCIENCES

DEDICATION

This project is dedicated to Almighty Allah for seeing me through to the end of this programme and the unemployed youth of kogi state

ACKNOWLEDGMENT

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

I am very grateful to my supervisors, Professors N. N. Elekwa and F. C. Okoli, I thank my indefectible Head of Department, Prof. Fab Onah, for his personal advice and urge for the this programme. To my discussants, Professors Chikelue Ofuebe, R. C. Onah and Dr. Uzuegbunam, I say big thank you. I also thank Prof. Chika Oguonu, Dr. B.A. Amujiri, Dr. Sam Ugwu and other lecturers whose advice and contributions have been of great assistance to me.

I thank Commission members, Permanent Secretaries and staff of Kogi State Local Government Service Commission. The Head of Service, and staff of Establishment/Training and my other colleagues, I say thank you for your support.

I am indeed grateful to my dear wife, Hajiya Medinat and my lovely children, Ahmed, Hauwa, Ibrahim, Zainab and Aishat, for their care and understanding during the period of my academic pursuit towards our future and development.

Abdullahi M. Bako

ABSTRACT

Poverty has been described as the unacceptable living standard orchestrated by absolute lack of basic amenities of life, clothing, and lack of proper food, lack of portable drinking water, Unemployment and poverty have been the greatest challenges of the Nigerian government, especially, the Kogi State government. This led to lack of empowerment for the youth which posed threat of insecurity to nuclear families of Kogi people, the government at all levels and entire citizens. All efforts by Kogi State government since 2000 have not actually yielded much positive results. Unemployment has been persistent, despite the government's efforts in tackling it with all kinds of institutionalized policies, decrees/acts and other enabling laws/enactments, such as National Directorate of Employment (NDE), Poverty Alleviation Programme (PAP), National Poverty Eradication Programme (NAPEP), National Economic Empowerment and Development Strategies (NEEDS), and government's Public Service Reforms. These have not really ameliorated this geometrically increasing problem of the government which has direct negative effect on the development of the state. This study embarked on determining the effects of the strategies employed by Kogi State government on youth unemployment in the state. Survey design methods were applied in our data gathering for the primary and secondary sources. The primary sources were questionnaires, interviews and participant observations. While the secondary sources included books, journals, government official documents on unemployment and poverty reduction programmes, other documents and internet materials. Data were analyzed using frequency tables, percentages, regression analysis and Chi square. The interventionist programmes of the Kogi State government played positive impact and they have been very effective in the development of the state. In the course of our research, we discovered that many strategies were employed by the government of Kogi State to create employment opportunities and alleviate poverty. For instance, many of the unemployed and the youth, especially, those who were trained in skill acquisition were gainfully employed. The government granted soft loans to some of these unemployed through micro finance banks. Useful suggestions on possible ways of expanding employment opportunities and poverty alleviation were adduced.

TABLE OF CONTENTS

TABLE OF CONTENTS

TITLE PAGE.....	ii
TABLE OF CONTENTS.....	ii
1.0 CHAPTER ONE: INTRODUCTION.....	1
1.1: Background to the study.....	1
1.2 Statement of the problem.....	3
1.3 The objectives of the study.....	5
1.4 The significance of the study.....	5
1.5 The scope and limitation of the study.....	6
2.0 CHAPTER TWO: LITERATURE REVIEW AND STUDY AREA.....	8
2.1 Causes of unemployment in the world.....	8
2.2 Causes of unemployment in Nigeria.....	10
2.3 General effect of unemployment.....	11
2.4 Effects of unemployment in Nigeria.....	13
2.5 Unemployment intervention strategies in Europe.....	14
2.6 Unemployment intervention strategies in America.....	15
2.7 Government intervention strategies to unemployment in Nigeria.....	17
2.8 Government solution to youth unemployment in Kogi State.....	19
2.9 The Role of social work, Human Resources Managers (HRM) toward the unemployed.....	21

2.10	Evaluation in Social Research	25
	Gap in the literature.	26
2.11	Research Hypotheses	26
2.12	Operationalization of key concepts.....	26
2.13	The Study Area	28
3.0	CHAPTER THREE: METHODOLOGY	31
3.1	Research Design	31
3.2	Study Population.....	31
3.3	Sample Size	32
3.4	Sampling Technique	33
3.5	Instrument for Data Collection	35
3.6.	Validity and Reliability.....	36
3.7	Administration of Instruments.....	35
3.8	37 Data Processing and Analysis	36
3.9.	Theoretical Framework.....	39
3.10.	Application of theoretical Framework.....	41
4.0	CHAPTER FOUR :DATA PRESENTATION AND ANALYSIS.....	43
4.1	Data Presentation	43
4.2	Data Analysis.....	43
5.0	CHAPTER FIVE: SUMMARY OF FINDINGS AND DISCUSSION	
5.1	Summary of findings.....	67
5.2	Discussion of findings based on the research hypotheses.	68
6.0	CHAPTER SIX: SUMMARY, RECOMMENDATION AND	
	CONCLUSION	74
6.1	Summary.....	76
6.2	Recommendation	
	Conclusion	78
	Bibliography.....	86

Appendices

CHAPTER ONE

INTRODUCTION

1.1: BACKGROUND TO THE STUDY.

Youth unemployment has become one of the major problems facing Nigeria today. Despite the fact that the country occupies the sixth position as oil exporter in the world, its poverty and unemployment levels are getting higher (FOS 1999). One of the effects of unemployment is the lack of empowerment of the youth over the basic means for ensuring their survival (Usman, 2000). This situation has generated several forms of insecurity within the family, community and the country at large.

Unemployment and poverty go hand in hand (UNDP, 1998; Obasanjo, 2000). Bovillognet (1986), also posits a relationship between poverty and unemployment especially where household income and consumption are determined by the formal and semi-formal economic activities of the members of the family. Large-scale structural unemployment among the youth is one of the most unfortunate fallouts from the nation's socio-economic and political crises. The situation is so disturbing that the federal government decided to tackle it in various ways. In 1986, the federal government under the leadership of General Babagida set up a committee on the strategies for dealing with the nation's mass unemployment. The government, based on the outcome of the committee's investigation with two strategies.

- a. Skill acquisition training
- b. Small-scale enterprises promotion.

In 1999, the federal government under Obasanjo, mounted what was called an Ad hoc employment strategy. In line with these efforts, the present Nigerian government led by His Excellency President Goodluck Jonathan, has attached an increased priority to the issues of Youth Employment especially with the

creation of the ministry for Youth Development. Furthermore, the issues of human capital development and employment generation have been equally prioritized in the National 7-point Agenda, based on its policy thrust.

In Kogi State, the government of Alhaji Ibrahim Idris has been quite mindful of the global strategy for youth development as some of the structures put in place are in line with the objectives of the United Nations Millennium Development Goals (MDGs), African Union, New Partnership for African Development (NEPAD), the Federal Government of Nigeria's National Economic Empowerment and Development Strategy (NEEDS) 7-point agenda and the Kogi State Economic Empowerment and Development Strategies (KOSEEDS).

KOSEEDS Document is guided by the following policy thrusts.

1. It is aimed at economic growth, human development and improvement in service delivery.
2. Priorities are on projects that will generate employment, creation of wealth and reduction of poverty. The core sectors identified are in the areas of Agriculture, small and medium enterprises, youth empowerment, creation of youth skill acquisition centre in each LGA (KOSEED 2004).

In view of the above policy thrust the Kogi State government established the experimental skill Acquisition centre in Lokoja, the state capital and in each of the 3 senatorial districts (Kogi East, Kogi Centre and Kogi West senatorial districts). Furthermore, as part of measures to sensitize the youths for the challenges of youth empowerment scheme, over 3,000 (three thousand) youths were given a stipend of ₦4, 000.00 each. The essence of the above was to provide for the beneficiaries in terms of their feeding and logistics in the course of acquiring practical skills for self-employment in area of their chosen trade.

The Government also distributed keke NAPEP, tricycles and tractors to the youths across the 21 local government area in order to facilitate

transportation and agricultural development among the youths. Besides, because neither the government nor the private sector can single handedly drive development, the Kogi state government exploited the Public-Private Partnership (PPP) initiative all for the purpose of engaging the youths for a positive venture.

1.2 STATEMENT OF THE PROBLEM

The rate of unemployment among all the categories of school leavers in Nigeria has attracted the attention of both the government and the society in general. The structural unemployment particularly among Nigerian youth, is one of the most unfortunate fallouts from her socio-economic and political crises.

Based on the foregoing, the Nigerian government, over the years, has not been insensitive to the problem. The federal government had launched a number of unemployment alleviation programmes. These include Operation Feed the Nation (OFN), Green Revolution (GR), Directorate of Food, Roads, and Rural Infrastructure (DFRRI), National Directorates of Employment (NDE), Poverty Alleviation Programmes (PAP), National Economic Empowerment and Development Strategy (NEEDS). These are some of the programmes which various governments in Nigeria have been making efforts to solving the problems of both poverty and unemployment. The federal government equally adopted a number of other strategies that were intended to further produce far-reaching effects on youth unemployment. These other strategies include Skill acquisition training; Small-scale enterprises promotion; Wealth Creation, and Ad-hoc employment programme. The goal of these strategies is to solve the issue of unemployment among the Nigerian youth.

The level of unemployment in Nigeria of recent seems to be on the increase in spite of the various strategies adopted by the three levels of governance in Nigeria. This position seems to generate a number of arguments amongst scholars. For some, the number of job creation strategies is effective in

their own right and the increasing level of unemployment could probably be attributed to population explosion and the number of school leavers that are turned out on yearly basis without corresponding job placement. Others think that the strategies are one-dimensional in efficacy; they favour some categories of youth that run along gender and educational lines. Yet others are of the view that the various poverty alleviation strategies have failed in their objectives of solving the problem of youth unemployment in Nigeria. This is because they argue these strategies with lack of focus and are poorly implemented.

These various positions are indication that the extent to which the various strategies of the government have been effective in realizing their goals aimed at providing solutions to unemployment in Nigeria, remains in doubt. Therefore, this study attempts to evaluate the effectiveness of the various strategies on employment creation and to ascertain the extent to which they have realized their objectives of job creation and reduction of youth unemployment in Kogi State, Nigeria.

Based on the above, the following research questions are formulated to guide this study.

1. Have the skill acquisition training centers helped in any way to solve the youth unemployment in Kogi state?
2. Do the introduction of micro-credit scheme and small scale entrepreneurial training influence youth unemployment in Kogi State?
3. What are the effects of public works based scheme on the reduction of youth unemployment in Kogi State?
4. How effective is the Human Resource Management Institute's involvement in the programme of combating the problem of youth unemployment in Kogi State?

1.3 OBJECTIVES OF THE STUDY.

The general objective of the study is to evaluate the various unemployment strategies in Kogi State and their effectiveness or otherwise. The study seeks to achieve the following specific objectives.

1. To find out if skill acquisition training centers helped in any way to solve the youth unemployment in Kogi state.
2. To ascertain if micro-credit scheme and small scale entrepreneurial training influence youth unemployment in Kogi State.
3. To find out the effects of public works based scheme on the reduction of youth unemployment in Kogi State.
4. To suggest effective and efficient ways of combating the unemployment problem in Kogi State through the various strategies.

1.4. THE SIGNIFICANCE OF THE STUDY

This study has both theoretical and empirical significance. Theoretically the study provides valuable information and guide to policy makers in formulating policies on employment strategies. It also serves as a guide to other scholars to conduct in-depth studies on the problem of employment strategies. The information that the study offers adds to the existing literature on the subject of unemployment intervention alleviation strategies in Kogi State and Nigeria in general.

The interventionist strategies adopted by Kogi state government will not only be of benefit to the youth but successive government of Kogi state will make use of this document for further interventions of creative employment opportunity in the state.

The study will serve as reference material for library users and government officials want to educate themselves on macro economics theme on unemployment problems

The work is significant in that the findings draw attention to the level of concrete strategy building for solving the problem of unemployment. It provides useful information for human resource management institutes that will enable them in assisting the unemployed not only in kogi State but also beyond Nigeria. Finally, the study also brings human resource management institutes to the limelight as agents that could be used in solving unemployment problem in Nigeria.

1.5. THE SCOPE AND LIMITATIONS OF THE STUDY

The study took the whole of Kogi State for a case study. Based on the 2006 population census of the Federal Republic of Nigeria, the population of Kogi state was 3,087,044. Kogi State is made up of 21 LGAs. Each of the LGAs has between 10 and 15 political wards. According to the 1996 survey of Federal Office of Statistics, Kogi state ranked fourth among the densely populated unemployment of youth in the federation. The study focused on

unemployed youths who registered with Kogi state but could not get jobs. The second group of the population was workers of unemployment strategy agencies in the state. The study focused on the unemployment strategies used by the state government on such issues like as skill acquisition training, rural employments promotion, Ad-hoc employments and small-scale enterprises promotion. The study period was between 2000 and 2010. This period covered effective civilian administration of two executive governors of Abubakar Awudu and Idris Abubakar.

There were several factors that contributed to the researcher's constraint. Some of the factors include:

1. Level of education of the respondents, their level of education may affect filling of the questionnaire since not all of them possess post-secondary education
1. Reluctance in releasing some materials needed for the study by the staff of government intervention strategy agency
2. Furthermore, geographical characteristics, religious or other environmental factors may introduce unexpected variables that may affect the result of the research.

CHAPTER TWO

LITERATURE REVIEW AND STUDY AREA

LITERATURE REVIEW

The literature review was done under the following sub-themes:

- a. The Concept of unemployment.
- b. Causes of unemployment in the world.
- c. Causes of unemployment in Nigeria.
- d. General effects of unemployment.
- e. Effects of unemployment in Nigeria.
- f. Unemployment intervention strategies in Europe and America.
- g. Government intervention strategies to unemployment in Nigeria and in Kogi state.

2.1 The Concept of Unemployment. Youth occupy a prominent place in any society. Youth is one of the greatest assets of any nation. According to Onyekpe (2007), apart from being the leaders of tomorrow, the youth out-number the middle aged and the aged. The national youth development policy (2001), asserts that the youth are the foundation of any society. Their energies, inventiveness, character and orientation define the pattern of development and security of a nation. The youth help a nation make giant stride through their creative talents and labour. The youth are also most vulnerable and most volatile segment of the population (Anasi, 2010). The National Youth development policy (2001) defines youth as people between the ages of 18 and 35. According to the office of National Bureau of Statistics (NBS, 2004), the youth between the ages of 15 and 24 accounts for 52.9 percent of the unemployed while the ages of 25 and 45 accounts for 41.2 percent. Hence, the total unemployed within the ages of 15 and 45 account for 94.1 percent (Osibanjo, 2006).

Unemployment and its Causes

Unemployment is a global issue but was first experienced by the developed world. Sheraden (1985) and Perglind (1988) categorized unemployment into four non-overlapping types namely; Frictional, Structural,

Cyclical and Chronic. That the frictional unemployment is caused by short-term labour market maladjustments such as witnessed in seasonal fluctuations. It is the type of unemployment that results from inevitable shifts of capital and labour in a fluid economy. Structural unemployment is caused by many factors like displacement from jobs as a result of automation, unemployed having difficulty in acquiring other jobs because of unemployability occasioned by skill inadequacy or obsolescence and because of discrimination related to gender, age, ethnicity, sexual preference and disability (Katharine, 1987:779) Cyclical unemployment is caused by fluctuations in the demand for workers. Recessions are seen as cyclical downturns, temporarily expelling workers from their jobs until demand expands and recovery occurs. Finally, chronic unemployment has been called GNP-gap or growth-gap unemployment. It is caused by economy not being strong enough to absorb the available labor (Sheraden, 1985; 403)

Besides, the above, Fashola (1992:45) gave five categories of unemployment as structural unemployment, frictional equilibrium unemployment, wage unemployment, technological unemployment and residual unemployment. According to Grolier in Paul Samuelson (1996), an economist, identified three types of unemployment as frictional, structural and cyclical. Bwar (1999), thinks that another type of unemployment such as seasonal unemployment should be added to the Grolier's list to make them four. According to Bwar, unemployment, especially, seasonal unemployment is caused by seasonally based fluctuations in labour demand and it affects those in such industries as fishing, constructions and farming.

These categorization and their causes are widely accepted as they could probably be fundamentally based on lack of balance between demand and supply. The above factors are the causes of unemployment in more developed nations of the world. There is the need to review literature on the causes of unemployment in Nigeria and Kogi state specifically.

2.2 CAUSES OF UNEMPLOYMENT IN NIGERIA

In a general term, the causes of unemployment could differ from country to country or from state to state. In Nigeria, according to Burnett (1994), the problem is rooted in the dwindling foreign exchange earning that resulted from the world oil market, which served as her major revenue source. The problem became compounded by the actions of the second republic under the leadership of President Shehu Shagari. These resulted to huge foreign debts which almost strangled the nation economy. Furthermore, the government of General Muhammed Buhari in 1983 introduced an unprecedented economic restructuring strategy called Austerity Measure. The restructuring, according to Okafor (2004), brought about reductions in foreign exchange expenditures and restrictions in import licenses. The Buhari administration equally reduced foreign exchange allocations to industries and companies that import raw materials for production. As a result, the affected industries were forced to operate below their capacity while some had to close down completely. In order to keep on, some of the ailing industries had to flush out a great number of their work force thereby closing the gate to prospective employees in Nigeria (Aguariavwodo, 1986).

The other factor, according to Ugwuala (1983), is the drift by Nigerian youth from urban to rural areas. Urban centers are considered in many quarters to be the center for employment generation. These youths, therefore, drift to towns and cities in quest for jobs. More often, these youths are more than the available jobs, thereby creating or throwing themselves into unemployment. According to Ugwuala (1983), the causes of unemployment in Nigeria are;

- a. Increasing number of qualified young men and women coming out of school every year.

- b. Increase in the number of secondary schools, universities and colleges of technologies has been responsible for the high rate of qualified men and women.
- c. Various governments in the federation laid much emphasis on mass education without caring equally much about the fact that the products of these mass educational programmes will come out to look for employment.
- d. Instead of embarking on projects that could generate sufficient employment opportunities, most state governments, went about giving selfish contracts and building hotels, which offer little employment opportunities.

Above all, the global economic recession of the 1980s had great influence on the Nigerian economy. The recession led to the restructuring which in turn caused mass unemployment. The increasing rate of unemployment has, no doubt, posed great social, psychological and financial problems that deserve utmost attention to enable the Nigerian youth as those who make up the most active group in the country, to be adequately utilized for national growth and development.

2.3 GENERAL EFFECT OF UNEMPLOYMENT.

Unemployment entails no income. It leads to serious financial, psychological, health and social consequences. The stress associated to unemployment is devastating to the jobless person, though, the effects are often shared by families and society at large (Okafor, 2004, A study of unemployed people carried out and reported in Rebecca et al (1988), shows that all the unemployed people that were interviewed, expressed that the lack of money (finance) created a tremendous stress in their lives. This is because lack of income makes the jobless unable to provide goods and services necessary for life. On a similar note, the study also revealed that those that were laid-off could not maintain the commitments to their families such as sending money back home to extended family members or helping their children in schools.

In his contribution, Briar (1978), observed that the effects of unemployment are devastating when a breadwinner in the family loses his job, most often the role of such person changes. The individual and his family will then try to adjust thereby leaving off savings, and to some extent scale down their expectation of quality life. Briar and some other authors believe that some people may go further to sell their personal belongings (Briar, 1978; Wolf-Jones (1987; Lack of means of living in general is associated with increased mortality, mental illness and criminal activity.

The psychological stress of the unemployed is said to be stronger than the financial stress. Keefe (1984:265), observed that in most cases when a person loses his job, she starts to suffer from loss of self-esteem, shame and anger. He feels that at that position in life, he should be able to provide for adequate living for himself and members of his family. Individuals with such feelings tend to move toward depression. This state of health, makes a depressed unemployed to feel weak, tired at all times and unable to sleep well. Burnett (1994) remarked that this psychological effect of loss of work lead to anger, frustration hostility, and difficulty in living an active life.

Swinburnt (1981) observed that unemployed persons frequently report of depression alongside the problem's inability to sleep, loss of appetite, headache and indigestion. In more serious cases such persons suffer increased blood pressure, high cholesterol levels, fatigue, weight loss and stomach ulcer (Burnett, 1984). The International Labour Organization (ILO) defines unemployed as the numbers of economically active population who are without work but available for and seeking work, including people who have lost their jobs and those who have voluntarily left work (World Bank in Ezie 2012). However, Okafor, (2011) pointed out that one of problems arising from the labour force is the exclusion of people below the ages of 16 and those above 55.

Madonia (1983), stated that` unemployment crisis could, after a while, “cross over” from an individual to the family. When the head of a family is

unemployed as a result of retrenchment or dismissal from work place, the shock initially draws the entire family together. Most often this does not last long as a result of his inability to solve the family financial needs, thereby leading to strained relationship. College and Bartholomew (1980) stated that unemployment increases tensions between husband and wife, thereby leading to frequent arguments, quarrels and sometimes violence. In their opinion, the above, is not true to all families as the consequences of unemployment vary with individuals though in most cases, the respect and prestige of the head of the family declines. Despite the fact that many studies have concluded that unemployment causes psychological, financial, health and social crises. Burnett (1994), holds that the effects of unemployment should never be generalized. He partly contends that the effects would depend partly on the individual's feeling and his position. This is because there is a greater consequence of individual differences in reactions to unemployment. Therefore, there is the need to recognize that the effects of unemployment are likely to be objectively different from person to person because individual material, financial, social and emotional circumstances differ (Hartley 1980). It can thus be stated that, the effects of unemployment on a person depends to a large extent on his way of life, family, age, profession, skill, state of health and several other factors.

2.4 EFFECTS OF UNEMPLOYMENT IN NIGERIA.

The general effects of unemployment as indicated include mainly increased rate of social problems in several forms. These problems include; increase in crime rate, poverty, child abuse, juvenile delinquency and prostitution (Sherranden 1985): He went further to observe that long-term unemployment causes increase in most of the social problems among the youth. Empirical research on poverty and unemployment show that long-term unemployment causes poverty (Visania, 1981; Britt, 1993; Okafor, 2004). The Poverty situation is worse where the unemployed person is the bread winner of the family. Where he cannot live up to the expectation of the children, the result

is risky behavior on the part of the youthful children. Many female children because of poverty turn loose on the streets and flood various hotels in a desire to fend for themselves since their parents can no longer provide for their needs while the male-children take to armed robbery or other uncivil acts (Parker, 1984).

Based on the above, it could be argued that risky behaviours should not so commonly result from lack of job. The jobless could also keep seeking for an alternative paid job or better still go into private business to fend for themselves and families. Yet there exist of some obvious constraint; as the unemployed in Nigeria cannot easily get alternative job. The reasons are probably due to the poor state of the national economy while the business activity in the private sector that would have helped equally faced the same problem of dwindling economy. The finance houses are also not disposed to give out loans. Even when they do give out loans many of the unemployed cannot even afford to go into the rigor of loans processes and its repayment. It is with regard to this last point that one would expect that there be contribution from the government to improve the situation.

2.5 THE STRATEGIES EMPLOYED IN EUROPE TO COMBAT THE PROBLEMS OF UNEMPLOYMENT.

In historical perspective, Europe was the first to face the problem of unemployment. The tackling of the problem had always been a difficult and controversial public issue at the early stage of the problem. The unemployed persons were treated like criminals that must be isolated and alienated from the society, driven to hard work/labour, and or as sinners to be regenerated by prayer (Ganaty, 1978).

In the 16th century, there was a development of some state provision for the unemployed outside the poor law as recognition that the unemployment constituted somenational and moral issues. Hence, the forcing of the

unemployed victims to the work house and the principle of “less eligibility” stopped (Burnett, 1994). Based on the above, the government began to consistently look for ways to help the unemployed to have better living conditions. Consequently, Britain under the leadership of Wilson Churchill made their first national legislation in response to unemployment. The British parliament adopted the “National Insurance Act”, which provided for a compulsory system of compensation for the unemployed (Holger, 1996). Under the Act, the unemployed persons seeking for jobs for the first time received welfare allowances for some period of time; while those that lost their jobs received unemployment benefits. Equally, the government legislation on protective tariffs, import quota, subsidies and restrictions on immigration helped to reduce domestic unemployment.

Walter (1984) stated that the growth of early retirement in Britain is traced and linked with the enormous rise in unemployment. There was a direct policy excluding old workers from the labour market, specially to replace them with unemployed youths. These were possible as a result of a very minimal level of corruption and nepotism among Great Britain’s politicians and bureaucrats.

2.6 THE STRATEGIES EMPLOYED IN AMERICA TO COMBAT THE PROBLEMS OF UNEMPLOYMENT.

In comparism, the United States experienced, the unemployment problem is less than the problem in Europe, hence, there was no major political movement to reduce unemployment until the great depression of the 1930s (Holger, 1996). Since the great depression, there have been a lot of welfare benefits and insurance Acts for the unemployed.

In 1978, a new strategy for managing labour was introduced in the United States. The action was as a result of massive layoff of workers in both the private and state establishments. The strategy was called Cliff’s Shared Work Unemployment Insurance Program (SWUIP). The program encouraged

employers to shorten employee workweeks over conventional layoffs, leading to minimizing disruptions in the organization of work and the labour process. The system was that the workers' working hours a day were cut from the normal eight hours to six hours, while the number of working days was cut from five days a week to four days a week. As a follow up to these, the workers began to be paid according to the number of hours they worked (2004).

Earlier, in the 1930s, the above strategy was proposed but the workers rejected the idea as being "a misery sharing". After about forty years, Calif union gladly accepted it. Cantor and Land (1985) stated that the workers had to accept work sharing because they faced labour cut backs under duress. The action was to solve labour crisis in America and consequently it assisted in solving unemployment problem to some extent.

Another strategy for solving the problem of unemployment in the United States was the focusing of attention on the importance of self-sufficiency and independence. Here, people were trained to be independent and they were supported by the government. This led to subsequent reduction of people seeking for wage employment.

According to Holger (1996), during the 1990-1991 recession, the United States Congress enacted a legislation providing for additional 13 weeks of benefits. In 1992, the same congress authorized a further extensio, which made jobless workers become eligible for 52 to 59 total weeks of benefits depending on the rate of unemployment in a particular state. Equally, the people who were entering the program for the first time received welfare benefits. The law to the above is that such a person must register with the employment office and be reporting for job training until he gets a job. The reason for such action is to show that the person was really searching for job.

2.7 THE GOVERNMENT INTERVENTION STRATEGIES ON UNEMPLOYMENT IN NIGERIA.

The various governments in Nigeria at the federal, state and local government levels have at no time folded their arms and watched her citizens suffer as the result of unemployment. They have always had some policies for solving the unemployment problems and also helping the unemployed in Nigeria. The 1979 constitution of the federal Republic of Nigeria in section 16 (2), stated that unemployment benefits should be provided for all citizens. The 1989 constitution reiterated the same provision in section 17 (2)d. Section (3)a of the 1999 constitution also has same provision. Based on the above statement, in these constitutions, there is an indication of government's intentions to see that the unemployed citizens are being taken care of. But how realistic are these the statements? Are they merely policy statements or document which are never implemented? According to Akukwe (1992), that it is the responsibility of the federal government to provide for welfare to all the segments of her citizens. This is by providing wise laws, good policy guidelines, sufficient funds, and direct services where citizens cannot.

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

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

- e. Greater screening of expatriate employees to facilitate a zero based expiation quota budget

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

- a. National Youth Employment and Vocational Skill Development Programme;
- b. Special Public Works Programme
- c. Small-Scale Industries Development
- d. Agricultural Sector Programme (Ola, 1988)

With the establishment of the NDE, the Babangida Administration seemed to have addressed the problems of youth unemployment for the first time in Nigeria.

Also the Babangida government embarked on the campaign enjoining the unemployed to work towards self-employment or go back to their farms. There are obvious difficulties which the government may not have considered before the said programme. Some of these include the fact of non availability of free land. Most of the individuals coming out of school cannot get enough land for mechanized farming that can provide food production. Furthermore, after the Babangida administration succeeding governments, in their various strategies focused on poverty and unemployment. In early 1999, NAPEP was conceived and launched. Later full NEEDS was launched by Obasanjo's government, where wealth creation and employment generation were pursued with vigour. The administration of Yaradua, in its seven point agenda, had the programme of addressing unemployment in Nigeria.

2.8 GOVERNMENT'S SOLUTION TO YOUTH UNEMPLOYMENT IN KOGI STATE.

The Kogi State government, according to Idris (2008), cannot run away from the ageless proverb that says: “the idle mind is the devil's workshop”. All over the world, governments are groping and fighting a losing battle of trying to keep away youths from vices, crimes and from being agents of socio political destabilization and destruction.

According to Jibril (2008) there has been basically wrong approach to youth empowerment in Nigeria. The real panacea lies in government's dynamic approach of addressing issues permanently instead of window dressing for cheap political point. It needs to be noted that any government that plays with the destiny of youths would injure the sensibility of the most vibrant and productive segment of the society (Idris, 2008).

According to Sani (2008), quoting Benjamin Disraeli, noted that “the youth of a nation are the trustees of posterity. Based on the above, the state government, under the leadership of governor. Idris, knows that the state cannot have prosperous future if the youths are dispirited. In state government put machineries in place to liberate youths from shackles of deprivation and to give them a road map to self-actualization Sanni (2008).

Based on the foregoing, the government of Kogi State, put in place a pilot scheme for youth skill acquisition centre, payment of monthly stipends to highly vulnerable youths (amounting to about **N15.4 million**) provision of loan Micro-Credit Facility (MCF) facilities to youth that are involved in fish and crop farming, and provision of fertilizer at subsidized rate to youths. Besides, the youths were assisted with tricycles and other means of transportation to enhance their socio-economic growth. Equally the state initiated public – private partnership, as the government alone cannot successfully handle youth programmes. Hence individuals, private sectors, and the state government were brought into partnership to offer joint supports for socio-economic growth and

poverty reduction in the state. In line with this, for instance, the Zenith Bank Plc, Lokoja branch donated 10 sets of computers as part of their contribution to the state youth empowerment scheme and vision.

According to World Bank President James Wolfensohn in Idris (2008) inquote “if we have 1.8 billion young people in a world with 6 billion people and the youth do not have jobs, food on their table, personal freedom to become something, what will they do?”

The above quotation, which the former World Bank President raised in 2004, did not leave Kogi State out of the problem. The state is part of Nigeria where millions of youths have no means of livelihood, where they have no personal recognition, where they have no personal freedom to become some body.

Furthermore, over the years the youth in the state have been suffering due largely to lack employment and has resulted to lack of self-expression and self-actualization. Basic amenities are hard to come by, yet the youth are the leaders and lubricant of the state (Nation’s) socio-political wheels that will usher the nation into a new dawn.

From this pedestal of seemingly unmitigated problems, the government of Kogi State commenced a holistic youth’s empowerment programme. The state government being quite mindful of the global strategy for youth development as this structure put in place that student in line with the United Nation Millennium Development Goal (MDGs), the African Union (NEPAD, the federal Govt. of Nig. (NEEDS) as well as (SEEDS) and 7- point agenda A vision that is honestly applied is a vision that would be certainly be realized. The question then is has this vision be honestly applied and realized with the present political situation in Kogi State?

2.9 THE ROLE OF SOCIAL WORK, HUMAN RESOURCES MANAGERS (HRM) TOWARD THE UNEMPLOYED

Since the earliest days of professionalism, social worker which Human Resource Manager form part of, has been concerned with unemployment. Elizabeth Poor Laws established the principles of “Less eligibility, distinguishing eligibility of people to work and also established work tests and work houses as prerequisites for help (Bargal and Shamir, 1985):

Social workers viewed unemployment as a temporary phenomenon with assistance tending to be crisis oriented, short-term, and dependent on charges in a given society. They often treat clients for symptoms of joblessness such as depression, drug abuse etc, but not addressing unemployment as the underlying problem. Btiar (1988:145) tendency that the ardency of social workers to treat the symptoms rather than the causes of unemployment may be as a result of their lack of information about how to remedy joblessness.

Macarov (1988:23) noted that there is an urgent need to view unemployment from a new and different perspective. Reason was that it is becoming increasingly clear and important, particularly in the view of possibility, if not the probability, that the need for human labour is diminishing constantly, and that despite many interventions and action’s unemployment will ever continue to rise. In the same line of thought, Leontief (1984:26) predicted that “labour will continue to fall because all the goods and services produced in another 20 yrs will require 10% less human labour them at present”. Other researchers used different time fannies and parameters, but agree with the basic premise (Ariffiths, 1974; Gerard, 1978; Macarov, 1985:23; Freedman, 1985;) In views of the above, social worker begin to have more concern for human cost of unemployment.

In 1985, the international Network on Unemployment was founded in Stockholm and Turkey. The network is dedicated to addressing unemployment trends in the developed and developing world, and the causes of unemployment,

as well as service and policy responses to assist the jobless (Riches and Trmowetsky, 1990):

Another intervention used on the unemployed is the outreach approach some literatures suggest that joblessness for a variety of reasons, do not seek for help from social workers/Human Resources Managers (HRM) in time. First they often lack knowledge of social services that are available. The reason is that the unemployed usually seek support through family and friends. Second, their personal sensitivities about their status as unemployed people make some not to seek for help. Third, some associates seeking help from social services with being vulnerable in, need, or dependence (Ijrennan, 1985): Though social workers see a serious need to provide support that can prevent more serious problem for the unemployed. As a result, they devise outreach approach to get the unemployed people at the start of crisis. Outreach had been used by social workers since its inception. For the unemployed, this approach is particularly appropriate since it enables agency to identify potential clients, alert them on the service available and help them make use of the services (Toseland, 1981):

The other approach to solution of unemployment by social workers is macro method. Here, they use the policy makers to change situations or ideologies that do not favour the unemployed people. It was discovered that social service alone cannot address the various causes of unemployment. Thus, there is need for social welfare policy reform when there is need to ensure human recovery as well as economic recovery whenever there is crisis of unemployment (Briar, 1983): Since the social workers are aware of the power of the legislative arm of the government which is outside the social work administration they try to influence welfare policy through lobbying (Blegel eal 1989). Therefore, Riches and Ternowesky (1990:342) suggest that the lobbying can be better made through the association of a professional body. The association can systemically document the employment needs and related stress

of the unemployed. The regular collection of such data can be used for lobbying purposes and other form of political actions. (Riches and Ternowesky 1990):

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

- a) The effective advocacy will need to know how to use government document and other data sources often, it will be necessary to document the existence of a problem. The workers may need to know where to get facts information and official statistics.
- b) Comfort with and ability to use the political process are also important.

Most of the rules, regulation and funding for human services programmes are devised from law passed at the local state or federal level. Changing laws, requires that the person knows how the political process works, and is able to use the process to achieve social work goals (Kirst-Ashman and Hull, 1995:249) Despite the above, there are some problems that could be encountered by the social workers in the cause of carrying out the advocacy services.

- (a) Advocacy often takes more time because problems are more intractable or difficult to solve. So the workers Human Resources Management (HRM) must have the ability to advocate the necessary time to change effort.
- (b) Often, the people targeted for change by the advocate have great experience in avoiding the issues. The worker should be aware of this possibility and be prepaid for it and achieve objectives. Not to take action will not amount to one of the most important objectives social work-which is to help people obtain needed resources.

Finally, social workers engage in social action as strategy for intervention on behalf of the unemployed. Social work has always been concerned with social action, which is related to the ultimate objectives of group work (Stroup, 1960): Social action is the opposite of individual action. Social action **in social** work, consists of group efforts both to alleviate conditions which make social services necessary and to make positive social gains (Stroup 1960:18)

To embark on social action some activities are involved such as fact-finding, analysis of needs, research, the dissemination and interpretation of information, organization, and other efforts to mobilize public understanding and support on behalf of some existing or proposed social programme (Morales and Sheafor, 1992:107)

In recent year, considerable stress has been seen, by social workers and also lay people as the final means of resolving many conflicts of extending government social services (Stroup 1960:18) to some unemployed youth arm.

Social worker (HRM) have come to realize that influencing of legislature by social action is one of their responsibilities. They can do that function in two ways.

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

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

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

It is important to discuss how the Nig. Govt. has tried in the past to solve unemployment problem in the country.

2.10 EVALUATION IN SOCIAL RESEARCH

Comments about the relative worthiness of the programmes, are common, while public opinions about the value of such programmes and services varied. Such comments have been made in the absence of relevant and factual information, hence the need for a systematic evaluation (Rutman, 1980). "Evaluation is the systematic accumulation of facts of providing information about the achievement of programmes requisites and goals relative to efforts, effectiveness and efficiency within any state of programme development" (Tripodii et-al 1978): Those that are responsible for implementing services at time, make assessments about the success of the programme for the funding organizations that support them and those whose needs and problems are being addressed by such a programme. Furthermore, those who have a deep investment in and a commitment to the service they provide will naturally extol the virtues of their programmes, largely in the form of subjective testimonials (Rutman, 1980). That is why it is always better to get a neutral person to evaluate a programme.

Systematic evaluation studies are grounded in social science research techniques that have application in evaluation studies. Therefore, most evaluation specialists have basic social science training (Rossi, et al. 1979): Evaluations activities can be so technically complicated and sophisticated that

requires one to be at ease with the latest in social science theory, research methods and statistical techniques

GAP IN THE LITERATURE.

The literature reviewed is generally on youth unemployment in the world, Nigeria inclusive and the various government intervention strategies, adopted to solve the problems. It appears that little is known on the intervention strategies adopted the kogi state government towards solving her youth unemployment problems.

It's this gap in the existing literature that this research work intends to fill.

2.11 RESEARCH HYPOTHESES

- 1) Youths who acquired skill from the Kogi State skill acquisition centre tend to get employment easier than those who do not acquire such skill.
- 2) Youth that were introduced to micro-credit schemes, small scale entrepreneurial training and public work based schemes tend to be self-employed and be permanently engaged or employed than those that were not introduced and involved in such programmes.
- 3) Youth unemployment programmes that incorporate Human Resource management institutes or association strategies tend to achieve greater results than those that do not incorporate such.

2.12 OPERATIONALIZATION OF KEY CONCEPT

DEFINITION OF CONCEPTS

Social work: - The professional activity of helping individuals groups or communities to enhance or restore their capacity for social functioning and creating social conditions favourable to the set goal (Morals and Sheafor, 1994.14

Employment: - In this case study, the work refers to all situations of securing a livelihood including wage employment. Hence it is not limited to paid employment Self-employed in the informal sector is included.

Unemployment: - A condition whereby an active person/or otherwise go in search of employment and has not worked for at least few week and fall within the age of 12-40 years

Government: - In this study, means federal, state and local government of the federation of Nigeria.

Youth: - For this study, it means anybody aged between 12 and 40 years

Self – help group: - Unemployed people organized by social workers for educative and non-therapeutic orientation social workers as a teachers and guide, provides group participant with new information structures and uses modeling to help members learn new skills.

Skill acquisition center: - A place where new skills and information's are acquired for the purpose of earning a living.

Higher Education: - In this case it refers to youth who had ordinary National Diploma and above.

Lower Education: - Refers to youth with senior sec. School Certificate and below.

Social Action: - New working with other group like voluntary organization social clubs who are pursuing similar agenda.

Poverty: - Here it refers to not having enough to eat, drink, poor sanitation, poor shelter, high inanity mortality rate, low life expectance, low educational opportunities, poor health status due to inadequate health care, lack of productive assets, general lack of economic infrastructure and lack of active participants in decision making process either as it affects the individual or national.

Poverty Alleviation: - A series of measures or actions designed locally or nationally to address the poverty problem. These actions focus on meeting the

basic requirements for a permanent solution to the reduction of poverty as a result of unemployment.

2.13 THE STUDY AREA

HISTORY: - Kogi State came into being as a result of the state creation exercise on 27th August, 1991 with its administrative headquarters in Lokoja. The creation of the state was indeed, a significant development for its citizens. It's brought about the re-union of a people who had shared historical roots and co-existed peacefully within the former Kabba province in the defunct Northern Region for over so years.

The state which is structured into 21 local government areas, comprises three major ethnic group (Igala, Egbira ,Okun and Yoruba) other minor groups include Kakanda, Kupa, Ogori/Mangongo, Nupe, Bassa Komu, Bassa Nge and Gwari.

Geographically, the state has a total landmass of about 30,354.74 Sq Kilo and is the 15th largest state in the country in term of land mass. It is bordered by nine other states and it is the most centrally located in the country.

Demographically, based on the 1991 national census, the state population stood at 2,147,756 while when projected by 2.83% growth rate, it has population of 3,087,044 according to the approved National Population Commission (NPC) in the year 2006

Climatic condition. The state has an average maximum temperature of 33.2^{oc}; Lokoja the state capital is generally hot throughout the year. It has two-district weather, the dry season, which lasts from in November to February, and the raining Season that lasts from March to October. The annual rainfall ranges from 10¹⁶ mm to 15²⁴ mm Natural Endowment. The state is blessed with large quantity of solid mineral spree across the 21 local government areas. These includes: Cassiterite (Tin ore) Clay Coal, Clumbite, Dolomite, Gemstones, Granite, Iron – Ore, Kaolin, Limestones Quartz, Silice, Talc, Tantaliste etc.

Human Resources: - The state is richly blessed with abundant and highly diversified human capital cutting across all fields of human development. It has a large active and vibrant population ground in both the public and private sectors of the economy and is noted for their Excellency performances in their chosen careers. The people of the state are known to have acquired wonderful skills in area such as tailoring, carpentry, plumbing and mechanic. The state public service has a works force of about 28,000 as at 2009 out of which a reasonable percentage are holders of National Diploma and above.

The potentials of human capital in Kogi State manifest itself in the existence of a pool of highly trained but unemployed youths which can be converted to a power for transforming the economy to a vibrant are that would address poverty and ensure the general wellbeing of the people.

According to the 1996 survey of Federal Office of Statistics, Kogi ranked among the densely populated unemployment of youth in the Federation.

Since it will not be easy to cover the whole state, from the 21 (twnty one) LGAs, the researcher sampled 40% which gives a total of Eight Local Government Areas across the three senatorial districts. The choice of the eight LGAs is based on their urban and rural characteristics and for a fair representation.

The eight LGAs are: -

- | | | |
|---------------|---|------------------------------|
| 1) Adavi | } | Central Senatorial Districts |
| 2) Okene | | |
| 3) Dekina | } | Eastern Senatorial Districts |
| 4) Ofu | | |
| 5) Olamaboro | | |
| 6) Kabba Bunu | } | |
| | | |

- 7) Kogi Western Senatorial Districts
- 8) Lokoja

SOURCE;- RESEARCHER'S SAMPLED AREAS.

Also since each of the 8 LGAs are made up of between about 10 – 15 political wards. 8 wards from the 8 LGAs shall form part of the study area, bringing the numbers of the wards to (64).

Kogi State is a well-known terrain to the researcher as this would be of an advantage to him. The study focuses on the unemployed youths who registered with Kogi State youth Empowerment scheme. Our investigation showed that many unemployed youth were trained in various entrepreneurship ventures, such as computer operation, piggery, poultry and fishery farms. There were centers designated for capacity training in all the headquarters of the twenty one local government areas of the state. The second group of the population was workers of youth's empowerment scheme in the state. These workers were the designated trainers who trained the unemployed in various vocations. In each of the local government areas, these trainers were experts who usually organized workshops, seminars and courses on special areas to these candidates.

3.0 CHAPTER THREE

METHODOLOGY

3.1 RESEARCH DESIGN:

This study used the cross-sectional survey research design. The design works with the principle of getting responses from people on a particular issue at a particular time and as well as making use of selected samples of the population (Obikeze, 1990).

The questionnaire and interview guide were used to collect information from the population at one point in a time in a bid to get a photographic view of the population, while the cross-sectional survey was good in collecting data from a sample selected to describe some larger population (Babbies 1992),

3.2 STUDY POPULATION

This study was made up of two groups of population. The first group was S,102(x) unemployed youths who registered with the twenty one local government areas in Kogi State in 2006 and were not offered employment. Though the list was not comprehensive but we had to contend with it as there was no other organization that has a comprehensive record of the unemployed youth in Kogi State.

The table below shows the numbers, gender and educational levels of the youth who registered according to Local Government Areas.

TABLE (1)The educational levels/gender of unemployed in Kogi State

	LGA	TOTAL NO	GENDER		EDUCATIONAL QUALIFICATION				
			M	F	Degree	NCE	WASC	Primary	
1.	Adavi	262	112	140	62	36	129	35	
2.	Ajaokuta	171	68	103	38	42	69	22	
3.	Ankpa	210	95	115	81	69	42	18	

4.	Bassa	246	120	126	42	68	90	46	
5.	Dekina	296	210	86	73	87	99	27	
Iba 6.	Ijumu	224	82	142	54	64	80	26	
Idah 7.	K/Buru	230	107	123	70	78	54	28	
Iga 8.	Kogi	239	133	106	50	86	82	21	
9.	Lokoja	280	120	160	95	82	79	24	
10.	M. Amoro	274	132	142	86	72	87	29	
11.	Ofu	268	162	106	112	78	56	22	
12.	Olmago	248	97	151	64	92	70	22	
13.	Okehi	232	124	108	86	62	60	24	
14.	Okene	241	81	160	72	53	94	22	
15.	Olama	239	117	122	52	70	84	32	
16.	Omala	230	106	124	46	68	96	20	
17.	Ibaji	257	102	155	78	82	62	35	
18.	Idah	290	148	142	95	82	79	34	
19.	Igala Mela	232	124	108	86	62	60	24	
20.	Y. East	220	116	104	71	69	54	26	
21.	Y. West	213	88	126	48	43	93	29	
	Total	5102	2444	2720	1452	1401	1702	547	

Source: Office of Special Adviser Youth Empowerment Scheme Kogi State. Lokoja 2005

The second group of the population was the **128(x)** persons working with unemployment intervention strategic organs. This number included the **8(x)** coordinators of the programme.

3.3 SAMPLE SIZE

Based on the total population of **5,230(x)** people, the researcher chose **640(x)** people to make up the sample for the study. The **5230(x)** was made up of **5102** unemployed youth and **128(x)** numbers of government intervention strategies workers in Kogi State.

The first segment of the population the researcher followed the sampling fraction approach which emphasized that at least 10% of a given population should be enough to form representative sample (Red & Smith, 1981:183).

The researcher decided on 10% due to time and financial resource available to him in the course of the research.

Following the fraction approach, the study sample of the unemployed youth consisted of 10% of the total population of the unemployed giving **512(x)** youth.

The second segment of the population was the government intervention strategies workers, numbering **128(x)** as a total population. This was also due to the small size of the population sample and can be handled comfortably. Through this, the researcher believes that the problem of unrepresentativeness and bias arising out of inadequate usages of the cases in the universe would probably not arise.

3.4 SAMPLING TECHNIQUE

The **5102** numbers of unemployed youth that formed the first segment of the study sample was selected using multi stage sampling approach. This was a process of selecting a sample in two or more successive contingent stages (Babies, 1990) Kogi State is made up of twenty one local government areas. They are Adavi, Ajaokuta, Ankpa, Bassa, Dekina, Ibaji, Idah, Igalemela, Odolu, Ijumu, Kabba Bunu, Kogi, Lokoja, Mopa amoro, Ofu, Ogorimangogo, Okehi, Okene, Olamaboro, Omala Yagba east and Yagba west. From the total of twenty-one local government areas, the researcher sampled 40% which gave a total of eight LGAs. The choice of 40% was for a fair representation. The larger the sample, the more representative of the population, reliable and valid the result was;

The eight LGAs that selected were Adavi, Okene, Dekina, Ofu, Olamaboro, Kabba, Kogi and Lokoja. These eight LGAs therefore form the

second cluster. The researcher used random sampling approach to select (8) eight wards from the selected eight LGAs.

The selected wards from the eight LGAs are as stated below:-

Some selected wards in the chosen eight local government areas

1	Adavi	Kuroko I, Kuroko II, Idanuha, Okunchi, Inozomi, Ogaminana, Adavi-Egba and Nagaze ozokutu
2	Okene	Otulu, Idoji, Obehira, Barki, Enistesu, Omukoko, Okene Egbe, Agasa Abuge and Osuga.
3	Dekina	Dekina, Iyale, anyigba, Egume, Okura Abocho, Odu I and Ogbadebe.
4	Olamaboro	Olamaboro I-IV, Ogugu I-II, Imane I-II
5	Kabba/Bunu	Asuta, Aiyetoro-Kin, Otu, Iluke, Okedayo, Egbeda, Oken Butemand Odo-Ape
6	Kogi	Ukwo, Odaki, Akpasu, Girinya, Geju Beki North, Tawari, Koton-Karfe South East and Irenodu.
7	Ofu	Ugwolawo I – II, Ochadamu, Ejule/Alla, Aloji, Ogbonicha, Allome/Okula and Ofoke
8	Lokoja	Kakanda, Oworo, Kupa South, Kupe, Noth, Ward A, Wards B, Ward C and Egan

Source: Researchers Source.2010.

All the wards give a total of 40 forty in number

Finally, the researcher selected eight respondents made up of four males and four females using purposive sampling unique.

The four males selected were, one primary school certificate holder, one secondary school certificate holder, one ordinary national Diploma certificate holder and one a degree holder. The same principle applied to the selected four female respondents.

The second segment of the sample comprises government intervention strategic workers. They were **128(x)** and since they were few the whole number were used.

3.5 INSTRUMENT FOR DATA COLLECTION

The major instrument used for data collection for the study was the questionnaire, which has fixed choice as well as open-ended questions to allow for further investigation.

The questionnaire for the unemployed youth was designed to collect information on the socio demographic characteristics of the respondents, views about unemployment, source of income registration with government intervention strategies, embarking on any self – employment, influence of education on getting job, types of job – searching method used.

The second questionnaire was meant for the government intervention strategies workers. This instrument was used to collect information on the socio-demographic characteristics of the respondents, types of strategies available to them, evaluation of the strategies, which strategies were most effective.

The questionnaire was self administered for the literate respondents while they were interpreted and completed for the non-literate respondents most of whom were in primary school categories.

Interviews were also conducted for the **8(x)** co-coordinators of government intervention strategies workers in the state, each representing the eight selected local government area. The interview, was focused on change in the rate of youth unemployment; choice of government intervention strategies, reduction of mass youth unemployment, gender influence on job selection, strategies for the solution of unemployment, problem and support of organization towards unemployment problems in Nigeria

3.6. INSTRUMENTS OF ADMINISTRATION

While administering these questionnaires four field assistants were recruited locally and trained on the objectives and methodology of this research study. The researcher used the period of pretest of the questionnaires to test the ability of the field assistants. This was done through written examination and oral interview.

The pretest greatly helped the field assistants to familiarize themselves with the instrument of administration. Each of the research assistants covered each of the three senatorial districts of Kogi State. While the researcher coordinated the entire exercise, and was also administered the questionnaire to government intervention strategies workers accordingly.

The interviews were conducted by the researcher with the help of one trained assistant. The interview proceedings were recorded through the use of a field recorder, as some important piece of information were equally written down.

3.7. DATA PROCESSINGS AND ANALYSES

At this level, Descriptive statistics such as frequency table as well as percentages were used to show the relationship between variable of interest in the study.

The use of tables and percentages helped to present the demographic characteristics and the patterns of the various categories of respondents as well as their perceptions regarding unemployment issues in Nigeria with a particular reference to Kogi State.

The percentages equally helped to simplify the problem of compression among the various variable: Skill acquiring, small- scales enterprises promotion and ad-hoc employment.

For the purpose of this work, Chi-square (X^2) and Regression analysis would be used to determine the nature and strength of the relationship between the various dependent and independent variables in the study hypotheses.

Chi-square (X^2), according to Obikeze(1980), is used as a test of significance of the difference between observed frequencies and what is expected by chance in the course of the study.

3.8 VALIDITY AND RELIABILITY

According to Durbin and Shuart (1951), Black and Champion (1976) and Nachinias (1981), the success of any research lies to a large extent on the dependability of the data employed in the analysis.

Validity occurs when a careful attempt has been made to ensure that an instrument contains what it is supposed to contain by applying the theoretical knowledge in the field that is being studied (Obasi 2000).

Reliability, on the other hand, refers to the ability of an instrument to produce the same consistent result over time when applied to the same sample (Goods and Hart 1952). On the hand, it is also more difficult to establish the dependability of some documents that are usually written after the events which are designed to convey definite impression.

In validating the interview schedule, we were concerned with establishing its content validity. The content validity comprised of content or face validity, predictive and concurrent validity construed validity or criterion or empirical validity (Kerlinger, 1977; Black and Champion 1976; Obikaze, 1990 and Seltiz et al 1974).

To judge the validity of the interview, we depended on wide consultation with specialist in social work (Human resource managers). Equally to test for reliability a pilot study in which the respondents from the 8 (eight) LGAS were interviewed while the results would be compared.

On the questionnaire, the processes of validating and checking the reliability of the instrument are a multi faceted process.

To this end, we have included some questions to check the consistency of the respondents. The combination of the interview schedules and the questionnaire were of great value in validating our data.

In the case of secondary data, we only established reliability by regouras logic and content analysis to test the dependability of expressive document. According to Ibeanu (1992-82) the following steps can be employed to check the documents.

1. If the truth of a statement is a matter of indifference to the author, then his account is likely to be unbiased. But it must be noted that his indifference or disinterestedness may have affected the reliability of his observation when it was made.
2. If the statement is prejudicial to the informant or his interest it is likely to be truthful. But we must guard against exaggeration and self-immolation which may occur
3. If the statement is of common knowledge, then the author is not likely to lie.
4. If part of the statement is of tangential interest to the informant, the statement is probably true.
5. A statement is likely to be true when it is contrary to what is widely expected from the informant.

Furthermore, it is also said to be more difficult to establish the dependability of each document as reports, editorial histories which are usually written after the events and are designed to convey definite impressions. Based on the above, nevertheless, a regional use of the technique of content analysis could help select what is dependable from what is not (Berelson, 1975).

There were however other types of documents (well researched texts, instructions officials statistics) which tend to be more credible. We concentrated on these for this research work. At this juncture, it was necessary to know that

our concern with validity and reliability was not to suggest that our study was neutral, as liberal social scientist would claim.

3.9. THEORETICAL FRAMEWORK

The role of theory in social science research is to offer an instructive explanation for classifying, conceptualizing and defining social phenomenon. According to Kerlinger (1977), theory is a set of inter-related constructs (concepts), definitions and proposition; that present a systemic view of phenomenon by specifying relations among variables with the purpose of explaining and predicting the phenomenon.

Based on the above, conceptualization of theory, this work was anchored on the crisis theory. The crisis theory was developed from ideal and originally formulated by Erich Lindaman and Gerald Caplan (Dixon and Sands, 1983). It is essentially eclectic in nature. It contains basic assumptions, hypotheses and conceptions that appear to form the core approach.

Golan, (1976), quoting from the writings of Capelan, Pared, Rapport described five elements that make up the crisis theory. These elements are:

- a. The hazardous event
- b. The vulnerable state
- c. The precipitating factor or event
- d. The state of active crisis
- e. The state of reintegration.

The hazardous event is a specific stress producing occurrence, either an external blow or internal change which occurs in an individual or a family in a state of relative stability in terms of psychosocial situation, initiating a chain of reverberating actions and reactions.

The vulnerable state refers to the subjective reaction of individual or family to the initial blow both at the time it occurs and subsequently each person tends to respond in his own way, depending on whether he perceived the

event as threat to instinctual needs or to emotional or physical integrity or as a challenge to survival.

Precipitating factor or event is the link in the chain of stress provoking happenings that brings tension to a peak and converts the vulnerable state into that of crisis. The state of active crisis refers to an individual subjective condition, once tension stops, the person homeostatic mechanism no longer operated and disequilibria set in. This is the key element in crisis theory.

The state of reintegration refers to final stage of crisis management. This time the equilibrium gradually subsides and some forms of adjustment either adaptive and integrative or maladaptive take place.

Crisis theory according to Turner (1986), as presently formulated, has its primary root in psychodynamics personality theory, in stress theory and in learning theory with side hooks reaching into systems theory. The theory operates on the assumption that all persons tend to be subjected to various internal or external stresses at various stages in their life cycle. As part of their ego development, they assemble a repertoire of coping devices and problem-solving techniques, while these may suffice for the usual task of daily living, because of an increased pressure, both internal and external or of a decrease in their ability to handle such pressure; this self righting homeostatic device fall and disequilibria result (Turner, 1986:513)

A crisis is provoked when a person faces an obstacle to important life goals that is for a time, insurmountable through the utilization of customary methods of solving problems. A period of disorganization ensues, a period of up-set, during which many different abortive attempts at solutions are made. Eventually, some kinds of adaptations are achieved which may or may not be in the best interest of that person observed Kaplan (1961):

In crisis theory, psychosocial functioning depends on individual ability to manage problem in leaven and obstacle to personal goals. So long as persons are able to cope with life events within the limit of their mental and behavioral

faculties in previously learned or habitual ways, they are able to maintain psychic equilibrium and avoid crisis. One of the most significant forces of psychic organization is the identity. Identity is what makes one or person feel integrated. Event that are perceived as assaults on the identity threaten ones essence, ones being who one is to oneself and others ones feelings of worth and value. During crisis the symbol of ones being and worth “disintegrates” from the whole. Based on the above the person feels vulnerable according to Dixon and Sands, (1983.):

Crisis on the other hand, frequently revolved about losses. A person who loses a job may experience a crisis. In this case, the person may lose a sense of self as a person whose competence can be recognized by others. Persons who define themselves in terms of their jobs was a significant means of self identification when they are unemployed.

Moreover, the loss of work may suggest a great loss reflective of symbolic meaning of work-adulthood, responsibility of others and status. These may form the contours of a person’s identity.

3.10. THE APPLICATION OF CRISIS THEORY TO THE STUDY.

According to crisis theory, psychosocial functioning depends on individuals’ ability to manage problems in living and onstage to personal goals. That when crisis occur, they touch the vital center of individual thereby making it impossible for the persons to manage problems in living.

According to Perlmenc (1964:43) certain roles like work is a vital role because it is “also interrelated with the person, so deep driven in their self concept inter-personal relationship that it is essential to the individuals total-well-beings”

Hence loss of work role like the case of unemployment could lead to a major crisis in the life of an individual because it is fundamental to the development of a sense of identity and a total well being of an individual.

In Nigeria as well as elsewhere in the world, work or employment is the bed-rock to economic security, while an unemployed individual will not be able to fulfill his obligations to himself, members of the family and the society or community he hails from. In this case, an unemployed male, may find it difficult to get a wife, to be recognized in his community and to a larger extent command respect. While the female unemployed may or could probably get a husband. The people of middle- belt of Nigeria especially Kogi State, value hard-work so much that anybody who does not have work is being regarded as a good for nothing individual. Hence people were always encouraged to do works that came their way in order to earn a living. The work could be permanent, temporary or ad-hoc rather than to remain idle in the community.

Based on the forgoing, people go out of their way to acquire other specialized skills to get a good job, while others were helped in various ways to improve their situation in order to make them get jobs which at the end could remove the crisis that threatened their social and economic security. Hence the need to evaluate the impact of Government intervention strategies on employment in Nigeria with particular reference to youth unemployment in Kogi State could not better be evaluated than now due to the current economic-melt-down which has greatly impacted on youth unemployment negatively.

CHAPTER FOUR

4.0 DATA PRESENTATION AND ANALYSIS

4.1 INTRODUCTION

This chapter deals with presentation and analysis of data obtained from the questionnaires and the interviews administered to the respondents. It is divided into subsections; while the order of presentation and analysis is according to the following.

Socio-demographic variable

Analysis of data on issues of employment

Data on substantive issues on research

Data on social workers (Human Resources Manager) strategies.

4.2 Socio-Demographic Characteristics of Respondents

In this section, we shall discuss the ages of the youth respondents as shown on the table below.

DATA PRESENTATION:

The data garnered from the study shall be presented along with the stated hypotheses. We shall also employ the use of descriptive statistics and cross tabulation in our presentation.

DATA ANALYSIS.

Data analysis will involve the use of statistical and textual analysis of the information obtained from records and interviews. The data obtained shall be critically examined and on that basis, employ a combination of quantitative and qualitative research in examining the materials gathered for the study. (Obasi, 1999, Cregan 2005 and Anthony, 1995) identify qualitative and quantitative research to include the investigation of phenomenon that are amenable to empirical measurement and verification. While the later, on the other hand,

apply mostly to non-statistically based data which nevertheless can be empirically studied.

Table II Distribution of Respondents by ages of the unemployed youth.

AGE	FREQUENCY	PERCENTAGE
17 – 20	29	5.7
21 – 24	98	19.1
25 – 28	161	31.4
29 – 32	146	28.7
33 – 36	64	12.5
37 – 40	13	2.5
Total	512	100

Source: Questionnaires' Interview, 2011

The data on the table above shows a greater number of the respondents 161 (31.4%) were between the age group of 25 – 28 years, while the second highest were 147 (28.7%) in the age group of 29 – 32 years. This shows that there exist a very high youth sample. Hence we may infer from the sample that youth between the ages of 25 – 32 are the most unemployed in Kogi State. They constituted 60% of the respondents under this study.

The lowest percentage of 2.5% were respondents within the age range of 37 – 40. Based on these data, we may conclude that as a person advances in age, he tries to find himself something to do to earn a living in life.

From the table, we observed that respondents between the ages of 17 – 20 were 5.7% of the population and those between the ages of 21 – 24 were 19.1%. these last groups are insignificant to the study.

4.3 Data on issues of unemployment.

This section is divided into four (4) sub-sections. The first subsection presents respondents scores on the length of unemployment and registration with the Ministry of Labour and Productivity or the skill acquisition centres.

The second subsection deals with the respondents on self-employment. The third subsection deals with influences of education and gender on choice of employment. The last subsection is on job searching activities.

4.3a Length of Unemployment

Table III: Length of period of unemployed.

Length of Period	Frequency	Percentage
One Week	10	1.9
One Month	8	1.6
Less than 6 months	58	11.3
More than One year	436	85.1
Total	512	100

Source: Questionnaires' Interview, 2011

The table above, shows that 436 (85.1%) of the respondents had spent more than one year looking for employment. That shows that most school leavers spent over one year seeking for placement except otherwise.

From the same table, another group 58 (11.5%) had spent less than six (6) months seeking for job in the labour market. The other two (2) groups could be referred to be the privilege group whereas as soon as they leave school job is readily available to them. It could be inferred that these are children whose parents are in position and jobs are made available to them before leaving schools. This is part of Nigerian factors.

4.3b Registration with intervention Agencies

Table IV: Registration with the Ministry of Labour and Productivity.

Registration with Intervention Agencies	Frequency	Percentage
Agreed	95	18.5
Disagreed	417	81.1
Total	512	100

Source: Questionnaires' Interview, 2011

Table 4 above, indicated that 417 (81.1%) of the respondents did not register with the Ministry of Employment, Labour and Productivity or any of the intervention strategies while only 95 (18.2%) registered. The number of respondents that registered was considered to be very poor. The Ministry of Employment, Labour and Productivity handles labour exchange matters for the government. Based on the data of those that did not register 417 (81.1%) means that unemployed youths in the state were not making use of the organs that the government put in place towards getting employment.

The above explanation could be as a result of some reasons why the unemployed do not make use of such organs. Hence we need to know why many of the youth did not register with the Ministry of Employment, Labour and Productivity/intervention agencies.

4.3c: Non registration with Intervention Agencies.

Table 5: Reasons for some youths not registering with Intervention Agency in Kogi State.

Responses of those that did not register	Frequency	Percentage
I will soon get a job	68	14.6
Stipend too low	50	10.7
Not interested in the scheme	108	23.2
Scheme not working	142	30.5
No knowledge of the scheme	98	21.0
TOTAL	466	100

Source: Questionnaires' Interview, 2011

Table 5 above, it is observed that 68 (14.6%) of the respondents opined that they will soon get job, while 50 (10.7%) of the respondents said stipend too

low; 108 (23.2%) of them said ‘not interested in the scheme’, 142 (30.5%) said ‘the scheme is not working well’ while 98 (21.4%) were not having knowledge of the existence of the scheme. Based on our observation on Table 5, we can conclude that most of the respondents have no confidence on the scheme. As, most of them responded negatively.

Andrew (1984:69) stated that one major factor which contributes to the poor utilization of the Nigerian labour force, is the quantity and quality of the labour market information. Hence most people obtain jobs by means of personal contact or family ties.

During our interview with the Kogi State intervention strategy, an officer stated that the Local Government Coordinators are members of the ruling party in the state. Therefore members of other parties in the state will have no information of the scheme.

The above response could be part of the reasons of respondents’ negative reaction on table 5. The scheme is therefore for the ruling party youth and not for the entire youth of the state.

4.3d Embarking on self-Employment Scheme

Table 6 Self Employment Scheme

Self-Employment Participation	Frequency	Percentage
Agreed	62	12.1
Strongly Agreed	78	15.2
Disagreed	101	19.7
Strongly Disagreed	271	53
Total	512	100

Source: Questionnaires’ Interview, 2011

Table 6 above shows that 62 (12.1%) of the respondents agreed to have embarked on self-employment while 78 (15.2%) strongly agreed bringing the total figures to 140 (27.3%). 101(19.7%) and 217 (53%) of the respondents

disagreed and strongly disagreed of their participation in the scheme of self-employment in the state.

Based on the information gathered from the table above, we can posit that the major preoccupation of the respondents is to search for formal employment. With the decline in employment opportunities in the country/Kogi State, it appears that unemployment will remain to live with the youth who wait indefinitely for formal employment. Except those who take active part in the politics of the state.

The next table shall discuss reasons for not embarking on self-employment.

4.3e Reasons for not embarking on Self Employment

Table 7: Not Embarking on Self Employment

Reasons for not participating in Self-Employment	Frequency	Percentage
Lack of Capital	204	39.8
Lack of Skill	73	14.3
Lack of Skill and Capital	66	12.9
No desire for Business	73	14.3
Total	416	81.3

Source: Questionnaires' Interview, 2011

The above table 7 gave a number of reasons by the respondent for not embarking on self-employment.

Based on the above table, the majority of the respondent gave lack of capital as their reason, as it ranked the highest with 204 (39.8%).

The next to the highest is the lack of skill with 73 (14.3%) and no desire for business with 73 (14.3%) respectively.

Those that were of lack of capital and skill came with 66 (12.9%). Based on the analysis from the above table, it could be said that the reason for not embarking on self employment is basically the lack of capital to finance the projects.

Coupled with lack of capital is that 73 (14.3%) of the respondents talked about lack of appropriate skill for setting up their own business.

The government in her policy thrust, made effort to provide finance and establish skill acquisition centres but the problem is that - are the right target involved in such scheme?. In the opinion of the researcher, these group of people may be said to either lacking the current information or not interested in the politics of the scheme.

4.3f Level of Education and chances of employment

Table 8: Question on Education and chances of employment

Level of Education affect the chances of employment	Frequency	Percentage
Agreed	62	12.1
Strongly Agreed	107	20.8
Disagreed	141	27.5
Strongly Disagreed	202	39.4
Total	512	100

Source: Questionnaires' Interview, 2011

The table above (8) analyzes the data collected on the level of education and the possible chances of employment.

Based on the data above, 62 (12.1%) of the respondent agreed that the level of the educational qualification had influence on their chances of getting employment. While 107 (20.8%) strongly agreed in comparison to 141 (27.5%) disagreeing and 202 (39.4) strongly disagreeing that the level of education had influence on their chances of getting employment.

In the interview conducted with state intervention Agency staff, most are with the view that the level of educational qualification in all standard influences the chances of employment.

Its my opinion that most of the respondents are youth who were engaged as tugs. Hence sees no reasons for better education in getting jobs.

4.3g, Gender and chances of employment..

Table 9:- Gender influence on chances of employment.

Gender influence on chances of employment	Frequency	Percentage
Agreed	94	18.4
Strongly Agreed	102	19.9
Disagreed	105	20.5
Strongly Disagreed	211	41.2
Total	512	100

Source: Questionnaires' Interview, 2011

The above table (9) above shows that 94 (18.4%) agreed and 102 (23.4%) strongly agreed that gender influences greatly on the chances of getting employed. On the other hand, 105 (20.5%) and 211 (41.2%) disagreed and strongly disagreed meaning that gender of unemployed do not influence chances of getting employment.

Those that disagreed on the influence of gender on employment advanced some reasons. This shall be discussed on the table below.

4.3h Types of influence on gender

Table 10: Influence of gender

Gender and job selection	Frequency	Percentage
Types of job	62	31.6
Place of job	36	18.3
Nature of job	70	35.7
Job environment	28	14.2
Total	512	100

Source: Questionnaires' Interview, 2011

The above table (10) explains the type of influence gender has on choice of employment. Based on the above table, 62 (31.6%) opined that type of job influenced the gender selection for employment. While 36 (18.3%) said place of job influences gender selection for a particular job; Equally, 70 (35.7%) said it is the nature of job that influences gender selection and 28 (14.2%) were of the notion that one's environment influences the choice of gender.

4.3i Job searching method employed

Table 11: Job Searching Method

Job Searching Method	Frequency	Percentage
Visiting labour and Productivity Office	164	32.0
Checking Vacancies column in the Newspapers	130	25
Contacting friends and relatives	160	31.4
Looking up to self service board	50	9.8
All of the above	6	1.4
None of the above	2	0.4
Total	512	100

Source: Questionnaires' Interview, 2011

Table 11 above shows that 164 (32.0%) of the respondents used the services of Labour and Productivity Offices in search of jobs and it constitute the highest number. Those that search for jobs through checking vacancies column in the Newspaper were 130 (24.4%). While 160 (31.3%), were those that make contact through friends and 50 (9.8%) of the respondents look up to self service board. Equally from the table, 6 (1.4%) and 2 (0.4%) were those that uses all of the above and none of the above respectively.

Based on the above discussions, it appears that the two major ways of the unemployed youths search for jobs were through labour and productivity office and contacting friends.

Basically data on employment search have been discussed while the research work data on the strategies used by the government will follow.

4.4 Data on the main issue of the research.

This section dealt mainly on the knowledge of government intervention strategies, and how many of the unemployed had tried such strategies.

4.4a, Knowledge of Government intervention strategies for the unemployed youth.

Table 12 Government Intervention Strategies for the unemployed.

Knowledge of Government intervention strategies	Responses	Frequency	Percentage
Skill acquisition training centres	Agreed	180	35.2
	Strongly Agreed	310	60.5
	Disagreed	8	1.6
	Strongly Disagreed	14	2.7
Total		512	100
Small Scale Enterprise Promotion	Agreed	160	31.6
	Strongly Agreed	324	63.3
	Disagreed	7	1.4
	Strongly Disagreed	21	4.1
Total		512	100
Ad-hoc employment	Agreed	83	16.2
	Strongly Agreed	402	78.5
	Disagreed	20	3.9
	Strongly Disagreed	7	1.4
Total		512	100

Micro-credit Scheme	Agreed	95	18.6
	Strongly Agreed	370	72.3
	Disagreed	35	6.8
	Strongly Disagreed	12	2.3
Total		512	100

Source: Questionnaires' Interview, 2011

The Table 12 above is the distribution of responses according to the knowledge of the unemployed about the government strategies on the unemployed list as indicated on the table.

Here we shall discuss the skill acquisition training centres. A total of 180 (35.2%) respondents agreed that they were aware of the strategy and 310 (60.5%) strongly agreed while a few members 8(1.6%) disagreed and 14(2.7%) strongly disagreed of the knowledge of the existence of the skill acquisition training centres. Based on the foregoing discussion, it is certain that there was awareness of the strategy amongst the youths of the state.

The next strategy is the small enterprises promotion. From the total respondents of 512, 160(31.6%) and 320(63.3%) agreed and strongly agreed respectively of their awareness of the strategy while 7(1.4%) and 21(4.7%) of the respondents claimed that they were not aware of the strategy.

In the area of Ad-hoc employment, out of the total 512 respondents across the state, 83(16.2%) and 402(78.5%) agreed and strongly agreed that they were aware of the strategy while 20(3.9%) and 7(1.4%) disagreed and strongly disagreed of the knowledge of the existence of the state.

The next on the table is the Micro-credit Scheme. In this case, out of the total of 512 respondents, 95(18.6%) and 370(72.3%) agreed and strongly agreed while 35(6.8%) and 12(2.3%) disagreed and strongly disagreed of the existence of the strategy in the state.

Based on the discussed result and as observed from the above table 12, it shows that the youths were aware of the existence of the strategies but how to take advantage of such was their problem in the state.

4.4a, Knowledge of Social Workers (Human Resources Management Institute) strategy in solving youth unemployment in Nigeria.

Table 12b, Social Workers (HRM) intervention strategies for the employed in Kogi State.

Knowledge of Social Workers Strategies	Frequency	Percentage
Agreed	23	4.5%
Strongly Agreed	14	2.7%
Disagreed	146	28.5%
Strongly Disagreed	329	64.3%
Total	512	100%

Source: Questionnaires' Interview, 2011

The above table shows the analysis of data collected on the knowledge or awareness of the Social Workers intervention on youth unemployment in Kogi State of Nigeria.

Based on the above table, 23(4.5%) of the respondents agreed that they are aware of social workers intervention strategies. Also 14(2.7%) strongly agreed. While 146(29.0%) and 329(64.2%) disagreed and strongly disagreed respectively on the knowledge of the social worker (HRM) intervention strategies on youth unemployment in Nigeria.

4.4b Tried any of the strategies

Table 13: Use of the strategies

Use of the Strategies	Frequency	Percentage
Agreed	42	8.2%
Strongly Agreed	99	19.3%
Disagreed	352	68.8%
Undecided	19	3.7%
Total	512	100%

Source: Questionnaires' Interview, 2011

The above table 13 shows that 42(8.2%) and 99(19.3%) respectively agreed and strongly agreed to state that they made use of at least one of the strategies on table 12. While a total of 352(68.8%) disagreed and 19(3.7%) were not decideful in their responses.

From the discussion on the table with the total of 141(27.5%), not making up to half of those that were aware of the strategies could not make use of such towards getting employment in the state.

It is equally observed that from the table, no information about the reason the respondents did not make use of the strategies.

All that could be said from the above is that the unemployed are not making use of the government intervention strategies. Hence there is the need to inquire into the reasons for such.

4.4c Effectiveness of the strategies towards solving youth unemployment

Table 14: Effectiveness of the strategies

Effectiveness of the strategies	Frequency	Percentage
Very Effective	80	15.6%
Effective	94	18.4%
Undecided	152	29.5%
Manageable	112	21.9%
Not really effective	75	14.6%
Total	512	100%

Source: Questionnaires' Interview, 2011

Table 14 above, shows the distribution of respondent's perception on how effective the government intervention strategies are towards solving youth unemployment in Kogi State. From a total of 512 respondents, the highest in rating their responses, is 151(29.5%) of them were undecided about the

strategies. The next to the above, is 112(21.9%) of them stated that the strategies are just manageable while 75(14.6%) were of the view that the strategies are not really good. The group of respondents that said the strategies are very good were about 80(15.6%) while those who agreed that the strategies are just good are 90(18.4%) biasness is observed in the respondents reaction as they cannot be as a result of the current political structure in the state.

Hence most of the respondents were not decided shows that the situation is unhealthy based on politics and ‘god fatherism’.

4.4d, Participation in any of the strategies and getting employment after taking part in the programme.

Table 15: Participation and getting Employed.

	Responses	Participation		Employed	
		Frequency	Percentage	Frequency	Percentage
Skill Acquisition Training	Very Effective	16	3.1	3	18.8
	Effective	72	14.1	8	11.1
	Undecided	34	6.6	-	-
	Not really Effective	390	76.2	20	5.1
	Total	512	100	31	35
Small Scale Enterprises Programme	Very Effective	80	15.6	7	8.8
	Effective	42	8.2	5	7.1
	Undecided	39	6.0	-	-
	Not really Effective	359	78.1	13	3.6
	Total	512	100	25	19.5
Ad-hoc Employment	Very Effective	58	11.3	8	13.8
	Effective	31	6.1	2	6.5
	Undecided	26	5.0	-	-
	Not really Effective	397	78.0	15	3.9
Total	512	100	25	24.5	

Micro- Credit Scheme	Very Effective	18	3.5	6	3.3
	Effective	68	13.3	15	2.2
	Undecided	40	5.0	3	11.5
	Not really Effective	386	75.3	2	0.5
	Total	512	100	26	17.5
Social Worker (HRM) Strategies	Very Effective	102	19.9	20	19.6
	Effective	71	13.9	14	19.7
	Undecided	33	4.5	-	-
	Not really Effective	386	61.7	2	0.6
	Total	512	100	36	39.9

Source: Questionnaires' Interview, 2011

The table 15 above shows that 72(14.1%) Of the respondents agreed that through skill acquisition training it was effective towards getting employment as just 8(11.1%) got employment. While about 16(3.1%) recorded very effective as 3(18.8%) got employed after training. While from the total of 512 respondents, those that did not make use of acquisition training out of 424 () Only 20(5.1%) got employed.

In the area of small scale enterprises, out of the total 512 respondents, 42(8.2%) stated that the programme is effective as out of 42(8.2%), just about 5(7.1%) got employment. 80(15.6%) who claimed that the scheme was very effective only 7(8.8%) of them got employed. Those who claimed that the scheme was not really effective out of the total number of 352(30.1%) just about 13(3.6%) got employment at the end of the exercise.

In the Ad-hoc programme, those that agreed that the scheme was effective and very effective 31(6.1%) and 58(11.3%) respectively, only 2(6.5%) and 8(13.8%) respectively got employed. While the majority of the respondents stated that the scheme is not really effective as out of 386(75.4%), just about 15(5.9%) got job. This could just be due to other factors as it may concern parental support or self-effort.

In the area of Micro-credit scheme, 68(13.3%) who judged that the scheme is effective only 15(22.1%) got employed. Those who stated that it was very effective were 18(3.5%) only 06(33.2%) got employed at the end of the scheme.

Those who stated that the scheme is manageable were 26(5.0%) and just 3(11.5%) of them got employed at the end. Those that claim that the scheme was not really effective were 386(75.3%) and just as few as 2(0.5%) secured employment.

In the area of Human Resources Management Institute Strategy, there were impressive responses as 71(13.9%) and 102(19.9%) agreed that the strategy were effective and very effective respectively. While getting employment 14(19.7%) and 20(19.6%) got employed. Those that claimed that the strategy was not really effective represent a large number. 316(61.7%) as they never consulted with the Human Resource Manager (Social Workers) only 2(0.6%) got employed.

4.5 Data on social worker (Human Resource Manager) strategies.

This section deals with the respondents' awareness about the existence of social workers (HRM). The question here is that how many of the respondents consulted them for help and what kind of help did they receive?

4.5a Awareness of the existence of Human Resource Institute (Social Workers)

Table 16:, Awareness of the existence of Social Workers (HRMI).

Awareness of the existence of Social Workers (HRM)	Frequency	Percentage
Agreed	235	45.9
Disagreed	251	49.0
Undecided	26	5.1
Total	512	100

Source: Questionnaires' Interview, 2011

From the table 16 above, out of 512 respondents, only 235(45.9%) of the respondents had the knowledge of Social Workers (Human Resource Management Institute) and their services. While 251(49.0%) of the respondents

had no knowledge of Social Workers Services and 26(5.1%) of them were undecided.

The reasons for their responses as observed could be that social workers (HRM) are very few or that they have not made their impact felt enough in the state. Also it is a new discipline in Nigeria while many people have not known what they do. The available services rendered by the social workers are the next to be discussed.

4.5b, Those that consulted Social Workers (HRMI) for help.

Table 17:, The use of Social Workers strategies for help.

Those that used Social Workers services(HRM)	Frequency	Percentage
Agreed	89	37.9
Disagreed	146	62.1
Undecided	-	-
Total	512	100

Source: Questionnaires' Interview, 2011

In table 17 above, 89(37.9%) of the respondents out of a total of 235(45.9%) of those who knew of social workers services consulted them for guide towards getting employment. While 146(62.1%) did not. From the discussion on the above table, it could be observed that not up to half 89(37.9%) of those who were aware of the services of social workers made use of human resources manager towards getting a job. Hence the foregoing observation has an implication for human resource manager as social workers.

Equally some people have not known where to find human resource manager in their environment. Hence it become imperative that human resource manager as social workers should make themselves known and be accessible or available to the unemployed youths in their environment.

The next discussion shall be types of help rendered by social workers (Human Resource Managers).

4.5c; Those that received help from social workers (HRMI).

Table 18: Help received form Social Workers (HRMI)

Help Received	Frequency	Percentage
Skill Training	15	2.9
Education Counseling	45	8.8
Finance	42	8.2
Linkage	44	8.6
None of the above	365	71.3
Total	512	100

Source: Questionnaires' Interview, 2011

Table 18 above, shows the distribution of respondents by type of help rendered by social workers to the people. From the total respondents of 512, 15(2.9%) respondents were given skill training, 45(8.8%) had education counseling and 42(8.2%) were given financial assistance while 44(8.6%) were introduced to linkage services and majority of the respondents 365(71.3%) did not receive any help from the social workers and it ranks the highest. Rating other respondents based on assistance received from the social workers.

Counseling came first followed by linkage services and financial help while skill training came last.

Based on the above rating of the respondents, it could be stated that youths preferred short term activities that will give result towards getting employment than spending long term in training for a skill before getting job.

Training give rise to self employment and such last rather than financial assistant which is temporal.

4.6 Government intervention strategies workers section.

This section deals with government intervention strategies, its effectiveness, the most effective strategies, dependent on the strategies in getting employment, the goals of the strategies and successful implementation of the strategies.

4.6a: Strategies available towards helping the unemployed youths in Nigeria.

Table 19: Strategies for the unemployed youth

Existence of these strategies	Responses	Frequency	Percentage
Skill Acquisition Training	Agreed	128	100
	Disagreed	-	-
Small Scale Enterprises Promotion	Agreed	128	100
	Disagreed	-	-
Ad-hoc employment	Agreed	128	100
	Disagreed	-	-
Micro-credit scheme	Agreed	128	100
	Disagreed	-	-
Total		128	100

Source: Questionnaires' Interview, 2011

In table 19 above, shows the distribution of intervention strategies available to the government intervention workers for helping the unemployed youths in Kogi State.

Based on the table, all the 128 respondents in the agency agreed that they are aware of the four intervention strategies. This is shown by the 100% scores recorded on the table 19 as a response by the respondents.

Since the above strategies could be better than the others, hence the next question that follow is “How do you rate each of the identified intervention strategies”.

4.6b Effectiveness of the strategies

Table 20: Rating the effectiveness of the strategies.

Existence of these strategies	V. Good	Good	Undecided	Total Frequency	Percentage
	Frequency	Frequency	Frequency		
Skill Acquisition Training	79(61.7%)	47(36.7%)	02(1.6%)	128	100
Small Scale Enterprises Promotion	68(53.1%)	59(46.1%)	01(0.8%)	128	100
Ad-hoc employment	28(21.8%)	71(55.5%)	29(22.7%)	128	100
Micro-credit scheme	68(53.7%)	59(46.1%)	01(0.8%)	128	100

Source: Questionnaires' Interview, 2011

The above table 20 shows the distribution of the respondents according to the effectiveness of each of the four strategies.

The first strategy which is the skill acquisition training has 79(61.7%) of the total respondents agreed that the strategy is very good while 47(36.7%)

Is good and just 2(1.6%) of the strategy agency were undecided.

In the case of the second strategy, which is the small scale enterprise promotion, the response are as follows; 68(53.1%) of the respondents agreed that the strategy is “very good” while those that agreed that the strategy is “good” were 59(46.1%) and 1(0.8%) of the respondents are equally undecided.

The third strategy is the ad-hoc employment. 19(14.8%) agreed that the strategy is very good while 71(55.5%) agreed that it is good and 29(22.7%) were undecided in their opinion.

The fourth strategy been the micro-credit scheme. Here, 68(53.1%) of them agreed that the strategy is ‘very good’ and 59(46.1%) said, it is good while 1(0.8%) were undecided as observed on table 20 above.

Judging from the distribution from table 20, skill acquisition has the highest respondents of 79(61.7%) stating that the strategy is very good.

In my opinion, it could be that the trainees could easily be self employed after graduation. The foregoing is closely followed by the small scale enterprise and micro-credit scheme and lastly the ad-hoc employment.

The next level of discussion is to find out whether employment depends on strategy respondents used as the next question.

4.6c Employment whether it depends on type of strategies people employed?

Table 21: The influence of strategy on employment.

Does strategy influence employment	Frequency	Percentage
Agreed	116	90.6
Disagreed	10	7.8
Undecided	2	1.6
Total	128	100

Source: Questionnaires’ Interview, 2011

Based on the table 21 above, 116(90.6%) of the respondents agreed that employment of unemployed youths, depends on the strategy used. While 10(7.8%) opined that getting employment does not and 2(1.6%) were undecided.

From the above discussion, the researcher equally agreed that those who acquired skills in relevant field could easily get employed in an establishment when compared with those without skill.

4.6d Does the strategies conform with the intervention intended goals?

Table 22: Strategies conformed with the intended goals.

Those that used Social Workers services(HRM)	Frequency	Percentage
Agreed	89	37.9
Disagreed	146	62.1
Undecided	-	-
Total	512	100

Source: Questionnaires' Interview, 2011

Table 22 above shows that 111(85.9%) of the respondents agreed that government intervention strategies in Kogi State conformed with the intended goal which was the reduction in the rate of unemployment amongst the youths of Kogi State. Also, 13(10.2%) disagreed while 04(3.1%) were undecided. Based on the high percentage of the strategies.

Conforming with the intention of reduction, we then inquire of it success in Kogi State.

4.6e Implementation of the strategies, how successful are they?

Table 23: How is the implementation of the strategies maximized?

Strategies implement maximized	Frequency	Percentage
Agreed	71	55.5
Disagreed	51	39.8
Undecided	6	4.7
Total	128	100

Source: Questionnaires' Interview, 2011

Table 23 above shows that 71(55.56%) of the respondents believed that the successful implementation of the strategies are maximized, 51(39.8%) stated that the implementation of the strategies are not maximized and 6(4.7%) were undecided.

4.7f Implementation of the strategies why do you disagree of its success in Kogi State.

Table 24: Has the state politician belonging to the ruling party in any way affect negatively the implementation of the strategies?

Those that used Social Workers services(HRM)	Frequency	Percentage
Agreed	93	72.7
Disagreed	33	25.8
Undecided	2	1.6
Total	128	100

Source: Questionnaires' Interview, 2011

The table24 above shows the respondents distribution on the negative roles of the state ruling party the People Democratic Party (PDP) in the implementation of the intervention strategies 93(72.7%) agreed that the ruling party politician contributed negatively to the successful implementation. While 33(25.8%) disagreed and 2(1.6%) were undecided.

Based on the distribution above, I wish to observe that the state ruling party (PDP) negatively affected the successful implementation of the intervention strategies. This is as a result that it is a programme meant for PDP youths across the state.

CHAPTER FIVE

SUMMARY OF FINDINGS AND DISCUSSION

5.0 SUMMARY OF THE FINDINGS

The summary of findings generated from the questionnaire shall be done in two forms. Firstly we shall discuss the summary of our findings observed from the 512 respondent across the three senatorial districts of Kogi State. The second summary shall be from the government strategic workers made up of just 128 respondents.

5.1.1 SUMMARY OF FINDINGS FROM 512 YOUTH RESPONDENTS

It's discovered that out of the lot of 512 (100%) youths between the age of 25-28 made up of 161 (31.4%) formed the major 436 (85.1) respondents in their work. Most of the youths spent over one year seeking for job within the sample of 512 (100%). While, a very insignificant number got job within one month based on Nigeria factor.

Out of the total of 512 (100%) just a few agreed 95 (18.6%) to have registered with intervention strategies while the greater number 417 (81.1) do not. The reason being that, most of the respondent stated that the scheme is not working in the state.

Participation in the intervention strategy schemes most respondents strongly disagree 271 (52.9%) for not participating and gave lack of capital as reasons for not being able to take part 204 (39.8%).

Level of education and getting employment 202 (39.4%) equally disagree strongly that their level of education could not be the reason for not getting a job. While gender issues could not even influence employment in Kogi State as 211 (41.2%), strongly disagree of the role of gender.

In job searching methods majority of the respondents uses intervention strategies agencies 164 (32.0%) and contacting friends and relations 160 (31.3%).

Knowledge of intervention strategies most respondents strongly agreed of their existence but disagree of their usage.

In the areas of the effectiveness of the strategies towards solving youth unemployment in Kogi State, the respondents numbering 174 (33.0%) agreed that the strategies are effective while 187 (46.5%) were of the view that the strategies are not effective and 152 (29.5%) were undecided. meaning from the total observation the strategies are not really effective towards solving youth unemployment in Kogi State.

In area of participation in the strategies and getting employed it was observed that most respondents reacted negatively as few that participated in each of the strategies, could not get employed, while in some cases those that did not participate few of them got job equally it is based on Nigeria factors.

It is equally observed that few that participated in the social workers (SHRM) strategies were gainfully employed through the strategy is new to most respondents. We wish to observe that the social workers strategies cost less and if adequately financed and handled by technocrat will yield a better result

5.1.2 SUMMARY OF FINDINGS FROM THE GOVERNMENT INTERVENTION STRATEGIC WORKERS

The section dealt with the government intervention strategies, its effectiveness, dependent on the strategies and getting employment, the goals of the strategies and its successful implementation

In getting response, from the 128 (100%) respondents of the government intervention agencies workers. Let it be noted here that social workers strategies is not part of the state government strategies in getting employment. Its an organization outside the government circle that assist youth in getting employment though new to the youths of the state.

As the strategies are government programmes and directly been financed by the state government. The workers (128) gave positive responses as could be observed on the various tables.

The 129 (100%) respondents in response to its successful implementation in the state, 71 (55.5) agreed that it was maximized while 51 (39.8%) disagreed hence not well and properly maximized to the benefit of the state unemployed youths.

In the areas, where the respondents disagreed with the strategies success in the state. The role of the state ruling party the People's Democratic Party (PDP) and the politicians whether its by any way affect the successful implementation of the strategies.

In the workers responses, 93 (72.7%) agreed that party played a negative role towards its successful implementation. Based on the distribution, we wish to observe and state that the state ruling party (PDP) has negatively affected the successful implementation of the intervention strategies meant to take care of youths in the state irrespective of the party they or their parent belong. The strategies from all indication, is a programme for the PDP tugs across the state. As much money is spent to put them together for election rigging and its related crimes.

5.1. THE UNEMPLOYED YOUTHS THAT PARTICIPATED IN THE SKILL ACQUISITION CENTERS AND THE STAFF INVOLVED

From the finding, the pilot skill acquisition centre is made up of ten (10) departments. Each of the departments trained some youths from the 21 local government Areas of the state. Below is the presentation of the various departments and the numbers of participants.

S/N	DEPARTMENT	NO OF TRAINEES
1.	Paint Production	18
2.	Food/Catering	10
3.	Computer Craft practice	51
4.	Photography	23
5.	Fashion and Design	14
6.	Carpentry and joinery	8
7.	Poultry	31
8.	Fish farming	11
9.	Event Decoration	16
10.	Building Technology	18
		200

Source: The Kogi State Youth Training Centre, 2011

Based on the above table, it was discovered that computer craft practice has the highest numbers of trainees with a total of 51. This number was made up of 31 females and 20 males.

From oral interview, the trainers observed that the females after graduation could probably get employed faster than the males.

Also carpentry and joinery had the least with a total number of just 8 trainees which were made up of seven (7) males and one (1) female, the reason was that female trainees considered carpentry a job meant for males. The only female involved was excelling in the job, though the participating lady complained of lack of fund to buy the needed machineries.

Furthermore, each of the ten (10) departments, required the under listed items for proper training of the youth competence.

(1) COMPUTER DEPARTMENT COST

1.	P4 Computer System (2)	140,000.00
2.	Printer	35,000.00
3.	Photocopy machine	150,000.00
4.	Scanner	20,000.00
5.	Generator	40,000.00
6.	Working capital	100,000.00
		485,000.00

Source: The Kogi State Youth Training Centre, 2011

The total cost for the purchase of the items for the 57 trainees amounted to ₦24,735,000.00 only.

(2) Fishing department

1. Standard 4 chambers fish pond.	=	₦150,000.00
2. Fighting stert (400 – 500).	=	₦60,000.00
3. 5 – 10 bags of pelleted fish feed	=	₦50,000.00
4. Nets (4) roll and planks	=	₦30,000.00
5. Water pipings/drainage work	=	₦15,000.00
6. Working Capital	=	₦100,000.00
Total	=	₦ 405,000.00

The total cost for the purchase of the items in respect of the 11 trainees was ₦455,000.00

Other departments as shown in the appendix are summarized as below.

DEPARTMENT	NO OF TRAINEES	TOTAL COST
Poultry	31	₦12,183,000
Carpentry/Joinery	8	₦1,716,000
Fashion/design	14	₦4970,000
Photography	23	₦8,602,000
Building	18	₦5,013,000
Food/Catering	10	₦3,500,000
Event Decoration	16	₦6,896,000
Paint products	18	₦7,748,000

Source: Questionnaires' Interview, 2011

The grand total amount released for the purchased of the items as stated above is seventy-eight million four hundred and

seventy-nine thousand naira only. These items were meant for the first set of 200 youth drawn from the twenty local government areas among others. From the summary of the amount spent on the training, purchase and distribution to the first best of trainees the state government under the leadership of the governor Idris Ibrahim, commenced to address the problem of youth employment in the state. So far, 3 batches had been trained.

The two hundred trainees were trained on youth empowerment and capacity development in their respective local government Area of the state. Based on the address of the graduated beneficiaries, the researcher undertook on the spot assessment of their workshops and business centers and discovered the followings.

- (a) Those that set up their workshops and business centers in Ilokoja, Okene and Ayingba were successful due to their location; presence of schools/colleges and economic position of the citizenries.
- (b) They complained of high cost of generating electricity and renting of shops and business centers.

Batches (b) and (c) with a total number of 500 participants made up of 300 and 200 respectively were not given materials as done to batch A.

These two batches were directed to source for loan facilities from the banks to enable them set up their business. Constraints in sourcing for loan facilities made some of the trainees to loss hope in the programme.

Those that were assisted by getting loan facilities repayment of such facilities made them to chose the centers/workshop thereby falling back to increase the numbers of unemployed youth.

Group of youth trained in poultry farm were assisted by Idah local government. After spending much to bring up the birds numbering 500, about 100 birds died. At maturity the remaining 400 birds were sold out not getting back the money spent. He sold at a loss due to lack of market to sell the goods and the economic situations of the people.

A visit to Kogi L.G.A. where groups were trained in fish farming experienced little hardship in getting natural pond based on the reverine nature of some of the communities.

They formed cooperative group and got loan from a micro-finance bank. At every stage, according to the leader, the programme of their fish-farming were supervised, guidance given and evaluated form time to time.

At the maturity of the fish in readiness for sale, there were prospective buyers from Lokoja and Abuja. The available market for the sales of these goods made more youth to venture into the trade, thereby reducing youth unemployment from Kogi L.G.A.

Youth in batches B/C that could not get loan either through bank loan, or otherwise were gainfully employed by private organizations, especially those that were trained in computer, catering, event decorations etc.

The pilot training centers in Lokoja has some challenges according to the manager of the centres; despite that, the other two senatorial (central and proposed centre east) districts be established so as to adequately take care of the youths. This will increase the numbers of youths to be trained and as well reduce the cost of bringing such persons to Lokoja centre for training.

In the areas of the trainers, Kogi state used three categories of trainers. The first been the staff of the skill acquisition training centres in Lokoja, followed by Salem University Lokoja

and finally by the National Board for Technical Education Council (NABTEC). It is my wish to allow the staff of the acquisition centres training the youth in collaboration with Salem University, NABTEC and the institutes of Human-Resources management. This collaborative action were probably given a holistic training to the youth thereby making them more responsive in the cause of training and after training.

The idea of youth skill acquisition and employment can only be best handled by the institute of Human Resource management and other related associations. Bureaucracy and unjust political influence may be reduced if properly handled.

The role of public = private partnership in the areas of collaboration could not be over emphasized. The Zenith Bank Plc Lokoja branch in her bid to complement the state government efforts donated 10 (ten) set of computers to the state skill acquisition centers and equally promised to assist the trained youths towards getting loan facilities. Few of the graduates that approached the bank and other banks micro finance houses equally assisted. Some of the beneficiaries confirmed that they have paid back the loans and they are now stabilized in their various businesses.

Tractors, Keke NAPEP and tricycle that were distributed to the youths to facilitate the transportation of farm products to the house/market. This were done in good faith but no sooner they were put into use maintaining such became problem. This was as a result of the fact that this items had no spare parts and had short life-span. Based on the foregoing, some of the youth that were using such machines for generating income were in turn thrown back into Laboar market where they could no longer care for their family.

Fertilizers were no longer for poor farmers as merchants pay heavily to buy the distributed fertilizer from the youths, thereby not getting result of food production. The youths according to a community leader in Koton-karfe observed that the present youths are not willing to go to farm that their interest is to get rich quick without labour. He concluded by stating “youth who are not willing to earn their living through hard-work are the agents of criminalities in the society”

Another leader opines that the government of Idris Ibrahim was trying but due to large scale of corruption the programmes of youth employment is failing and after he ended his tenure, more youth were thrown into the labour market. Based on that

observation, the youths that were tagged thugs in the state had no room/payment for been a thug with present government in Kogi state. The staff of Kogi state skill acquisition centre complained that the programme was currently suffering a setback due to the present government negative attitude towards the centre and wish that the centre be properly and adequately financed. Also they observed that instead of introducing another programme in another way, the government should have built on the gain so far recorded in other to solve unemployment issue amongst the youth.

Public Work Scheme: Some youth that were trained in Asaya NYSC Camp were recruited from the 21 LG.A.s of the state.

The aim of the scheme was that after graduation the trainees are expected to be involved in taking care of public places. Such areas like clearing the bushes, drainages, beautification etc.

The Kogi state government, provided the graduates some equipment and implement to facilitate their activities from the researchers finding based on his personal interaction with the youths, they complained that the amount being paid to them on

monthly basis could not sustain them due to the present socio-economist situation of the state and the country.

While at the other hand, the coordinator in the various LGA complained that the trained youths are lazy and not willing to do the public works they were trained to look after.

In the other hand, the public opinion about the scheme was that the government has tried to engage the youths to prevent some negative vices but the supervisors were not adequately monitoring the youth.

5.2 DISCUSSION BASED ON THE HYPOTHESES

This section shall discuss the formulated hypothesis in relationship with the observable frequencies hence for this reason, chi-square (χ^2) and regression analysis would be used to determine the nature and strength of the relationship between the various dependent and independents variables in the study's hypothesis.

Chi-square (χ^2) according to Obikeze (1980) is used as a text of significance of the difference between observed frequencies and what is expected by chance in the course of the study.

5.2.1 TEST OF HYPOTHESES

In this discussion, we tested the formulated hypothesis based on the outcome of responses generated from the analyzed questionnaires.

According to scholars like Anunkor (1987) and Ola (1988), they were of the opinion that the government has solved the problem of youth employment from

the root by bringing in some strategies like skill acquisition training, small-scale enterprises, promotion, ad-hoc employment programme micro - credit scheme and social workers (HRM) strategies based on the above view, we state our first hypothesis

Hypothesis 1

Youths who acquired skills from the Kogi State skill acquisition centre tend to get employment easier than those who do not acquire such skills.

Table:- Skill Acquisition and employment opportunity

Participation in skill acquisition centre	Employment	No employment	Total
Agreed	11 (2.10)	77 (15.0)	88
Disagreed	20 (4.0)	404 (78.%)	424
Total	31	481	512

Source: Questionnaires' Interview, 2011

$$\chi^2 = \frac{\sum(O-E)^2}{E} = 0.4549 = 0.45$$

The above table shows that 11 (2.10) respondents participated in the Kogi State skill acquisition centre and get employment, while 77 (15.0) participated and did not get employment. It is also observed that 404 (78.90) did not take part in the skill acquisition but 20 (4.0) of the total number that did not participate got employed.

The hypothesis tested using chi-square (χ^2) statistics based on the figure on table ()

$$\chi^2 = \frac{\sum(o - E)^2}{E} = 0.4549 = 0.45$$

The cal E

Therefore $\chi^2 = 0.45$

To determine the critical value of χ^2 , we shall first determine the associated degree of freedom.

The degree of freedom is given by

Df = (R - 1) (C - 1) where

R = The number of rows

C = The number of columns

In the above table, R = 2, C = 2

Therefore df = (2-1) (2-1) = 1

From the table of the sampling distribution of χ^2 value for 1df and 0.05 level of

significance is 3.84 i.e. $\chi^2_{1,0.05} = \chi^2_{critical} = 3.84$

$= \chi^2_{Cal} = 0.45$

The calculated value is less than the critical hence we accept the null hypothesis. This implies that the youth who acquired skill from the Kogi State Skill Acquisition centre get employment easier than those who do not acquire such skills.

HYPOTHESIS 2

Youths that were introduced to micro-credit schemes, small-scale entrepreneur training and public work based schemes tend to be self-employed and be permanently engaged or employed than those that were not introduced and involved in such programmes.

Table : **Combination of micro-credit schemes, small-scale entrepreneur training and public work scheme and wether be self-employed, be permanently engaged or employed.**

Schemes	Agreed	Disagreed	Total
Small-scale enterprises	122 (118.33)	82 (85.66)	204
Public work	89 (82.37)	53 (59.63)	142
Micro-credit	85 (96.29)	80 (69.71)	166
Total	297	215	512

Source: Questionnaires' Interview, 2011

$$\text{Cell 1: } E = \frac{204 \times 297}{512} = 118.33$$

$$\text{Cell 2: } E = \frac{204 \times 215}{512} = 85.66$$

Computing the χ^2

$$\chi^2 = \frac{\sum(o - E)^2}{E}$$

$$= \frac{(122 - 118.33)^2}{118.33} + \frac{(82 - 85.66)^2}{85.66} + \frac{(89 - 82.37)^2}{82.37} + \frac{(53 - 59.63)^2}{59.63} + \frac{(86 - 99.29)^2}{96.29} + \frac{(80 - 69.71)^2}{69.71}$$

$$\chi^2 = 0.1138 + 0.1564 + 0.5337 + 0.7372 + 1.0996 + 1.5189$$

$$\chi^2 = 4.1596$$

$$\chi^2 = 4.16$$

Therefore The calculated $\chi^2 = 4.16$

$$\begin{aligned} \text{Degree of freedom (df)} &= (R - 1) (C - 1) \\ &= (3 - 1) (2 - 1) \end{aligned}$$

$$= 2 \times 1$$

$$= 2$$

The total value of χ^2 called χ^2 critical for $df = 2$ at 0.05 (5%) level of significant is 5.99

i.e $\chi^2_{2,0.05} = \chi^2_{critical} = 5.99$

$\chi^2_{cal} = 4.16s$

The calculated value is less than the critical value, hence we accept the null hypothesis that the youths that were introduced to micro-credit scheme, small-scale entrepreneur training scheme and public work based scheme tends to be self employed and be permanently engages than those not introduced and involved in such programme

HYPOTHESIS 3

Youth unemployment programmes that incorporate human resource management institutes or association strategies tend to achieve greater result than those that do not incorporate such.

Table: In cooperating of human resource strategies and be employed

Human resource mgt strategies			Total
Agreed	34 (12.16)	139 (160.84)	173
Disagreed	2 (23.84)	337 (315.16)	339
Total	36	476	512

Source: Questionnaires' Interview, 2011

$$\chi^2 = \frac{\sum((O - E)^2)}{E}$$

$$\chi^2 = 29.23 + 2.9656 + 20.0078 + 1.5135$$

$$\chi^2 = 53.7169$$

$$\chi^2 = 53.72$$

Therefore calculated χ^2 cal = 53.72

$$\begin{aligned} \text{The degree of freedom df} &= (R - 1) (C - 1) \\ &= (2 - 1) (2 - 1) \\ &= 1 \times 1 \\ &= 1 \end{aligned}$$

$$\begin{aligned} \text{The } \chi^2 \text{ table value} = \text{critical value} &= \chi^2 \text{critical} \\ &= 3.84 \end{aligned}$$

The calculated value exceeds the critical value (i.e χ^2 cal > x critical)

$$\chi^2 \text{cal} = 52.72 > \chi^2 \text{critical } 3.84$$

Hence we reject the null hypothesis this implies that the youth unemployment programme that incorporate human resources management institutes strategies does not tend to achieve greater results than those that do not incorporate such strategies.

CHAPTER SIX

SUMMARY, CONCLUSION AND RECOMMENDATIONS

6.1 SUMMARY

The whole work is summarized based on the 6 chapters for ease of understanding.

Youth unemployment according to the background of the study, is one of the major problems confronting Nigeria as a nation today. The effect of unemployment and poverty according to (Usman 2000) is the disempowerment of youth over their basic means for ensuring their survival. This in turn leads to some kind of insecurity within the family community and the larger extent the country Nigeria.

The Kogi State Economic Empowerment and Development strategies (KOSEEDS) is guided by the following policy thrusts which is aimed at:

1. Economic growth, human development and improvement in service delivery
2. Guaranteeing employment, creating wealth and reduction of poverty through: Agriculture, small and medium enterprises, youth employment amongst others.

Based on the above, as part of the measures to sensitize the youth for those challenges through empowerment scheme, over 3,000 (Three thousand) kogi youths were paid a stipend of ₦4000 each on monthly basis, the distribution of Keke NAPEP, Tricycles and Tractors to the youth across the 21LGAs in order to facilitate their transport and agricultural development.

Furthermore, the idea of public – private partnership initiative (PPP) was brought in to assist the state towards the youth unemployment programme.

Apart from the foregoing, the state government under the leadership of Dr. Alh. Ibrahim idris, put in place a pilot scheme for youth to acquire skills. The centre is made up of some youths of the state. The negative aspect of the skill acquisition centre in Lokoja, is that its made-up of the ruling party youth tagged “Ibro Youth Vangard” (TUGS). Youths from other political parties are not opportune to be part of their scheme as observed in the findings.

In the earliest days of social workers profession, it has been concerned with youth unemployment. Social workers (Human Resources Managers), viewed unemployment as company phenomenon with assistance tending to be crisis oriented. They treat clients for symptom of joblessness such as depression drug abuse and criminal tendencies, rather than addressing the causes of unemployment due to lack of adequate information on how to remedy joblessness. In their regard, the human resource manager knows the symptom as well as the remedy, to handle joblessness in the society. Equally, most of the employed youths are not making adequate use of the strategies established by the government since the present democratic disposition. Reason is that they do not belong to the ruling party or not involved in politics at all.

The funding of the programme is another area of concern as the amount voted for such schemes were diverted as soon as such is approved leading to lack of continuity and disruption of the policy. These actions, to some extent led to programme failure.

The study equally tested some hypothesis that were formulated. The outcome as obtained shows that:

1. Those who acquire skills from the Kogi state skill acquisition centres, tend to get employment easier and quicker than those who do not participate from such programme.

2. Those that were introduced to micro-credit schemes, small scale entrepreneur training and public work based schemes would be self employed as well as permanently engaged or employed than those that were not introduced to or involved in such programme.
3. That youth unemployment programmes that incorporate Human resources management Strategies (social work) will achieve greater result than those that do not give recognition to such is upheld. Based on our field work, the contribution of the various strategies adopted towards the solving of youth unemployment in Kogi State cannot be ascertained. The reason been that those involved in the scheme were drawn from a segment of the society. They are members of just a political party. Hence the objectives of the scheme which is meant for the youth of Kogi State has not been achieved.

There is the dire need to reassess the scheme to enable the youth of the state to be involved leaving politics out.

6.2 CONCLUSION

The phenomenon of youth unemployment has remained in the Nigerian economy and for a long time and has defied all the policy strategies adopted by successive governments to solve it (NEAP) 2008 while the problem remains intractable, its management, the structure and the dynamism of the economy do not seem to provide a solution. This is as a result of over dependence on oil revenue while the industries that are the provider of jobs to the unemployed make a very limited contribution.

The solution to youth unemployment must, therefore be found in the diversification of the economy from oil to agriculture and agro-allied industries. If employment must be generated, the curriculum in all the levels of education must be reviewed in line with the demands of economic diversification.

With several agencies established to generate employment, government at various level still go on checked as the educational institution continue to produce half-baked graduate without jobs.

In line with the foregoing, each state of federation especially the Kogi State government should establish and fund vocational and entrepreneur skill acquisition centres as purposed by the Kogi State government in the 3 senatorial districts and the already established one in Lokoja, where graduate of all levels of education can undergo training (SIWES) for some periods; including the NYSC scheme members within one year of their service shall be mandated to attend an advance training in entrepreneurship.

Furthermore, youth enterprises and their masters/owners must be sustained through policy strategies designed to promote job creation, whereby these strategic packages shall relate with each group of enterprise, whereas geo-socio cultural consideration need to be borne in mind.

Some of the findings in the study shows that there is the need for the government of federation in collaboration with the state social welfare policy planners and human resources managers to take a look at the current policies guiding employment especially as it concerns the youths. The import of this is that the social welfarepolicy has a strong relationship with employment as observed in some literatures. Kaim (1973) observed that unemployment is one of the few calamities that can be prevented through social policy.

In order for the policy makers to have good policy on unemployment, good knowledge of the target population of the youth is highly needed. Apart from the foregoing, other areas of understanding include youth, ages and education

background and living conditions, aspiration and number of months they have waited towards getting employment. These characteristics if well documented will probably help in formulating unemployment policy that will be effectively carried out.

Equally, from the study result coupled with observation made from the reviewed literature, shows that the economic conditions in Nigeria and the unemployment rate have serious negative relationship therefore, any legislation that influences economic activity indirectly will invariably cause unemployment to rise or fall like the case of structural adjustment programme (SAP) of General Ibrahim Babangida era 1980. Hence, policy based on good economic conditions that will produce more jobs will be a primary remedy for youth unemployment in Nigeria in general and Kogi State in particular.

6.3 RECOMMENDATIONS

The recommendations from this research work shall be based on our findings from the field study and the hypothesis. We hope that they would serve as major policy instruments for the government of Kogi State to reduce youth unemployment so as to avert the current rate of criminalities in the society amongst the youths.

1. Government programmes towards youth employment should be open to all segments of the society irrespective of their political inclination or that of their parents. Political party structure and affiliation be reduced to the minimal for the youth empowerment scheme to succeed in Kogi State.
2. Educational policy of the state and the country should be sincerely followed. Sufficient counseling at all levels of the nations educational centers be pursued. Students and pupils are being adequately counseled on their ability and course selection that will enable them get employed on completion of study.

3. Policy sustainability/continuity should be pursued with vigour. Successful implementation of government intervention strategies on youth unemployment cannot be guaranteed without finance. Hence such programme should be adequately financed, monitored and evaluated often and staffed with those that possessed the relevant qualifications.
4. Social security for the unemployed youth. Under this programme government gave each of the youth the sum of ₦4,000 on monthly basis to those in the programme. This should be extended to all registered youths based on their wards of origin. This will reduce youth restiveness and criminal tendencies which are detrimental to individual and the state/nation in general.
5. Government should encourage public-private partnership relationship, whereby investment in venture that could generate enough employment for the youth pursued. The agricultural sector is a reliable/venture through the use of modern agriculture in the rural areas to reduce rural urban migration of the youth coupled with government direct investment in industries that offers sufficient employment opportunities like the Obajana Cement Complex in Kogi State.

The government at both federal and state/local level should continue to sustain already established policy programme with constant evaluation to enable room for improvement or correction where necessary for effective result.

Finally, the government should embark on rural infrastructural development such as industrialization and electrification to curtail rural-urban drift. In engendering rural development, rural roads should be built and public utility provided for the rural populace. This would provide attraction for the people to live in, hence enabling possibility of the youth staying in the rural areas and getting productively engaged.

BIBLIOGRAPHY

BOOKS

- Akukwe, F.N (1992) *Senior Citizens: A Policy Delinna*. Onitsha Veritas Publication Ltd.
- Burnett, J. (1994) *Idle Hands: The Experience of Unemployment, 1790-1990*. London Routledge.
- Caplan, G. (1964) *Principles of Preventive Psychiatry*. New York Basic Books
- Garraty, J.A. (1978) *Unemployment in History: Economic Thought and Public Policy*. New York; Harper and Row.
- Golan, W(1978) *Treatment in crisis situations*: New York; Free Press.
- Keefe, T. (1984)
- Lockwood, T.M (1984) *Manage Leisure: Shared work inside and out side the factory gate society for study of social problem*.
- Obikeze, D.S (1986), *Introductory statistisc for the social science, Enugu*. Fourth Dimension Publishers.
- OLaitan S C (1996) *Vocational and technical Education in Nigeria Issues and analysis*, Onitsha Noble graphics
- Patton, M.Q.(1978). *Utilization Focused Evaluation*. London sage Publisher Ltd
- Rossi, P.H. Freeman, H.H. and S.S right (1979) *Evaluation: A systematic Approach* London: Sage Publisher Ltd
- Rutman, L. (1980) *Planning useful Evaluation: Availability Assessment* London Sage Publication Ltd.
- Tripodi; T; Fellin, Pand Epstein I (1978). *Differential Social Programme Evaluation*. Itasca illionois: Peacock Pub. Inc.

JOURNALS

- Anasi, S N (2010) "Curbing Youth Restiveness in Nigeria: The role of information and Libraries" in *Library of Philosophy* retrived from <http://dx.doi.org.10.4314/afrrrev> on 21/03/ 2013

- Ajufo, B I (2013) "Challenges of Youth Unemployment in Nigeria: Effective Career Guidance as a Panacea" in *African Research Review (An International Multidisciplinary Journal Ethiopia)*
- Bargal, D and Sharmis, B (1985), "Personnel Directors and welfare Officers Views of Occupational welfare is role" Archives vol. 35.
- Briar, K.H (1987), Unemployment, *Encyclopedia of Social Work C 18th ed*) National Association of Social work; Mainland Silver Spring.
- Bouillagnet P.B (1986) "long lasting unemployment and poverty in France". *Economic and Society Vol. 20 NO 4*
- Britt, C.L (1993) "Crime and Unemployment amongst Youth in the United State". *American Sociological Association Vol. 30 No 6*
- Drennan, J (1988) "Responding to industrial plant closing and the Unemployment". *Social Work, Vol.33 No 150*
- Dixon, SL, and sands R.G.(1983) "Identities and the experience of crisis" *social case work Vol. 64 No 4 April 223-225*
- Emeh, I J (2012) "Tackling Youth Unemployment in Nigeria; The Lagos state Development and Empowerment Programme Initiatives" in *Afro Asian Journal of Social Sciences Vol.3 no.3.4 Quarter iv*
- Ezie O (2012) "Youth Unemployment and Its Sosio-Economic Implication in Nigeria" in *Journal of Social Science and Public Policy Vol 4 assessed from www.cenresin.org*
- Falal, O. (1972) "Unemployment, manpower and Research in Africa". *New Letter Vol. S. No 122*
- Fashola, M (1992) "Chronic Unemployment: A social work perspective". *Social work vol. 30 No 5 Oct (403-40n)*
- Francis, M (2011) Career counseling retrived from www.changing.minds.org/articlescareercounseling.htm
- Hogler, R. (1996) "Unemployment". *The Encyclopedia American, International Edition.*

- Ilori B. (1999) "Policies and measures for poverty Alleviation". *Bullion Vol. 23 No 4 Oct/Dec.*
- Jonathan B. (1984) "Solving unemployment" *Times International Sept 24.*
- Modonia J.F. (1983), "The Tranmar of unemployment and its consequences". *Journal of contemporary Social work Vol. 64 NO 8 Ino – 114*
- Ola, O. (1988) "The Menace of unemployment". *West Africa Oct 3-9.*
- Oni, C S (2006) "Vocationalism in Nigerian Education" in *Journal of Social Sciences 12/2 147-50*
- Pakar, J.J (1984) "social control of Juvenile Delinquency portrayed in American Motion picture". *Society for the study of social problem. Vol. 20 no 8*
- Sherraden, M.W (1985) "Chronic unemployment. A social perspective". *Social work Vol. 30 no 5 403 – 402*
- Swinburne, P (1981) "Psychological impact of unemployment on managers and professional staff" *Journal of occupational psychology Vol. 54*

MAGAZINE

- Abdulkadir, A. (1998) "Our New Economic Agenda" *News Watch, 25th May*
- Azuatalam, C (1989) "Jobs for the Deviants" *Newswatch, Jan 2nd*

NEW PAPER

- Aguarian Uwodo, E.E (1986)"Jobs for jobless" *The African Guardian, April 17.*
- Nwokoye, W. (1986) "Solving the unemployment problem". *African concord August 14, 34-55*
- Usman, Y.B (2000) "Poverty Eradication, Alleviation and sustainable Human Develop". *Vanguard, Aug 2, 2000 31*
- Toseland, R (1981) "Increasing Access Outreach method in social Practice". *Social case work vol. 62 NO 4*
- Ugwala, O.G.(1988) "Tackhing unemployment problem in Nigeria". *Times International Juen 20*

Walter A (1984) Conscription on the cheap old workers and the state. critical social policy Vo.4 No 4 water.

GOVERNMENT PUBLICATIONS

Federal Ministry of Economic Development (1964) *National Development Plan*, Progress Report, Lagos.

Federal Office of Statistic (1999) *Poverty profile for Nigeria (1980-1996)* FOS Abuja

Federal office of statistics (1996) *General House hold survey*. Quarterly Report.

Federal Republic of Nigeria (1983) *National Youth Policy for Nigeria*, Lagos

Federal Republic of Nigeria (1990). *First National rolling Plan (1990-1992)*; Federal Ministry of Budget and Planning. Lagos, Vol.1

Federal Republic of Nig. Official Gazette (1999). Vol.86. No 27.

Federal Republic of Nigeria Constitutions (1979) (1999)

National Population Office (1991)
Population Census of Fed. Republic of Nig. Abuja, April P.S 27

Federal Republic of Nigeria (2000) *Technical Committee on Review of poverty Alleviation Programme in Nigeria* Vol. 1 main report

Federal Republic of Nigeria (2001) *NAPEP A Blue Print for the scheme*.
Kogi State Economic Empowerment and Development strategy (KOSEEDS), Abridged Version, Nov. 2004

Kogi State Youth Empowerment Scheme (YES) Vol. 1 No 1 October 2008.