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**UNEMPLOYMENT, INSECURITY AND THE NIGERIAN NATIONAL  
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**Keywords:**

*Economic Growth,*

*Social Cohesion,*

*National Security,*

*Unemployment*

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**ABSTRACT**

*This study examines the relationship between unemployment and insecurity in the context of the National Directorate of Employment (NDE) programs from 2011 to 2021. Unemployment and insecurity are two critical challenges faced by many nations, as they have significant social, economic, and political implications. The NDE, established to address unemployment issues in Nigeria, has implemented various employment generation initiatives over the past decade. This research aims to analyze the effectiveness of these programs in mitigating unemployment and its subsequent impact on the level of insecurity in the country. The research methodology involves a comprehensive review of existing literature, statistical data, and policy documents related to the NDE's programs and their outcomes during the study period. The research is significant as it addresses a pressing issue that has implications for social cohesion, economic growth, and national security. The study's outcomes will contribute to the body of knowledge on unemployment and insecurity in Nigeria and will provide evidence-based recommendations for policymakers to design more targeted and effective strategies for combating unemployment and its associated challenges. The research also holds broader implications for other countries facing similar issues, offering valuable lessons and insights for addressing the complex interplay between unemployment and insecurity.*

## INTRODUCTION

To address unemployment, the Nigerian Government took significant steps in 1986 by establishing the National Directorate of Employment (NDE). This move was in response to the Federal Government's concern about the social consequences of rampant unemployment, which prompted the formation of the Chukwuma committee in 1985. This committee was tasked with developing strategies to create substantial job opportunities in the country. Through a comprehensive survey, the committee found that the informal sector, characterized by a workforce mainly comprised of low-skilled, semi-skilled, or unskilled labor, accounted for up to 90% of the employment landscape, distributed unevenly across agriculture and self-employment endeavors. Based on these findings, the committee recommended the establishment of an agency dedicated to employment generation.

Consequently, the Federal Government approved the formation of the National Directorate of Employment (NDE) on March 26, 1986, with its programs officially launching nationwide in January 1987. The NDE's legal framework was established by the NDE's enabling Act, CAP 250 of the Laws of the Federal Republic of Nigeria, 1999 (formerly Decree No. 34 of 1989). This legislation granted the NDE the authority to design and implement programs aimed at combating mass unemployment. To further enhance the NDE's efforts, the Ahmed Joda Committee of 1999 streamlined the agency's core activities, focusing primarily on training for job creation, alongside providing funding support for graduates of its training programs to facilitate supervised business startups.

Insecurity and unemployment are interrelated challenges with profound social, economic, and political implications. Their understanding requires a multidisciplinary approach, drawing from fields such as economics, sociology, psychology, political science, and public policy. Insecurity arises when individuals feel physically or economically unsafe. This insecurity may manifest as crime, violence, terrorism, poverty, unemployment, or lack of access to essential services. Insecurity can lead to adverse outcomes such as reduced economic growth, social instability, and political turmoil. Unemployment, on the other hand, refers to the inability of willing and capable individuals to secure suitable employment. This situation can result in reduced income, social

exclusion, and heightened stress and mental health issues. The complex causes of insecurity and unemployment encompass factors such as global economic trends, technological advancements, governance deficiencies, conflicts, violence, and social inequalities.

Unemployment is a global phenomenon that affects nations' eligible workforce. It carries not only significant economic implications but also far-reaching social consequences, often leading to social crises and increased crime rates. The rise in unemployment contributes to youth unrest and socio-economic instability, as evidenced by recent events in Nigeria and other African countries. The alarming rates of unemployment and insecurity in Nigeria have generated concerns, with the youth increasingly involved in criminal activities such as cultism, armed robbery, and kidnapping. The escalating rates of unemployment and insecurity within Nigeria are causing profound apprehension among its populace. In bygone times, the youth were viewed as the forthcoming leaders, awaiting engagement as policy makers and leaders of the future. However, the present scenario has seen these young adults enmeshed in the scourge of cultism, armed robbery, kidnappings, prostitution, and various forms of deviant behavior. This has given rise to a state of anomie and lawlessness within the country. The ongoing surge in insecurity across Nigeria is garnering concern from stakeholders, with no state left untouched. Reports abound regarding surges in criminality and disorder spanning the entire country. The palpable tension in various parts of the nation, including its capital city Abuja, attests that the assurance of life and property security in Nigeria is now in jeopardy.

Unemployment and insecurity stand as two major interconnected challenges confronting Nigeria. The country's unemployment rate has been on a steady incline for several years, with the most recent figures from the National Bureau of Statistics (NBS) indicating a rate of 33.3% in the fourth quarter of 2020 (National Bureau of Statistics, 2021). This means that over 20 million Nigerians are presently without employment. The drivers of this elevated unemployment rate encompass factors like a swiftly expanding population, paucity of job openings, insufficient skills and education, and an under-performing economy (Abubakar, 2004). The role of unemployment as a significant contributor to insecurity in Nigeria is widely recognized (Adesina, 2013). The scarcity of employment prospects has left many young individuals idle and disheartened,

paving the way for criminal activities such as theft, drug abuse, and even terrorism. Furthermore, the dearth of work opportunities renders the youth vulnerable to recruitment by criminal syndicates and terrorist organizations (Ella & Nwanchukwu, 2021).

To confront the intertwined challenges of unemployment and insecurity, Nigeria's government must undertake policies that stimulate job creation and foster economic growth. This could involve strategic investments in key sectors like agriculture, manufacturing, and technology, as well as the establishment of vocational training and skill enhancement programs for the youth. Additionally, addressing the foundational triggers of insecurity, including corruption and feeble governance, is essential, alongside efforts to fortify law enforcement and security infrastructure (Adesina, 2013).

### Conceptual Clarifications

**Insecurity:** Insecurity involves an overall sense of uncertainty or anxiety about your worth, abilities, skills, and value as a person, conveying the message that you are at risk or in danger of something or someone. That negative impacts of insecurity could be physical, mental, or emotional.

**Unemployment:** Unemployment is a term referring to individuals who are employable and actively seeking a job but are unable to find a job. Included in this group are those people in the workforce who are working but do not have an appropriate job. Usually measured by the unemployment rate, which is dividing the number of unemployed people by the total number of people in the workforce, unemployment serves as one of the indicators of a country's economic status.

**Nigeria Directorate of Employment:** The National Directorate of Employment is an agency of government saddled with in the responsibility of job creation in Nigeria, through regular training and empowerment programmes. The National Directorate of Employment handles various recruitment schemes such as the Vocational Skills Development program, Rural Employment Promotion, Small Scale Enterprises (SSE) program special Public Works programme.

**Employment Generation:** The proxies of affirming employment generation include; reduced welfare challenges; reduced number of people living below poverty line; reduction of social vices,

increased number of people with productive skill and stimulation of demand.

**Underemployment:** Unemployment is a global phenomenon whereby the eligible workforce of a nation is disengaged in the service of the nation. It is not only a serious economic issue but has social implications that affect almost all countries and all people either directly or indirectly. It causes social disquiet and is the harbinger of the spate of crimes, perennial youth unrest and unstable socio-economic structure that has bedeviled several nations. The world and most particularly developing nations like Nigeria are currently facing serious job challenges and widespread decent work deficits, a development that is capable of increasing the spread of poverty. According to the International Labour Organization (ILO), over 900 million persons are living below the \$2 a day poverty line. (Amupitan, 2011). It is estimated that 456 million workers around the world are living in extreme poverty (below \$1.25 a day). The ILO further stated in its report on "Global Employment Trends 2012" that the situation would worsen in Africa and parts of Asia unless governments at all levels unite against the "global threat" (Adegoke, 2015). It noted that 400 million new jobs would be needed over the next decade to avoid a further increase in unemployment, adding that it was high time politicians invested more in productive job creation rather than continuing with excessive recurrent expenditures. The intensity of unemployment within the global economy can be seen from the fact that the unemployment rate is steadily increasing each year.

**Vocational Skill Development:** Vocational skill development as used in the study has to do with job related skills imparted to the beneficiaries.

**Small Scale Enterprise:** Small-scale enterprise is measured by variables such as the level at which trainees are equipped with entrepreneurial skills; the Start-Up Development Training Scheme funds; and Enterprise Creation Fund for Graduates.

**Special Public Works:** As used in the study, special public works refers to works related to environmental sanitation skills; traffic control skills; immunization exercise skills and Soft loans given to all graduates of SPW programme to be self-reliant.

**Empowerment:** Empowerment means creating and supporting the enabling conditions under which people can act on their own behalf and on their own terms, rather than at the direction of others.

## Factors accountable to unemployment in Nigeria

Various studies on unemployment in Nigeria including Adebayo (1999), Dike (2009), Echebiri (2005), Ilo (2006), Ilo (2007), NDE (2013), NDE (2014) and NDE (2015) have identified several causes of the high level of unemployment being experienced in the country. This is in spite of the massive oil wealth and Nigeria being the 6th largest producer of oil in the world. Some of the fundamental factors that account for the high rate of unemployment in Nigeria include the following:

**Rapid Population Growth:** Nigeria has a very high population growth rate, which has resulted in a large and rapidly growing labor force. However, the economy has not been able to create enough jobs to absorb all of the new entrants to the labor force.

**Lack of Diversification:** Nigeria's economy is heavily reliant on oil exports, which has left it vulnerable to fluctuations in global oil prices. The lack of diversification has meant that there are limited opportunities in other sectors of the economy, leading to high levels of unemployment.

**Poor Education and Skills:** The quality of education in Nigeria is often poor, with many young people lacking the necessary skills and qualifications to find employment. This has contributed to a mismatch between the skills required by employers and the skills possessed by job seekers. Many Nigerians lack the education and training required to compete for high-paying jobs in the global economy.

**Political Instability and Conflict:** Nigeria has experienced political instability and conflict, particularly in the northern and middle belt regions. This has had a negative impact on the economy, leading to reduced investment and job creation.

**Inadequate Infrastructure:** Nigeria's infrastructure, including roads, electricity, and water supply, is inadequate and unreliable. This has made it difficult for businesses to operate efficiently, leading to reduced investment and job creation. Nigeria's inadequate transportation, energy, and communication infrastructure limits the growth of industries and the creation of new jobs (NDE, 2016).

**Corruption:** Corruption in government and business hampers economic growth and job creation, and undermines investor confidence. Corruption is pervasive in Nigeria, and it has a negative impact on the economy by diverting

resources away from productive activities and discouraging investment.

**Low Foreign Direct Investment:** Foreign direct investment (FDI) in Nigeria has been relatively low due to concerns about the business environment, including corruption, insecurity, and inadequate infrastructure. This has limited job creation and economic growth.

**Lack of industrialization:** Nigeria is largely dependent on oil exports, and has not developed its manufacturing and service sectors to the extent that it could generate enough jobs to absorb the growing workforce.

**Inefficient labor market:** Inefficient labor markets, such as the lack of an effective job matching system, make it difficult for job seekers to find suitable employment and for employers to find the right workers (NDE, 2017).

Addressing these factors will require a concerted effort by the government, private sector, and civil society to implement policies and programs that promote economic growth, job creation, education and skills training, good governance, and infrastructure development (Adegoke, 2015). Structural unemployment refers to a type of unemployment that arises from a mismatch between the skills and qualifications of workers and the needs of employers, or from changes in the structure of the economy that make certain types of jobs obsolete.

**Low Economic Growth Rate:** The overall situation in the country in the 1980s, 1990s and even in this decade has been very hostile to economic growth and development. The high level of corruption, mismanagement of public funds, harsh economic policies and the insecurity of the Nigerian environment coupled with long – term despotic rule of the military among other factors have affected economic growth for a long time (Ajayi, 2015). In essence, low economic growth is manifested in low economic activity and investment rates, which do not generate enough additional employment. The combination of both low economic activity and high population growth results in a scarcity of jobs, meaning that hiring is based more on experience and education, the very assets young people are struggling to acquire (Adegoke, 2015).

**Adoption of Untimely Economic Policy Measures:** Another crucial factor that has elicited unemployment problem is the type and timing of various economic policies adopted in the country. For instance, with the introduction of the Structural Adjustment Program (SAP) in September 1986 that ushered in liberalization, deregulation and the devaluation program of the domestic currency, many of the teething domestic firms in the country collapsed. This resulted in the loss of many jobs and thereby rendering many people unemployed. The negative effects are still being felt in the country till today. Although, these policies were designed to jumpstart the growth of the economy, but given the structure of the Nigerian economy, some of the policy packages became out rightly inimical to the system due to wrong timing (NDE, 2018).

**Wrong Impression about Technical and Vocational Studies:** The wrong impression of students about the place of technical and vocational education also accounts for the deteriorating state of unemployment in Nigeria. There is an enduring societal biased attitude against technical and vocational education. A large number of job seekers lack practical skills that could enhance self - employment. That is why rather than providing jobs for others, the graduate unemployed persons keep depending on the government and the non-vibrant private sector for job offers (Onyeoronu, 2008).

**Neglect of the Agricultural Sector:** The agricultural sector has been the leading provider of employment in Nigeria especially in the sixties and in the seventies when the sector provided employment for more than 60 percent of the Nigerian population. However, unfortunately, in the wake of oil discovery, the attention on this anchor of the economy was gradually drawn away to the oil sector where employment capacity is very low. The resulting effect is the large number of job seekers who have no place in the oil industry. Even with the expansion of the industry, unemployment has continued to grow at an alarming rate (Adegoke, 2015).

**Poor Enabling Environment:** The poor economic enabling environment that characterizes the economy over the years has continued to pose serious challenges to employment generation in Nigeria. This, coupled with poor security environment has continued to hamper investment drives and thereby reducing the prospects of employment generation. Many job seekers who

would have embarked on self - employment programs are unable to do so because of the hostile production environment. Others who make attempt are forced to wind up due to absence of infrastructures and the overall heat of the investment environment.

**Rural-Urban Migration:** The rapidly growing urban labor force arising from rural urban migration has been identified as a cause of unemployment. Rural-urban migration is usually explained in terms of push-pull factors. The push factors include the pressure resulting from man-land ratio in the rural areas and the existence of serious underemployment arising from the seasonal cycle of climate (Onyeoronu, 2008). The factors are further exacerbated in Nigeria by the lack of infrastructural facilities, which makes the rural life unattractive. Youths move to urban areas with the probability of securing lucrative employment in the industries. In addition to this, there is the concentration of social amenities in the urban centers. This meant that the rural areas are neglected in the allocation of social and economic opportunities.

### Concept and Nature of Insecurity in Nigeria

Insecurity can refer to a range of different phenomena, but in general, it refers to a lack of security or stability in one's life or circumstances. Insecurity can take many forms, such as financial insecurity (i.e., concerns about not having enough money to meet basic needs), job insecurity (i.e., concerns about losing one's job or not being able to find stable employment), or social insecurity (i.e., concerns about not fitting in or being accepted by others). Insecurity can have significant negative impacts on people's mental and physical health, as well as their overall quality of life. Insecurity in Nigeria is of critical importance for the country's overall stability, prosperity, and development. Both issues are interrelated and have significant negative impacts on the economy, society, and individuals.

Nigeria is a major challenge that affects both the youth and adult population. The lack of employment opportunities leads to poverty, social unrest, and crime. Unemployment also limits economic growth and hinders the development of the country. Addressing unemployment requires a comprehensive approach that includes investing in education and skills training, creating an enabling environment for businesses to thrive, promoting entrepreneurship and innovation, and implementing effective labor policies (Adegoke, 2015).

Insecurity is also a major concern in Nigeria, with various forms of violence, including insurgency, terrorism, banditry, and kidnapping, affecting different parts of the country. The insecurity situation not only undermines the rule of law but also impedes economic activities and investments. It also exacerbates poverty and inequality and poses a significant threat to the country's unity and stability. Addressing insecurity requires a comprehensive approach that includes addressing the root causes of the conflict, improving security infrastructure and capabilities, and promoting social cohesion and dialogue.

Addressing unemployment and insecurity in Nigeria requires a sustained effort and commitment from the government, private sector, civil society, and individuals. It also requires a long-term vision and strategy that recognizes the importance of inclusive growth, sustainable development, and peace building. By addressing these challenges, Nigeria can create a more prosperous and peaceful society that benefits all its citizens. Unemployment has been a major issue in Nigeria for many years. According to the National Bureau of Statistics (NBS), the unemployment rate in Nigeria as of Q2 2021 was 33.3%, indicating that about one in three Nigerians in the labor force is unemployed. The youth unemployment rate is even higher, with 42.5% of Nigerians aged between 15 and 34 years unemployed. This is particularly concerning given that Nigeria has a large youth population.

### **Nigeria Government Interventions on Unemployment**

There are several government interventions that have been implemented in Nigeria to address unemployment. Some of these interventions include:

- i. **National Youth Service Corps (NYSC):** This is a one-year program that is mandatory for all Nigerian graduates under the age of 30. The program aims to equip graduates with the skills and experience needed to find employment.
- ii. **N-Power Programme:** This is a job creation and empowerment program aimed at providing employment opportunities for unemployed Nigerian youths. The program provides training and skills development in areas such as agriculture, healthcare, and education.
- iii. **Bank of Industry (BOI) Youth Entrepreneurship Support (YES) Programme:** This program provides funding and training to young entrepreneurs in

Nigeria. The aim is to support the growth of small and medium-sized enterprises (SMEs) and create employment opportunities.

- iv. **Federal Government Job Creation Schemes:** These schemes include programs such as the Graduate Internship Scheme (GIS), the Subsidy Reinvestment and Empowerment Program (SURE-P), and the You Win program. These programs provide training, funding, and mentorship for unemployed youths to start their own businesses.
- v. **Agricultural Transformation Agenda (ATA):** This program is aimed at transforming Nigeria's agricultural sector to create jobs and reduce poverty. It involves increasing agricultural productivity, developing rural infrastructure, and promoting agro-processing and value addition.
- vi. **National Directorate of Employment (NDE):** This is a government agency that provides training and employment opportunities for unemployed Nigerians. The agency offers programs such as the Small Scale Enterprise Development Program (SSED) and the National Open Apprenticeship Scheme (NOAS).

Overall, the Nigerian government has implemented various interventions to address unemployment in the country. While some of these programs have been successful, there is still a need for more sustainable and effective solutions to tackle the issue of unemployment in Nigeria.

1. **National Directorate of Employment (NDE):** The NDE was established in 1986 to combat unemployment by providing job opportunities through skills acquisition, training, and entrepreneurship development. The agency has implemented various programs such as the Sustainable Agricultural Development Training Scheme, the Small Scale Industries Scheme, and the Vocational Skills Development Programme.
2. **Youth Employment and Social Support Operation (YESSO):** YESSO is a World Bank-supported program that provides cash transfers to the poorest and most vulnerable households in Nigeria. The program also provides training and job opportunities to young people through public works, skills training, and entrepreneurship development.
3. **Graduate Internship Scheme (GIS):** The GIS is a federal government initiative that provides unemployed graduates with the opportunity to gain work experience in

various sectors of the economy. The program provides a monthly stipend to participants and aims to enhance their employability.

4. **Agricultural Transformation Agenda (ATA):** The ATA is a government program aimed at transforming the agricultural sector in Nigeria by increasing productivity, creating jobs, and reducing poverty. The program provides support to farmers through improved access to finance, technology, and markets.
5. **Nigerian Content Development and Monitoring Board (NCDMB):** The NCDMB was established to develop local capacity and create job opportunities in the oil and gas sector. The board encourages the use of Nigerian goods and services in the industry and promotes the training and employment of Nigerian personnel.
6. **Entrepreneurship Development Institutes (EDIs):** The government has established various EDIs to provide training and support to aspiring entrepreneurs. These institutes provide courses on business management, financial planning, and marketing, among others.
7. **Industrial Training Fund (ITF):** The ITF is a government agency that provides training and skills development to workers in various sectors of the economy. The agency also provides funding for research and development and promotes the use of modern technology in the workplace.

While the government has implemented various interventions to address unemployment in Nigeria, more needs to be done to create job opportunities and reduce the unemployment rate. The government should focus on implementing policies that promote economic growth, attract foreign investment, and encourage entrepreneurship (Anderson, 2018).

### **Relationship between Unemployment and Insecurity**

The relationship between unemployment and insecurity is complex and multifaceted. Unemployment can lead to feelings of insecurity among individuals, which can manifest in a variety of ways, including anxiety, stress, and depression. This can be particularly true in societies where unemployment is seen as a significant social issue, and where a lack of employment opportunities can lead to a sense of hopelessness and despair. At the same time, insecurity can also contribute to unemployment. For example, if a society is plagued

by crime or political instability, businesses may be reluctant to invest, leading to fewer job opportunities (Amupitan, O. 2011).

In addition, insecurity can lead to a breakdown in social norms and institutions, which can make it difficult for people to find and maintain employment. In some cases, unemployment and insecurity can also reinforce one another in a vicious cycle. For example, individuals who are unemployed may turn to criminal activities out of desperation, leading to an increase in crime rates and a further decline in economic opportunities. The relationship between unemployment and insecurity is complex and interdependent. Addressing one issue often requires addressing the other, and both issues require a multifaceted and coordinated approach that takes into account the many different factors that contribute to each problem.

1. **Economic insecurity:** Unemployment can lead to economic insecurity, as individuals and families struggle to meet their basic needs, such as food, housing, and healthcare. This can lead to increased stress and anxiety, which can exacerbate feelings of insecurity.
2. **Social insecurity:** Unemployment can also lead to social insecurity, as individuals may feel disconnected from their communities and struggle to maintain their social networks. This can lead to feelings of isolation and loneliness, which can also contribute to insecurity.
3. **Crime and violence:** Unemployment can contribute to crime and violence, as individuals who are unable to find employment may turn to illegal activities to make ends meet. This can lead to a cycle of poverty and crime, which can further exacerbate feelings of insecurity in communities.
4. **Political instability:** High levels of unemployment can also contribute to political instability, as individuals and groups may become disenchanted with the political system and seek to challenge or overthrow it. This can lead to social unrest, protests, and even violent conflicts, which can further destabilize communities and countries.
5. **Health and wellbeing:** Unemployment can also have negative impacts on individuals' health and wellbeing, which can contribute to feelings of insecurity. Studies have shown that unemployed individuals are more likely to experience mental health issues, such as

depression and anxiety, as well as physical health issues, such as chronic illnesses and obesity.

The linkages between unemployment and insecurity are complex and multifaceted. Addressing unemployment and promoting economic growth and development can help to alleviate some of the underlying causes of insecurity and promote stability and wellbeing in communities. There is a complex relationship between unemployment and insecurity, as both factors can affect each other and contribute to a negative cycle of economic and social problems. Unemployment can lead to insecurity in several ways. Firstly, losing a job can lead to financial insecurity, which can cause stress and anxiety for individuals and families. This can in turn lead to a range of negative outcomes, including poor mental health, relationship problems, and even homelessness. Unemployment can also contribute to social insecurity, as it can lead to feelings of isolation, a loss of social status, and a lack of purpose or direction. This can lead to increased risk of involvement in criminal activity, as individuals may turn to illegal means of making money or seeking a sense of belonging. In turn, insecurity can also contribute to higher levels of unemployment. For example, in areas with high crime rates, businesses may be hesitant to invest or hire employees, leading to a lack of job opportunities. Similarly, insecurity can contribute to a lack of confidence in the economy, which can discourage investment and hinder economic growth. The relationship between unemployment and insecurity is complex and multifaceted, and requires a holistic approach to address. This may involve strategies to promote economic growth and job creation, as well as measures to address the root causes of insecurity, such as poverty, social inequality, and crime (Amupitan, O. 2011).

Unemployment is a major contributor to insecurity in Nigeria. The high rate of unemployment in the country has led to poverty, social unrest, and various forms of criminal activities. Below are some of the ways unemployment contributes to insecurity in Nigeria:

- **Poverty:** Unemployment leads to poverty, and poverty is a significant driver of insecurity. People who are unemployed find it difficult to provide for their basic needs, such as food, housing, and healthcare. This often leads to social unrest and criminal activities, as people struggle to survive. Unemployment can lead to poverty, and poverty can, in turn, lead to insecurity. People who are unemployed are often

unable to meet their basic needs, such as food, shelter, and healthcare. This can make them more vulnerable to crime and violence, as they may turn to illegal activities to survive.

- **Youth restiveness:** A large number of unemployed youths in Nigeria have led to youth restiveness, which often results in social unrest and violence. Young people who are unable to find jobs may become involved in illegal activities such as drug trafficking, kidnapping, and armed robbery.
- **Increase in crime rates:** Unemployment has been linked to an increase in crime rates in Nigeria. Many unemployed people resort to criminal activities such as theft, fraud, and cybercrime as a means of survival.
- **Insurgency:** Unemployment also contributes to the rise of insurgency in Nigeria. Unemployed individuals who feel marginalized or disenfranchised may become susceptible to extremist ideologies and join terrorist organizations. Unemployment can also contribute to radicalization and extremism. When young people are unable to find work, they may become disillusioned with mainstream society and be more susceptible to extremist ideologies. This can lead to the formation of militant groups that engage in violent activities.
- **Brain Drain:** The high rate of unemployment has also led to a brain drain, where highly skilled and educated individuals leave the country in search of better opportunities. This can lead to a shortage of skilled workers in the country and further exacerbate the unemployment problem.
- **Insecurity has been a significant problem in Nigeria, and it has had a negative impact on the country's economy, including the exacerbation of unemployment. Here are some of the ways insecurity has contributed to unemployment in Nigeria:** Unemployment can contribute to political instability in Nigeria. When large numbers of people are unable to find work, they may become frustrated with the government and demand change. This can lead to protests, strikes, and other forms of civil unrest that can destabilize the country (Amupitan, O. 2011)..
- **Disruption of economic activities:** Insecurity has led to the disruption of economic

activities in many parts of Nigeria. For example, the activities of Boko Haram in the northeastern part of the country have disrupted farming, which is a major source of employment for many people in the region. Similarly, banditry and kidnapping in other parts of the country have made it difficult for people to carry out their economic activities, leading to a decline in employment opportunities.

- Closure of businesses: Insecurity has also led to the closure of many businesses, particularly in the northern part of the country. The activities of Boko Haram and other insurgent groups have made it difficult for businesses to operate, leading to a decline in employment opportunities.
- Migration of skilled labor: Insecurity has also led to the migration of skilled labor from Nigeria to other countries. Many professionals, including doctors, engineers, and other skilled workers, have left the country in search of better opportunities elsewhere. This has led to a brain drain, reducing the country's human capital and exacerbating unemployment. Unemployment can also lead to increased migration, both within Nigeria and to other countries. When people are unable to find work in their home communities, they may move to other areas in search of employment. This can lead to overcrowding, competition for resources, and tension between different groups.
- Decrease in foreign investment: Insecurity has also led to a decrease in foreign investment in Nigeria. Investors are often reluctant to invest in a country with a high level of insecurity, and this has led to a decline in economic growth and employment opportunities.
- Lack of government investment: Insecurity has also affected the government's ability to invest in the country's infrastructure and other development projects. The government has been forced to divert resources towards security, leaving little room for investment in other areas that could create employment opportunities.

In summary, insecurity has had a negative impact on the Nigerian economy, exacerbating the problem of unemployment. The government must take steps to address insecurity in the country to improve the business environment and create more employment opportunities for its citizens. In conclusion,

unemployment is a significant contributor to insecurity in Nigeria. Addressing the issue of unemployment is crucial for the country's long-term security and stability. The government needs to create more job opportunities and provide a conducive environment for businesses to thrive, which will help reduce the unemployment rate and curb insecurity in the country (Amupitan, 2011).

### **Challenges of National Directorate of Employment**

As of my last update in September 2021, the National Directorate of Employment (NDE) in Nigeria faced several challenges. However, keep in mind that the situation may have evolved since then. Some of the challenges that the NDE encountered included:

1. High Unemployment Rate: Nigeria has been grappling with a high unemployment rate, particularly among the youth. The NDE has faced challenges in effectively addressing this issue due to the sheer magnitude of the problem and the limited resources at its disposal.
2. Skills Mismatch: There is often a mismatch between the skills possessed by job seekers and the demands of the labor market. The NDE's training programs may not always align with the actual skills needed by employers, leading to difficulties in job placement for trained individuals.
3. Funding Constraints: Like many government agencies, the NDE may face funding constraints, limiting its ability to execute programs and initiatives effectively. Insufficient funding can hinder the implementation of training programs and other employment interventions.
4. Geographic Imbalance: Employment opportunities and economic development are not evenly distributed across Nigeria. Some regions and states may face more significant challenges in creating jobs and reducing unemployment, resulting in geographic imbalance and disparities in opportunities.
5. Lack of Infrastructure: Poor infrastructure can impede economic growth and job creation in certain areas. Without adequate transportation, electricity, and other basic amenities, businesses may find it challenging to operate and expand, limiting job opportunities.

6. **Inadequate Data:** Accurate and up-to-date data is crucial for effective policy formulation and decision-making. The NDE might face challenges in obtaining accurate labor market data, hindering their ability to target interventions efficiently.
7. **Bureaucracy and Administrative Bottlenecks:** Like many government agencies, the NDE might encounter bureaucratic hurdles and administrative inefficiencies that slow down the implementation of projects and programs.
8. **Lack of Access to Finance:** Many small and medium-sized enterprises (SMEs) in Nigeria struggle to access finance, hindering their growth and ability to create more jobs. The NDE may find it challenging to bridge this financing gap effectively.
9. **Rapid Population Growth:** Nigeria has experienced rapid population growth, which puts additional pressure on job creation efforts. The NDE must continuously adapt its strategies to keep up with the increasing labor force.
10. **Political Interference:** Political considerations can sometimes influence the NDE's operations and priorities, potentially affecting its effectiveness in addressing unemployment issues objectively.
11. **To overcome these challenges,** the NDE would need support from the government, private sector, and other stakeholders. Effective collaboration, targeted policies, and adequate funding are essential to improving the agency's impact in reducing unemployment and promoting economic growth.

### **Efforts by National Directorate of Employment from 2011 to 2021 to address Unemployment**

The NDE has undertaken several employment generation programs to combat unemployment. These initiatives include skills acquisition training, vocational programs, and entrepreneurship development schemes, aimed at equipping individuals with the necessary skills to be employable or start their own businesses.

The evidence on certification for 2016 also shows that very few young people are being certified in the area of business services, such as office maintenance, store keeping, cosmetology or secretarial services. Strategic Importance of NDE in Skill Development One of the most significant factors influencing employment levels within the

formal sector and activities in the informal sector is the structure and growth of the economy.

The growth rates for the Nigerian economy have been high over the past eight years, but not significant enough to absorb the growing size of the country's labor force and make a dent in the unemployment rate. In view of these trends in the labor market, the question arises as to where these people can find work and what skills they require in order to earn a living. Powell and Treichel noted that there is no precise figure on the numbers working in the formal versus the informal sector, but the best estimates on the size of the formal sector is that about 2 million are employed in the civil service, 1 million in health and education and about another 2 million in private sector employment, hence approximately 10 percent of the labour force is in the formal sector.

In the study to identify what knowledge and skill graduates require to successfully enter the labor market, by the National Universities Commission in 2012, the employers were asked perception of graduate skills from the following disciplines: Administration, Agriculture and Veterinary Medicine, Arts and Social Science, Engineering, Environmental Sciences, Medicine Dentistry and Pharmacy, Education, Law and Science (Adebisi, 2012).

The findings of the study indicate that graduates had underdeveloped entrepreneurial and problem solving skills, as well as poor communication and literacy skills. This analysis can help provide policy makers with information on priority areas for supporting investment in skills development. The National Directorate of Employment (NDE) emphasizes self-employment in preference to wage employment. The activities of NDE were structured into four main programme areas which entails job creation as well as productivity and income generating enhancement for the youths and other beneficiaries. The four-programme areas are: the Vocational Skill Development Programme (VSDP), the Small Scale Enterprise Programme(SSE), the Special Public Works Programme(SPW) and the Agricultural Employment Programme(AEP). The VSDP programme is a skill acquisition programme.

### **Rural Employment Promotion (REP)**

The Rural Agricultural Development Training Scheme (RADTS) and Rural Handcraft Training Scheme (RHTS) were introduced to awaken the interest of youth in agriculture. With the advent of oil economy in Nigeria, there has been systematic

abandonment of the agriculture sector through rural urban drift in search of paid employment, which is, at today, nonexistent. The focus of these programmes is to help the youth exploit tremendous opportunities for employment and wealth creation in agricultural sector and consequently to check the rural-urban drift of the youth. The training programme covers modern agricultural practices in the area of crop production, crop processing and preservation, livestock production and management, and other agro-allied ventures.

Another scheme aimed at enhancing standard of living of the rural populace through wealth creation is Rural Handcraft Training Scheme (RHTS). The scheme seeks to train rural farmers in various off-farm income generating activities in the production and marketing of hand craft, using cheap and local sourced local material. This is usually implemented during off-farm period. The graduates of this scheme are further empowered financially to set up micro farm/enterprise of their learnt skill (Akingunola, 2011).

#### ii. Post-Rural Agricultural Development and Training Scheme (RADTS)

In order to equip RADTS graduates with more intensive innovative knowledge and skills on agribusiness, the REP department organised the following Post-RADTS: Training on Green House Management and Open Field Irrigation Technology. During the period under review, a total of sixty-five persons one hundred and thirty persons comprising of sixty-five (65) persons per park, thirty (30) unemployed graduates of RADTS and thirty-five (35) officers from the 19 Northern States and headquarters acquired greenhouse management and irrigation technology skills.

The training was conducted at the Agric-Park Sabuwa, Katsina State. And Agric-Park Akuna, Ondo State. The Green House Technology, after the training was put into use by the planting of vegetables like tomatoes, green pepper, and cucumber, which witnessed a bumper harvest. Training on Bio-Safety, Bio-Security and

#### Biological Risk Management for Livestock Enterprises

The Post-RADTS training on Bio-Safety, Bio-Security, and Biological Risk Management for Livestock Enterprises was conducted at Bukuru, Jos Plateau State. During the training, a total of seventy-five (75) small holder livestock farmers in plateau state acquired BioSafety, Bio-security, and Biological Risk Management skills to improve their business. Training Training on Poultry and Fish Feed Production for Small Holder Farmers. Post-RADTS training on poultry and fish feed production for small holder farmers was conducted at Ado-Ekiti, Ekiti State. Also, a total of seventy-five (75) small holder farmers were empowered with poultry and fish feed production skills to improve their businesses. Training of Trainers Workshop on Livestock Ratio and Fish Feed Production. The Post-RADTS training-of-trainers workshop on livestock ratio and fish feed production was conducted in Zamfara State. Also, a total of eighty five (85) persons made of thirty (30) officers from NDE North-West Zone and Headquarters including fifty five (55) unemployed graduates of RADTS acquired skills on livestock r

#### **Entrepreneurship Development Programme for NYSC Members (EDP).**

This is designed to sensitize National Youth Service Corps members on the realities of the Nigerian Labour market and also encourage them to embrace self-employment as an option to wage employment. The objectives of the EDP are three-fold; to motivate and reinforce entrepreneurial traits and abilities, to build up confidence of first timers to overcome the fear of failure and to assist plan their ventures with better assured prospects of success. This scheme is usually carried out at the NYSC Orientation camps during the Orientation exercise and usually last for 3 – 5 days.

Table 1: Entrepreneurship Development Programme for NYSC Members (EDP) from 2011 to 2021

Year	Number of Registered Unemployed	Number of Registered Unemployed that completed
2011	-	-
2012	-	-
2013	-	-
2014	5,567	4,689
2015	6,578	5,788
2016	8,567	7856
2017	9,757	9,678
2018	9,867	9,801
2019	10,665	10,008
2020	10856	10,254
2021	11,678	11,968

Source: Annual Report of National Directorate of Employment

### **Graduate Enterprise Attachment Scheme (GEAS)**

The Graduate Enterprise Attachment Scheme (GEAS) is designed to provide transient employment opportunities to unemployed graduates of tertiary institutions. The scheme entails the posting of these beneficiaries to established businesses for a period of six (6) months where they can add value to the business by putting their skills to use and offer an opportunity for those that are interested in becoming entrepreneurs to understudy the business and acquire on the job training and knowledge of how these businesses operate.

### **Graduate Attachment Programme (GAP)**

Graduates of tertiary institutions are recruited and attached to willing corporate organizations for tutelage for a period of six (6) months to acquire needed skills and practical experience that would help address the skills mismatch identified as one of the major causes of graduate unemployment in the country thus enhancing their employability and/or potentials for self-employment. Participants of GAP that are not retained (absorbed into permanent employment) by the end of their attachment period are expected to undergo the Start-Your-Own-Business (SYOB) training to prepare them for self-employment. The scheme is open to all unemployed graduates of any discipline. At the beginning of the recruitment season adequate publicity is made. Prospective participants then come up and their credentials are scrutinized. They are then matched with willing employers of labour in their areas of specialization based on letters of acceptance from these employers of labour.

Table 2: Graduate Attachment Programme (GAP) from 2011 to 2021

Year	Number of Registered	Number Of unemployed that completed
2011	-	-
2012	3,445	2,986
2013	4,678	3567
2014	10,577	9,988
2015	11,565	11,302
2016	16,689	15,598
2017	-	-
2018	5,768s	5,490
2019	5,788	5,356
2020	8,756	7,465
2021	5,675	5,001

Source: Annual Report of National Directorate of Employment (2021)

### Micro Enterprises Enhancement Scheme (MEES)

The scheme is designed to enhance the operational capacity of existing micro enterprises. The beneficiaries who are operators of existing microenterprises receive a micro loan package to expand their businesses and improve their earnings. 8. Training for Women in Income Generating Activities. This is a short duration training of one to two weeks carried out by the Women Employment Branch (WEB) designed exclusively for women. The women are trained in income generating activities such as crafts, food processing & packaging, event management etc. and how to establish an enterprise offering products or services in the specific skill trained on. At the end of the training, a fraction of the trainees are provided with seed capital to startup their enterprises.

### Enterprise Creation Fund (ECF)

In 2016, a total sum of thirty-five million, one hundred and ninety thousand naira (N35,190,000.00) was disbursed to ten (10) beneficiaries under the National Grid Fund.

### Training of Women in Income Generating Activities

The income generating activities training for women falls under the purview Women Empowerment Branch (WEB). Women are trained on business skills to enable them establish specific skills based enterprises within the shortest possible time.

### Environmental Beautification Training Scheme (EBTS)

The scheme involves the training of recruited participants in the areas of landscaping and the beautification of their various environments. Participants are attached to master trainers for 3 months to acquire skills after which they are resettled with tools and equipment. The participants are paid the sum of N2, 000 each per month while the instructors are paid N1, 000 per participant per month. Attachments: During the period under review, a total of 925 youths at 25 persons per State were recruited and placed under EBTS for 3 months in 2016 comprising Hard Landscaping 570, Soft Landscaping 295, and POP 50. The program was carried out in the 36 states of the federation and the F.C.T Abuja from August to October 2016 with 925 participants (25 per state).

### **Graduate Coaching Scheme (GCS)**

To provide transient employment to unemployed graduates of Tertiary institutions with background in education to coach students preparing to re-sit JAMB/WAEC/NECO examinations. It is to also help students pass their deficient papers with good grades so as to enable them gain or secure admission into Higher Institutions of learning. Similarly, in order to improve on the delivery of the scheme, the Department in collaboration with ELARA Technology Group organized training workshop for the staff of the SPW (Headquarters and States) on Kranta Concepts at Akure, Ondo state. Kranta Concepts is an e-learning portal that helps students prepare for various examinations and it gives comprehensive assessment of the student's performance with statistical analysis. The scheme took place in all the 36 states of the Federation and FCT. It was in two (2) cycles. The first cycle of the training was from February - April 2016 while the second cycle was from July - September 2016. Attachments: During the review period, a total of 1315 persons took part in the coaching scheme to remedy their results and pass JAMB examination. This comprises of 866 males and 449 females.

### **Community Development Scheme (CDS)**

It encompasses the provision of transient employment for skill upgrading. Upgrading of public building through the engagement of unemployed skilled and unskilled labour. The scheme was implemented successfully in NasarawaEggon Local Government in Nasarawa state be result 2011 and July 2019 and 6000 (six thousand) persons benefited from this scheme.

### **Concrete Well and Water Training Scheme (CWWTS)**

It requires the digging and evacuating of the earth crust and in the process casting of concrete ring in order to prevent the collapse of the well. It is labour intensive. The programme took place as pilot in Jos, Plateau state in the month of April, 2016 with 25 unemployed youths engaged in the scheme.

### **Water Catchment Training Scheme (WCTS)**

This is designed to provide both transient and permanent/sustainable employment for the unemployed youth in the rural and semi-urban areas. The water catchment or harvester's scheme is newly conceptualized by the Department. It is part of the department's capacity building programme towards enhancing the employability of the

unemployed youths. One of the objectives of the programme is to solve the problem of inadequate water supply by providing portable drinking water for the community. The programme took place in NDE Nasarawa state office owing to its proximity as a pilot scheme in November, 2016. A total of 244 unemployed youths were engaged in the pilot implementation of the scheme in Nasarawa state.

### **Enterprise Start-up and Development Training Scheme (ESDTS)**

ESDTS formerly Start Your Own Business is delivered through the organization of business training for unemployed graduates of tertiary institutions, matured persons and retirees with a view to inculcating entrepreneurial traits in them by assisting them to conceptualize their business ideas and translate them into marketable projects that could attract investments. It is geared towards tutoring beneficiaries to write a bankable business plan. Attendance of ESDTS is a prerequisite to access loans under the Enterprise Creation Fund of the Small Scale Enterprises Department. Training duration is ten (10) days.

### **National Directorate of Employment Implementation strategy**

In designing the employment promotion programmes, the National Directorate of

### **Vocational Skills Development (VSD) Programme**

The Vocational Skills Development (VSD) Programme involves training of unemployed youths in marketable skills covering several vocational trades across all sectors of the economy. The training is conducted using any of the three (3) ways:

- i) Training in about ten (10) demand-driven skills in the forty-seven (47) operational NDE Skills Acquisition Centres in 28 States using NDE certified instructors (Onyeonoru, 2008).
- ii) The use of informal sector operators' workshops manned by master crafts-men and women as training outlets for unskilled school leavers. Such school leavers are attached as trainees to these NDE accredited master crafts-men and women on apprenticeship for periods long enough to acquire necessary skills and build competence.
- iii) The deployment of the School-on-wheels which is a well-equipped mobile workshop with instructors to train unemployed youths in rural areas

where there is a dearth of informal training outlets that are well-equipped or have regular patronage. Promotion of the use of NDE Skills Acquisition Centers with its compliment of competent and certified instructors as training outlets began in 2008. This model bridge gaps in quality, standards, uniform curriculum and possible certification in training delivery which are shortcomings associated with the use of master craftsmen and women within the informal sector for vocational training, a strategy that has been in use from inception. The Centers further provide the requisite ambience in teaching and learning environment. As at the end of 2016, the NDE has established a total of 74 centres in 28 States. 47 had been completed and operational, while 27 are at various stages of completion. Eight of these centres are Model Skills Acquisition Centres that are provided with boarding facilities for both male and female trainees to serve as a model to other stakeholders in the fight against unemployment through skills acquisition. Two (2) of the eight (8) are poly-skills centres providing both Vocational and Agricultural Skills training simultaneously, These Centres have the capacity to handle about 200 trainees per training cycle. Each Model Skills Acquisition Centre is equipped for training in at least five (5) trades from the following Vocational Skills; Autotronics, Computer Operations and Engineering, Welding and Fabrication, Plumbing, Electrical Installation, GSM Handsets Repairs and Fashion Designing. The schemes under the Vocational Skills Development Programme are: -

- i.) National Open Apprenticeship Scheme (Basic and Advanced)
- ii.) School-on-wheels
- ii.) Vocational Skills for Physically challenged and vulnerable persons
- iii.) Partnership in Skills Training (PIST)
- iv.) Resettlement Loan Scheme.

### **Small scale enterprise (SSE) Programme**

The Business training programme provided by the National Directorate of Employment covers several areas of business development for different categories of unemployed persons and potential entrepreneurs. The Entrepreneurship Development Programme introduces NYSC members to the opportunities for self-employment with identification of business opportunities. Also

articulated are business start-up and improvement trainings for school leavers and retired persons.

### **Rural Employment Promotion (REP) Programme**

Programme aims at generating rural employment, improving incomes through the establishment of new agribusiness ventures and services across the entire agricultural value chain, promoting other non-farm engagements and the adoption of improved technologies in production, post-harvest handling, storage, processing and packaging in order to stem the rural –urban drift. The training component of the Programme targets at coaching the unemployed on how to exploit employment and business creation opportunities across agricultural value chains in market -oriented agriculture and agribusiness. It involves the impartation of appropriate skills for rural enterprises start-up and applying the principles of science, technology, economics and business to modernize agriculture, raise productivity and treat agriculture as a business. The beneficiaries of the programme are developed into Agri-preneurs using experiential learning techniques with a curriculum that covers good agricultural practices in production (crop, livestock and mini-livestock), processing, agro services, co-operative dynamics, enterprise management, etc. The schemes operational nationwide under REP include Rural Agricultural Development Training Scheme (RADTS).

Integrated Farming Training Scheme (IFTS) NDE Agricultural Park Project Rural Handicraft Training Scheme (RHTS) Post-RADTS Training (Adebisi and Oni, 2012).

### **Skill Acquisition Training Programs:**

The NDE conducted skill acquisition training programs aimed at equipping unemployed individuals with practical skills that are in demand in the job market. These programs covered a wide range of sectors, including agriculture, information technology, construction, and more...

### **Rural Employment Promotion Program (REPP):**

REPP was an initiative that targeted job creation and poverty reduction in rural areas. It focused on promoting rural entrepreneurship, agricultural activities, and community-based projects to engage unemployed individuals in rural regions.

### **Special Public Works (SPW) Program:**

The Special Public Works Program was introduced to provide temporary employment to unemployed youths across all local government areas in Nigeria. This program was aimed at addressing immediate unemployment challenges and creating a sense of empowerment.

### **Sustainable Agricultural Development Training Scheme (SADTS):**

The NDE's SADTS aimed at improving agricultural productivity by training participants in modern agricultural techniques and best practices. The program sought to encourage more youth involvement in agriculture as a means of employment and income generation.

### **Entrepreneurship Development Programs:**

Entrepreneurship development initiatives were implemented to encourage self-employment and promote entrepreneurship among Nigerians. These programs provided training, mentoring, and financial support to aspiring entrepreneurs.

### **Conclusion**

The study shows that the issues of unemployment and insecurity pose significant challenges to Nigeria's socio-economic development. Both problems are interconnected and require a multi-faceted approach to address effectively. The National Directorate of Employment (NDE) plays a crucial role in tackling these challenges. The effectiveness of these programs in significantly reducing insecurity and unemployment would depend on various factors, such as the scale and reach of the initiatives, economic conditions, and government policies. To assess the overall impact of the NDE's efforts between 2011 and 2021, one would need to review comprehensive reports, statistical data, and evaluations conducted by relevant authorities and experts.

### **Recommendations**

1. Government at all levels should increase the funding of programmes of National Directorate for Employment to enable them continue and increase their present capacity to accommodate
2. Secondly, Government should increase the scope of Small and medium Scale Enterprises to enable them continue and increase their present capacity to or Small Scale Enterprises programmes.

3. The Federal government needs to improve our infrastructure such as power in order to facilitate the entrepreneurship and large scale of industries in Nigeria
4. Government should encourage the development of non-oil sectors to create more job opportunities and reduce reliance on a single industry.
5. Government should Support agricultural initiatives to boost rural employment and reduce urban migration.
6. Government should Strengthen law enforcement agencies and invest in intelligence to address insecurity and attract investments.

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