

THE AGENCY OF EMPLOYMENT AND UNEMPLOYMENT IN NIGERIA: ISSUE AND CHALLENGES

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Abstract

Unemployment has become more alarming within the past decade as Nigerian higher institution of learning produced a large number of University and College graduate for few jobs. The gravity of this situation resulted to the formation of the National Directorate of Employment (NDE) with the mandate to articulate programmes that will help combat mass unemployment in Nigeria. This paper examines the performance of the agency as well as assesses the trend in the unemployment rate at pre and post establishment of NDE in Nigeria. Data were collected through survey questionnaire and from National Bureau of Statistics. We find that many unemployed graduate does not have the opportunity to participate in the NDE programme, insufficient funds, political interference, corruption and lack of access to loan are among the key factor militating against the success of the programme. We recommends that State government in Nigeria should to contribute in solving unemployment in Nigeria and Federal Government should support the NDE programme in term of financial and politician should stop interferes with the activities of NDE.

Keywords: Entrepreneurship, Insufficient Fund, Political Interferences, Corruption and Survey Questionnaire

1. BACKGROUND OF THE STUDY

The task of achieving an economically prosperous country is a process which can only be achieved as part of the development process. Hence, Adebayo (1999) opines that what constitutes development is a question of what to write about a country's developments which are enumerated as what has been happening to poverty? What has been happening to inequality? And what has been happening to unemployment? No doubt, if all these three have declined from high level to low level in a country it could be said that the country is undergoing development (Animashaun, 2007; Adebayo, 1999; Chukwu, 1997). However, if one or two of these central problems have been growing worse especially if the entire three have there it would be inappropriate to call the result development even if per capital income has doubled. Okafor (2011) argued that the global economic depression which started in the early 1980's has caused a rapid deterioration in Nigeria's economy. Osuala (2007) supported that industrial output has become very low and commercial activities are leading to loss of employment per thousands of citizens through retrenchment and rationalization in many industries.

Furthermore, the formal educational sector has continued to turn out a teeming population of graduates annually without a matching increase in employment opportunities (NDE 2000; NBS 2010). This trend was confirmed by the labour force survey

conducted by the national manpower board in 1966 and 1967. The situation had become so bad that by the end of 1985 the unemployment situation had reached desperate and alarming proportions (10%-12%) not only in the urban area but also in the rural area, while in 1974 was limited to the urban centers. NBS (2006) reported that the demand for employment opportunities in the country is ever increasing with demand clearly outstripping supply and the resultant effect is the increase in different kinds of antisocial activities such as house breaking, armed robbery, human and drug trafficking and most recently militancy and terrorism. Onyeonoru (2008) suggested measures to redress the situation and stem the tide of increased anti-social activities arising from youth's unemployment by establishing the National Directorate of Employment (NDE) with the aim of institutionalizing schemes to support the self-employment aspirations of the Nigerian youths. Banks and industries were set up in the rural areas to give jobs to the rural dwellers. Many other programmes and policies were established but were not effective enough as to restructure the economy.

Privatization and commercialization of certain government establishment led to workers being laid off from their jobs resulting in greater unemployment (Ajagbe et al., 2015; Ajagbe et al., 2013). This situation combined has made it even more difficult for the NDE to combat the grooming problems of unemployment in the country. This study has been rationalized by the motivation to fill in the gap in knowledge as to the aim and objective

of NDE. The problem now is finding solution (s) to unemployment problems in Nigeria. The government on the other hand decided to alleviate this problem by embarking on self-employment schemes through entrepreneurship as one of the measures to solve the problems. However, despite government efforts unemployment still persist because not all unemployed have been covered under the government self-employment schemes. The motivation of this paper is to assess the activities of the National Directorate of Employment on the issues of unemployment. The pertinent research question is that to what extent has the programme of National Directorate of Employment (NDE) have solved the employment in Nigeria; also what is the pattern of the trend of the unemployment in Nigeria?

2. LITERATURE REVIEW

2.1. Concept of Employment

Employment is a relationship between two parties, usually based on a contract, somebody being the employer and the other being the employee. The classical economist believes that full employment is achieved "when everybody who at the running rate wages wishes to be employed" (Oyebade, 2003; Lebreton, 2000; Babbie, 2001). The classiest view full employment in the economy as a normal situation and the existence of unemployment was perceived to be abnormal (Nwabah, 1995). There is an automatic movement of the economic system towards full employment. If unemployment occurs then it is caused by the interference of the government in fixing minimum wage and also by unionizing labour. Keynes (1936) argues that anybody who is not willing to work at the wage rate is not unemployed. He is rather voluntarily unemployed. He further stresses it that it is not possible for people to be prepared to work and they cannot find work. In other words involuntary unemployment does not exist. Keynes (1936) posits that when we talk of full employment we are talking of the absence of involuntary unemployment. He believes that when everybody who desires to work finds work and this result to full employment. Full employment according to Keynes can be achieved through maintaining adequate effective demand.

In addition, Adebayo (1999) agreed that full employment can be said to be achieved when everybody in the working population has a job working to full capacity. It then means that if some people in the working population is not working to capacity say a full week or a full month or production is showed down below its normal pace then we will have less than full employment exists when all the resources available to a nation is committed to production. If the resources are efficiently employed then that society is at its maximum production and of course unattainable. Okafor (2011) concluded that the definition of full employment notwithstanding is of the key objectives of government alongside price stability, balance of trade and payment and economic growth. However, the alternative to full employment is unemployment.

2.2. Concept of Unemployment

The phenomenon of unemployment has been an issue of discussion at both micro and macro-economic levels. Authors mentioned that this concept has been generating a lot of heat among various schools of thought in the field of economic theory (Learns, 1975; Lebreton, 1997; Oyebade, 2003). However, economic theory is generally consumed with the problems of allocation and utilization of the means of production however the condition for labour employment has become important because human beings constitutes both the means and ultimate aim of productive activity. Jhingein (1975) argued that unemployment is one of the most persistent and unmanageable problems facing many countries. The author describes it as an involuntary idleness of a person willing to work at a prevailing wage rate but could not find job. A contrary concept to the earlier is involuntary unemployment which is a situation where the unemployed persons is willing and able to accept a given job at the going job rate but the job is out of reach or he cannot get the job (Animashaun, 2007; Adebayo, 1999). Thus this situation of unemployment leads to economic waste.

Beside this, Osuala (2007) opine that this is why concerned authorities try to control it by using suitable policies, make frantic efforts to provide solutions to the menace. There is no doubt that an unemployment problem is biting hard on Nigerians. This is clearly seen on the amount of young school leavers roaming the streets in search of jobs, which they never find. Unemployment causes untold hardship and sufferings to the people. This is the reason why unemployment is an important phenomenon to be discussed. There are seven types of unemployment this include frictional unemployment, technology unemployment, seasonal unemployment, deficient demand unemployment, structural unemployment, search unemployment and cyclical unemployment.

2.3. History of National Directorate of Employment (NDE)

The NDE was established by Act CAP 250 of the laws of the Federal Republic of Nigeria (NDE 2000, 2001). The journey started with the establishment of a national committee on strategies for dealing with mass unemployment under the auspices of the Federal Ministry of Employment, Labour and Productivity and with the technical assistance of the International Labour Organization (ILO) in March 25th 1986. The committee, which became known as the "Chukwuma committee" made recommendations on which the national directorate of unemployment was established upon in November 22nd 1986. Its initial core programmes were finally launched in January 30th 1987 by the then chief of general staff vice Admiral Augustus Aikhomu on behalf of the president and commander in chief of the armed forces General Ibrahim Badamasi Babangida.

2.3.1. Objectives of National Directorate of Employment (NDE)

The objective of the directorate as contained in the 1987 presidential budget speech was to concentrate its efforts on the re-activation of public works, promotion of self-employment, organization of artisans into co-operatives, and encouragement of a culture of maintenance and repairs. It is on this premise that the programs of the directorate are based (NDE 2000; 2001). The directorate has since 1986 grown into nationwide institution whose impact is felt by every sector.

- To design and implement programmes to combat unemployment
- To articulate policies aimed at developing work programmes with labour-intensive potential.
- To collect and maintain a data bank on employment and vacancies in the country with a view to acting as a clearing house to link job seekers with existing vacancies in collaboration with other government agencies.
- To implement any other policies as may be laid down from time to time by the board established under Section 3 of its enabling act.
- *Vision:* To sustain economic development in Nigeria through job creation
- *Mission:* To be a vehicle for economic development through combating of unemployment in Nigeria
- *Structure:* The Directorate consist of a National Advisory Council and Management Board which gives guidelines for the management of the affairs of the Directorate. The Board consist of the Minister for Employment, Labour and Productivity and fourteen other members to be appointed by the President, on the recommendation of the Minister, which must be different important ministries.

2.4. Employment and Unemployment in Nigeria

Onueonoru (2008) posit that the global economic recession of the early 80's caused a rapid deterioration in Nigeria's economy. Industrial output shrank to an all-time low and commercial activities were consequently reduced leading to the loss of employment opportunity for millions of Nigerians. NBS (2009) reported that the unemployment situation in the country had become really distressing with unemployment figure going as high as 9.9% for females and 6.9% for males in the urban areas while the rates for the rural area were 6.3% and 3.5% for female and male respectively.

Moreover, Osuala (2007) revealed that about 80% of graduates secured paid employment within 3 months after their youth corps in 1974. The National Youth Service Scheme (NYSC) in collaboration with the manpower board recorded that about 93% of 1983 graduates who completed their national service remained unemployed in years after (NBS 2010). In August 1985, the Babangida administration came to power and immediately realized the threat posed by the menace of unemployment to the social political and economic well-being of the country. Babbie (2001) argued that youths and graduates are the hardest hit with growing joblessness resulting to increasing despondency among youths and their

parents. The introduction of the Structural Adjustment Programme (SAP) was aimed to stem the tide through the restructuring of the economy. Another aim of SAP was to reduce the dominance of unproductive investment in the public sector, improve the sectors efficiency and intensify the growth potential of the private sectors (Abdullah et al., 2012; Ajagbe et al., 2013). In a bid to rationalize government business enterprises, this resulted to loss of jobs due to retrenchment and outright layoffs. The situation became aggravated by the same action by a large portion of the private sector, which had hitherto survived basically on foreign inputs for their production (Abdullah et al., 2012). The strict monetary measures occasioned by the structural adjustment especially that of an adverse exchange rate saw to the liquidation of such business. The result of all these was the outrageous high rate of unemployment. The government on the other hand seems to realize this and the implications it would have on the economy hence National Directorate of Employment (NDE) was established as a permanent institution for tackling the problems.

2.4.1. Government Polices on Employment in Nigeria

The period 1960 to 1990 saw a tremendous growth in the numbers, size and activity of businesses in the country particularly the small and medium enterprises (Bilau et al., 2015). These heightened activities encouraged government to formulate a set of regulations and policies to check unfair company practices. This was done by government deciding the kind of business one should engage in. However, certain business ventures are forbidden by law because of their determined effects on the government, other businesses and the public in general. The policy maintains that no individual or group has the legal right to manufacture military or paramilitary weapons such as land mines, atomic weapons except licensed to produce it for the government (Osuala, 2007).

Moreover, another area of control is the type of product produced and brought to the market for sale. Adebayo (1999) added that any product, drug or food must obtain approval or license from government before it is displayed or advertised for sale. Even the automobile industry is regulated as to the class of component to import, car assembly plant are allowed to import only "completely knocked down" (CKD) parts and compelled to source other parts locally. In addition to this, car importers are restricted to bring into the country model of vehicles that are above 8 years from its manufactured date. The point that is being made there is that it is difficult to find any sector of the economy that is not affected in some way by legislation. Below are some of the agencies that have been put in place to enforce government regulations as it concerns business practices.

- a. Federal Trade Commission
- b. Central Bank of Nigeria
- c. Securities and Exchange Commission
- d. National Drug Law Enforcement Agency
- e. Federal Environment Protection Agency
- f. National Labour Relations Board

2.4.2. Options to Solve Unemployment Problems

Restructure the Education System: There is already a welcome emphasis on technical training if the country's educational policy is anything to go by much can still be done to make fuller use of existing capacity especially in the polytechnics and government technical colleges to provide vocational and practical technological training to the citizens (Animashaun, 2007).

Enlarge Employment in Existing Establishments: Low capacity operation averaging 20-30% characterized the manufacturing sector in Nigeria for the period 1982 to the recent year. Okafor (2011) supported that industries suffered constant breakdowns as machinery barely managed to function. Raw materials inputs were not forthcoming in any desirable quantities and local substitutes were only being sourced in very small quantities. Labour was affected by retrenchments and redundancies as industries tried to contend with the exigencies of the situation (Oyebade, 2003). Against this background, the government should keep under review the level of employment in existing establishments with a view to helping them remove obstacles and enlarge opportunities.

Establish Technical Training Centers: Provision of in tech-training centers for workers and students for them to know about the latest in technology and how to handle and repair the new or modern machines would drastically curb technical unemployment (Adebayo, 1999).

Marketing and Supply Facilities: A critical factor in the success of any industrial linkage programme is the development of adequate supply and marketing systems to mediate the necessary collection and distribution of supplies. Thus local scouring of grains for flour mills may require special arrangements for involving local farmers in supply contacts or co-operative marketing arrangements (Chukwu, 1997).

Provide Socio Economic Infrastructure: On-going efforts of government to provide rural infrastructures like electricity, pipe borne water and road network has been commended. Government should intensify effort in this direction (Okafor, 2011).

Agricultural Expansion: Agriculture has since independence been reported as the main provider of employment to the citizenry (Chukwu, 1997). In view of the fact that the bulk of our working population is in agriculture; thus there is need for a review of agricultural programmes in order to make the best use of available resources by increasing productivity and output of existing farms and supporting the development of new and more viable types of agricultural enterprise capable of attracting the trained and ambitious school leavers.

Diversified Development: There have been several calls for government to evolve policies to reduce rural urban migration through diversified development. The congestion and high rate of unemployment in few industrialized cities in the country could be reduced if other cities are provided with similar infrastructure facilities.

Encourage Foreign Investment: Political instability and economic policies uncertainty has been the bane of industrialization in Nigeria as

foreign investors are discouraged to come in and remain in the country. Policies geared towards attracting foreign direct investments should be formulated and implemented to reduce mass unemployment and hence result to speedy economic growth (Ajagbe et al., 2013; Ajagbe et al., 2015).

Population Policy: In the case of Nigeria, there is an urgent need to bring down the population growth rate through controlled birth policy and efficient health management systems. This will no doubt help in reducing potential labour force and lower unemployment. Although empirical literature has argued that the relationship between population growth, employment and economic growth is a complex phenomenon (NBS 2010; Oyebade, 2003; Okafor, 2011).

3. METHODOLOGY OF THE STUDY

This section describes the data instrument and source of the instrument, and explains the pilot study. Also focuses on the data collected by a survey questionnaire from the respondents in Six Geo-Political Zone of Nigeria such as North-East, North-West, North Central, South-East, South- South and South-West. Data were also collected from National Bureau of Statistics (NBS) and Central Bank of Nigeria (CBN)

3.1. The source of data instrument

A survey questionnaire was administered through a stratified random sampling to respondents which comprise the following; the public and private servant, unemployed graduate, beneficiaries of NDE, staff of NDE, and employed graduate. In Nigeria across the Six Geo-Political Zone out of 460 survey questionnaire administered to the respondents, 400 were received this indicates 86.95 percent response rate. Stratified random sampling was used in selection of the population for this study.

3.2. Pilot study

A pilot study was conducted among the stakeholders through the administered of the survey questionnaire prior to the final administered of the survey questionnaire to the stakeholders. The purpose of the pilot test is to refine the questionnaire so that respondents will have no problem in answering the questions. Secondly, to ensure that there is no problems in recording the data and to obtain some assessment of the questions' validity and reliability of the data that will be collected so that the research question will be answered. Through pilot study validity and reliability can be measured in order to make sure that the survey questionnaire actually represents the reality what the study is to measure. In making sure the scale of the study is reliable we checked the reliability of the scale by checking the internal consistency through Cronbach's alpha coefficient and the result indicated 0.80 Cronbach's alpha coefficient. Ideally, Pallant (2010) explained that Cronbach's alpha coefficient of a scale should be above 0.7 .

Table 1. Showing the characteristics of the respondents for the survey questionnaire

<i>Respondents</i>	<i>frequency</i>	<i>% frequency</i>
Sex:		
Male	224	56
Female	176	44
Educational Background:		
Diploma/certificate	100	25.0
Professional certificate	50	12.5
Bachelor degree/HND	130	32.5
Master degree	110	27.5
Doctoral degree	10	2.5
Stakeholders:		
Public and Private servant	40	10
Unemployed graduate	80	20
Beneficiaries of NDE	120	30
NDE Staff	100	25
Employed Graduate	60	15
Geo-Political Zone		
North-West	60	15.0
North-East	50	12.5
North Central	70	17.5
South-West	80	20.0
South-East	70	17.5
South-South	70	17.5

Table 2. Illustrating the Descriptive Statistics of the Variables

<i>Variables</i>	<i>Number</i>	<i>Mean Value</i>	<i>Standard Deviation</i>
Prog(Participation)	400	2.31	1.29
Prog(Benefit)	400	2.17	0.88
Prog(Equal opportunity)	400	2.21	0.93
Prog(Unemployment)	400	2.26	1.09
Prog(Reduction)	400	2.02	0.96
Prog(Job creation)	400	2.10	0.84
Prog(Benefit on merit)	400	2.01	1.02
Prog(NDE Yardstick)	400	2.00	1.42
Prog(Better result)	400	4.00	1.62
Prog(Practical approach)	400	2.10	1.09
Constr(NDE challenges)	400	4.00	1.30
Constr(Government support)	400	2.03	1.13
Constr(Political)	400	4.06	1.22
Constr(Financial)	400	4.00	1.30
Constr(Corruption)	400	4.00	1.30
Obj(SME)	400	2.01	0.73
Obj(Loan)	400	2.02	0.74
Obj(interest rate)	400	1.94	0.81
Obj(Unemployment)	400	4.04	1.18
Obj(Economy growth)	400	2.01	1.02

4.1. Results of Data Analysis from the survey questionnaire

This section provides the results of the data analysis of the survey questionnaire from the respondents.

In Table 3 we show the results of the descriptive statistics on the various variables for the activities of National Directorate of employment (NDE). The finding indicate that majority of the respondents indicate that they have not participated in NDE activities. Moreover, the finding from the Table 3 indicate that the respondents believe that the unemployed graduate have not benefited from the NDE programme. This may likely due to ineffective of the implementation of the objectives, mission and vision being stated in Act that established the organisation.

Besides this, majority of the respondent believe that there are no equal opportunities, and NDE cannot resolve unemployment rate reduced and cannot create job and the selection of the beneficiaries is not based on merit. This suggests there may be collusion between the official of NDE and politician in carrying out corruption and nepotism in favour of those who are closed to them

in carrying out their official duties. In addition, the respondents are strongly agreed that NDE is not a true yard stick for finding solution to unemployment in Nigeria. However, they believe that there is need to strengthen the NDE programme for better results.

Table 4 presents the descriptive statistics that evaluate the constraint to meet the objectives of National Directorate of employment (NDE) programme. We find that the respondents strongly agree that there are challenges facing NDE, the programme is not fully supported by government and the constraint facing NDE are political interference, financial and corruption. However, the respondent strongly disagree that NDE Programmes have strengthened Small and Medium scale industry (SME) in Nigeria, In addition, they indicate that NDE have not adequately given Loan to Small and Medium Scale Enterprises (SMEs) and the rate of interest are not fair. There is evidence from the respondents that NDE has not really made different in the rate of employment and NDE has not contributed to the economy growth through job creation.

Table 3. Showing the value of the Mean, Standard Deviation and percentage of Frequency for the NDE Programme variables

Statements	Variables	Mean	Standard deviation	% Frequency
I have participated in NDE programmes	Participation	2.31	1.29	SD=29.6 D=42.3
Many unemployed graduates have benefited from the NDE programmes	Benefit	2.17	0.88	SD=18.3 D= 59.2
NDE programmes have created equal opportunities to all and sundry	Equal opportunity	2.21	0.93	SD=18.3 D=57.7
NDE programmes have resolved unemployment issues in Nigeria	Unemployment issues	2.26	1.09	SD=21.1 D= 53.5
NDE programmes have reduced unemployment issues in Nigeria	Reduction Unemployment	2.02	0.96	SD=25.4 D=60.6
NDE have created sustainable jobs in Nigeria	Job creation	2.10	0.84	SD=19.7 D=60.6
NDE programme beneficiaries were selected on merit	Benefit on merit	2.01	1.02	SD=32.4 D=47.9
NDE is the true yard stick to finding solution to unemployment in Nigeria	NDE Yardstick	2.00	1.42	SD=29.6 D=23.9
NDE programmes should be strengthened for better results	Better Result	4.00	1.62	SA=42.3 A=19.7
NDE should be stopped and a more practical approach to job creation should be adopted	Practical Approach	2.10	1.09	SD=47.9 D=33.8

Table 4. Showing the value of the Mean, Standard Deviation and percentage of Frequency for the constraint to meet objectives variables

Statements	Variables	Mean	Standard deviation	% Frequency
There are constraints militating against the success of the national directorate of employment (NDE) in Nigeria	NDE Challenges	4.00	1.30	SA=42.3 A=16.9
NDE is fully supported by government	Government support	2.03	1.13	SD=43.7 D= 33.8
The constraints faced by the NDE is Political	Political	4.06	1.22	SA=49.3 A=28.2
The Constraint faced by the NDE is financial	Financial	4.00	1.30	SA=40.8 A= 29.6
Corruption has impeded the success of NDE Programmes in Nigeria	Corruption	4.00	1.30	SA=49.3 A=22.5
NDE Programmes have strengthened small scale industry in Nigeria	SME	2.01	0.73	SD=19.7 D=64.8
NDE have given adequate loans to start up small scale businesses in Nigeria	Loan	2.02	0.74	SD=21.1 D=59.2
NDE loans and interest rate are fair	Interest Rate	1.94	0.81	SD=28.2 D=56.3
NDE has not really made a different in the rate of unemployment in Nigeria	Rate of Unemployment	4.04	1.18	SA=45.1 A=29.6
NDE has positively contributed to the growth of the Nigerian economy through job creation	Economy growth	2.01	1.02	SD=38.0 D=46.5

4.2. Result of the Data Analysis from the rate of Unemployment in Nigeria, Other African countries, USA and European countries

This section illustrate the analysis of the data on the rate of unemployment in Nigeria, other Africa countries, USA and European countries using trend analysis.

Table 5, Figure 1 and Figure 2 shows that the rate of unemployment in Nigeria was not stable from 1967 to 1998 however from 1999 to 2014 there is an increased in the rate of unemployment from 8.2 percent to 25.1 percent. This implies that the rate of unemployment increased seriously within the last fifteen years; unfortunately these are the years in which the government of Nigeria was under the full democratic government. This result suggest that although the Nigeria may not be under the military rule however it was during the military rule the National Directorate of Employment (NDE) was established with the mandate to articulate programmes that will help combat mass unemployment in the country. The failure of the NDE may like be as result of the challenges and

constrains highlighted from the Table 3 and 4 shows the finding of the analysis of the data from survey questionnaire administered to the respondents.

In addition, the increased in the unemployment rate seem to be as results of the poor economy situation in the country, lack of adequate infrastructural facilities such as adequate power which lead to a situation where most of the industries in Nigeria foiled up. During the President Olusegun Obasanjo administration in 2001 the Federal Government introduced National Poverty Eradication Programme (NAPEP) which has the same mission and vision as NDE still there was nothing to show from this programme. During the President Goodluck Jonathan administration the Federal Government introduced Subsidy Reinvestment and Empowerment Programme (SURE-P) in 2012 in order to solve unemployment at the end of his tenure there was nothing to show, the rate of unemployment is still high.

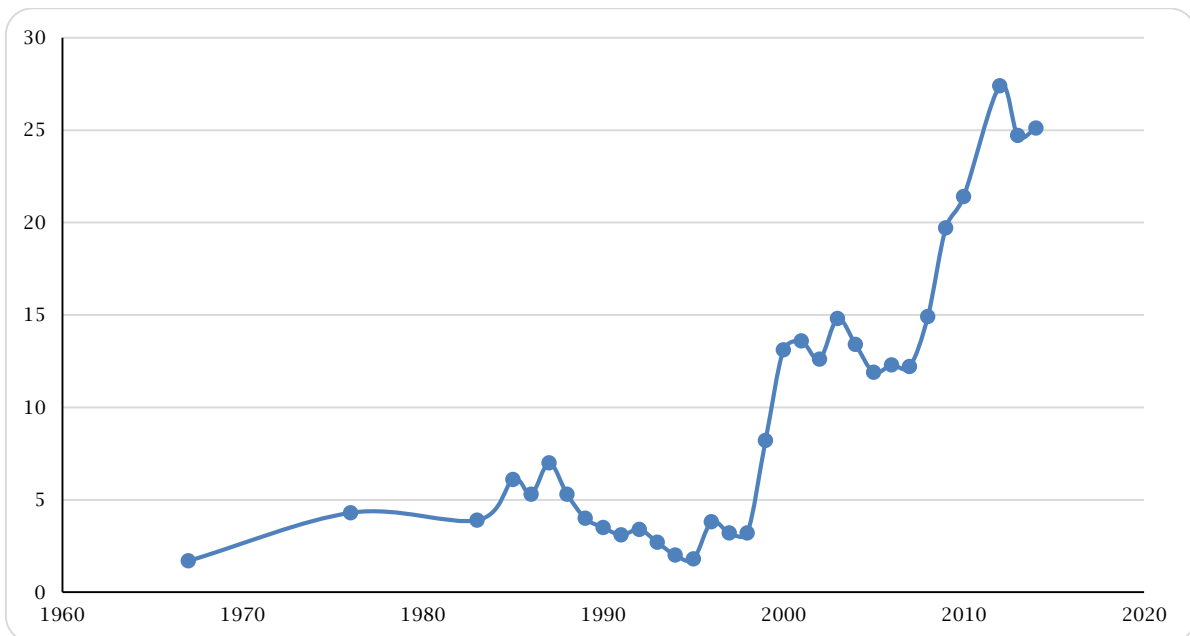
In some selected Africa countries the Table 6 below shows the rate of unemployment in those countries

Table 5. Illustrate the Unemployment Rate from 1967 - 2014 in Nigeria

<i>Year</i>	<i>Unemployment Rate (%)</i>
1967	1.7
1976	4.3
1983	3.9
1985	6.1
1986	5.3
1987	7.0
1988	5.3
1989	4.0
1990	3.5
1991	3.1
1992	3.4
1993	2.7
1994	2.0
1995	1.8
1996	3.8
1997	3.2
1998	3.2
1999	8.2
2000	13.1
2001	13.6
2002	12.6
2003	14.8
2004	13.4
2005	11.9
2006	12.3
2007	12.2
2008	14.9
2009	19.7
2010	21.4
2012	27.4
2013	24.7
2014	25.1

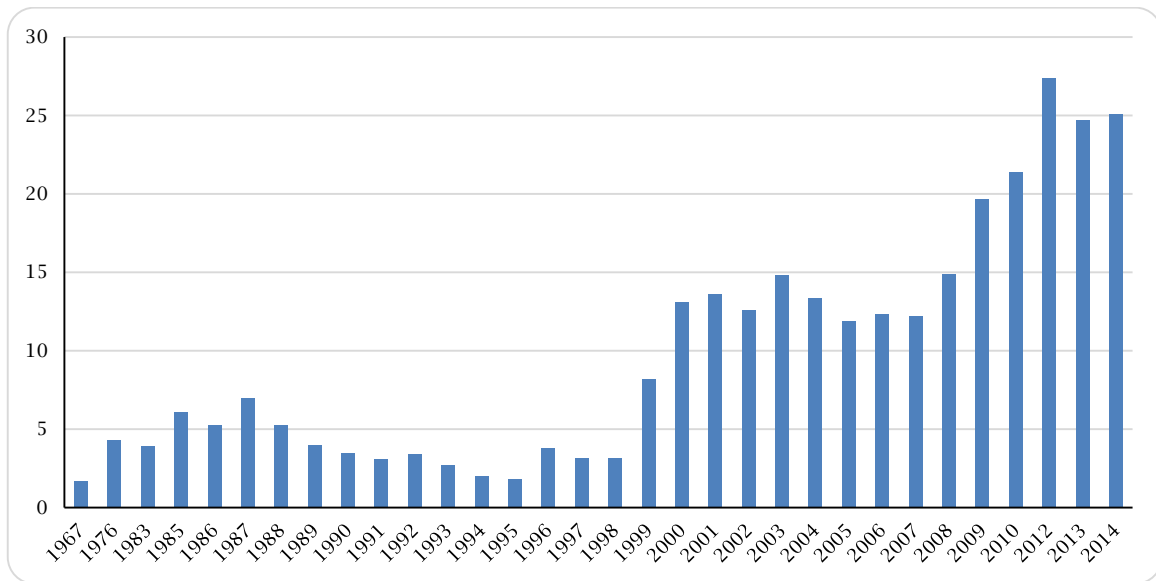
Source: National Bureau of Statistics

Figure 1. Unemployment rate (%)



Source: National Bureau of Statistics

Figure 2. Unemployment rate (%)



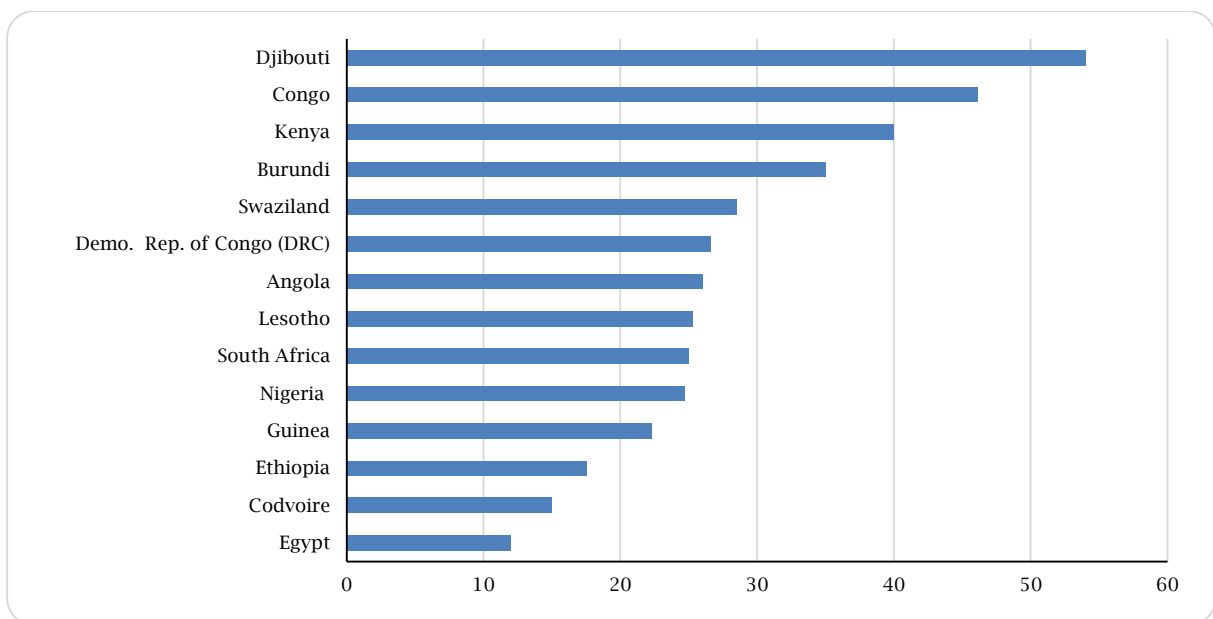
Source: National Bureau of Statistics

Table 6. Indicate Recent Unemployment Rate in Africa Countries

Country	Unemployment Rate (%)
Egypt	12.0
Cote D'Ivoire	15.0
Ethiopia	17.5
Guinea	22.3
Nigeria	24.7
South Africa	25.0
Lesotho	25.3
Angola	26.0
Demo. Rep. of Congo (DRC)	26.6
Swaziland	28.5
Burundi	35.0
Kenya	40.0
Congo	46.1
Djibouti	54.0

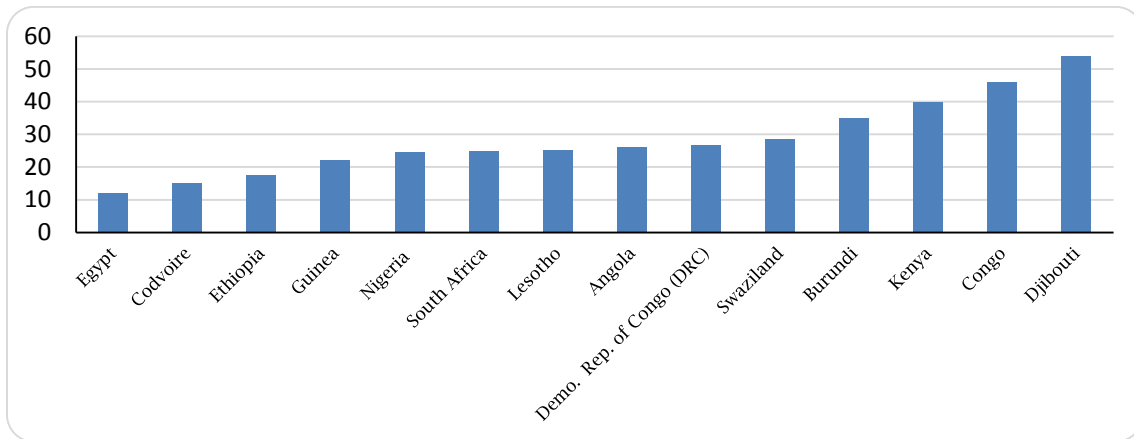
Source: National Bureau of Statistics

Figure 3. Recent Unemployment Rate in Africa (%)



Source: National Bureau of Statistics

Figure 4. Recent Unemployment Rate in Africa (%)



Source: National Bureau of Statistics

Table 6, Figure 3 and Figure 4 illustrate the trend in rate of unemployment in some selected Africa countries, there is evidence that the rate of unemployment in Africa countries is high. Thus in comparing with Nigeria it is obvious that only Egypt, Cote D'Ivoire, Ethiopia and Guinea that have a lower

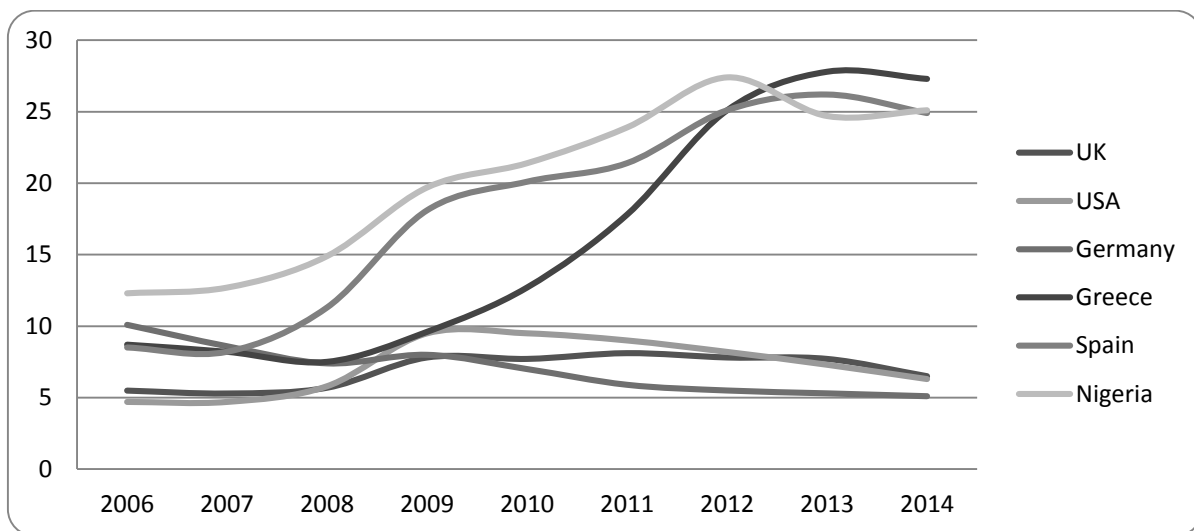
percent. This indicates that in Africa countries these countries may have lower rate of unemployment but their economy may not better than Nigeria. However, South Africa which is one of the strongest economies in the continent has nearly the same unemployment rate with Nigeria.

Table 7. Comparing Unemployment Rate in Nigeria with USA and European Countries

Country	2006	2007	2008	2009	2010	2011	2012	2013	2014
UK	5.5	5.3	5.7	7.8	7.7	8.1	7.8	7.7	6.5
USA	4.7	4.7	5.8	9.5	9.5	9.0	8.2	7.3	6.3
Germany	10.1	8.6	7.4	8.0	7.0	5.9	5.5	5.3	5.1
Greece	8.7	8.2	7.5	9.6	12.7	17.8	25.1	27.8	27.3
Spain	8.5	8.2	11.3	18.1	20.1	21.4	25.1	26.2	24.9
Nigeria	12.3	12.7	14.9	19.7	21.4	23.9	27.4	24.7	25.1

Sources: Central Bank of Nigeria

Figure 5. Comparing Unemployment rate in Nigeria with USA and European countries



Sources: Central Bank of Nigeria

Table 7 and Figure 5 provide the evidence for comparing the rate of unemployment in Nigeria with USA, and some selected European countries. The result shows that on the average from 2006 to 2014 Nigeria has the highest Unemployment rate. Thus the finding of trend analysis indicates that from 2009 to 2014 the average unemployment rate for

Spain is just a bit lower than Nigeria. However, the average unemployment rate for Greece is a bit higher than Nigeria. This result suggest that the issue of unemployment is a global challenges in particular European countries such as Spain and Greece where there they are presently in economy down turn.

5. CONCLUSION

This paper contributes a number of insights by using survey questionnaire to examine the activities of the National Directorate of Employment (NDE). Based on the finding from the respondents, there is indication that many unemployed youth does not have the opportunity to participate in the NDE programme. Beside this, the result show that the NDE programme has not create equal opportunity, NDE programme have not solved unemployment crisis, NDE have not created sustainable jobs and NDE should be strengthened for better results.

Moreover, the respondents believe that there are constrain militating against the success of the NDE this includes; lack of government support, political interference, financial constrain, corruption, lack of assistant to SME, lack of adequate loan with high interest rate and NDE has not contribute to economy growth of Nigeria. This finding suggest that National Directorate of Employment need to be re-organised with support of the government in order to be able to performed effectively so as to meet the objective and the mission of the organisation.

In addition, the results of the trend analysis show that from 1967 to 1998 unemployment rate was not stable but in 1985 to 1987 during the structural adjustment programme of President Ibrahim Babaginda the rate of Unemployment show a higher increased in compared with 1967 to 1983 rate of unemployment . However, from 1988 to 1998 there was a lower rate of unemployment. From 1999 to 2014 the rate of unemployment increases skyrocketly when compared to the previous year such as 1967 to 1998 rate of unemployment. In recent times the Federal Government has introduced programmes such as NAPEP and SURE-P in order to reducing the rate of unemployment unfortunately there is no evidence of improvement in reducing the rate of unemployment in Nigeria.

Globally, we compared the rate of unemployment across selected Africa countries, USA and selected European countries. We observed that the rate of unemployment in Africa countries is very high and on the average rate of unemployment in European countries such as Spain is a bit lower than Nigeria average rate of unemployment; however on the average rate of unemployment Greece has a higher rate of unemployment than Nigeria. This evidence indicates that rate of unemployment is a global issue.

6. RECOMMENDATION

Based on the finding of this study we recommend that the National Directorate of Employment (NDE) may not able to solve the issue of unemployment alone. There is need for each of the State in Nigeria to contribute their own part in solving unemployment in Nigeria. In addition, the Federal government need to strengthen the programme of National Directorate of Employment (NDE) across the state in Nigeria. This can be carried out by providing more funds to the organisation and caution the politician to stop interferes with the activities of NDE. We find that the issue of unemployment is a global issue. As a result, the Federal Government should lay more emphasis on

entrepreneurship programme in the higher institution of learning in Nigeria. Finally, the Federal government need to improve our infrastructure such as power in order to facilitate the entrepreneurship and large scale of industries in Nigeria

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