

NAME:
OCHEI PATIENCE FAVOUR

MATRIC NO:
SBS/6321330167

SUPERVISOR:
DR. (BARR.) A.E AINABOR

HEAD OF DEPARTMENT:
DR. ALIGBE, B.A

DEPARTMENT:
PUBLIC ADMINISTRATION

SCHOOL:
BUSINESS STUDIES

**CAUSES AND EFFECTS OF GRADUATE UNEMPLOYMENT IN NIGERIA
(A CASE STUDY OF ETSAKO CENTRAL LOCAL GOVERNMENT AREA EDO STATE)**

BY

**OCHEI PATIENCE FAVOUR
MAT NO: SBS/ 6321330167**

**BEING A PROJECT WORK SUBMITTED TO THE
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EDO STATE**

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CERTIFICATION

We, the undersigned certify that this project written by **OCHEI PATIENCE FAVOUR** with Matriculation Number **SBS/ 6321330167** is adequate in scope and quality and is submitted to the Department of Public Administration Auchi Polytechnic, Auchi in partial fulfillment of the requirements for the award of Higher National Diploma (HND) in Public Administration.

Dr. (Barr.) A.E Ainabor
(Project Supervisor)

Date

Dr. Aligbe, B.A
(Head of Department)

Date

DEDICATION

This project work is dedicated to God Almighty, the custodian of life, and the architect of our destiny whose infinite grace, mercies, wisdom guidance and protection accorded me in the course of writing this project and attaining this level of my education.

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I appreciation also goes to my friends and course mates who stood by me, may the almighty God bless you all, Amen.

ABSTRACT

This study examined “The Causes, Effects and Possible Solution to the Problem of Graduate Unemployment in Nigeria using Etsako Central Local Government Area, as a case study. The study looked at the total neglect of agriculture and the mismanagement of our natural resources especially between 1975 and the present time. It was discovered that most of our industries and social institution are neglected by the government as the country depends on foreign nations to survive especially in the area of development. In carrying out this research, the survey method was adopted questionnaire were administered on the respondents to obtain data. Data collected were analyzed using the chi-square statistic. The study then recommended that the problem of graduate unemployment can best be solved, if a pragmatic approach is adopted by the government at all levels in order to bring about socio-economic development in Nigeria.

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CHAPTER ONE

INTRODUCTION

1.1 BACKGROUND TO THE STUDY

Formal education in Nigeria started with the arrival of the missionaries to the Nigeria in the 18th century. In addition to the building of churches and schools, some of which were used to train children in teaching, evangelism, agriculture, vocational and technical skill to meet the social needs of the community, with time the educational emphasis was shifted to producing man-power for clerical jobs to serve the colonial administration.

In this context, grammar type secondary education was given prominence at the expenses of technical and vocational education during the colonial era. This education remained unchanged even after independence, though man-power requirement have drastically changed over the years, this led to a university admission culture.

There is a school of thought that believes in the universities of today have generally been too theatrical in the approach of their courses and have virtually ignored any training of the students in innovation and entrepreneurship to the extent that students who graduate from the universities are not in any way equipped for self employment. The graduates of the universities have all tended to becomes job seekers rather than job creators. Most of the time, the type of job which they consider

appropriate for their status are not available, hence the turn or pool of unemployed graduate in the country.

1.2 STATEMENT OF THE PROBLEM

Stake holders in educational position generally see education as an investment. Parents ignore all the opportunity cost in educating their children and sacrifice their scarce resources to have their children educated in the hope that education will open the gates of employment into attractive jobs. Moreover, it is believed that the higher one climbs the education ladder, the easier it is to secure an attractive job, yet there are thousands of young university graduates roaming the street and various unbelievable jobs to such people, education has failed in its function of empowering them to be employed the essence of this study is to uncover the underlying factors for the high rate of university graduate unemployment and proffer solution to the problem.

1.3 RESEARCH QUESTIONS

The essence of research questions is far a research to make them available to the public to be able to get response so that the best would be selected from the lot and used to make more research and reforms better economy.

Below are some of the questions made available by the researcher to the public response.

1. What are the cause and effects of graduate unemployment in Nigeria?
2. To what extent has the administration of graduate unemployment been implemented by the government in Nigeria.
3. Will graduate unemployment have effects on organization, individual and the government?
4. How will the issue of graduate unemployment be resolved?
5. Does graduate unemployment affect the productivity of firms or organization and the per-capital income of an employee?

1.4 HYPOTHESES FORMULATION

The following hypothesis will be tested in this study;

Ho: Graduate unemployment has no effect on Nigeria

Hi: Graduate unemployment has effect on Nigeria

Ho: Poor state of the economy is not cause by graduate unemployment.

Hi: Poor state of the economy cause by graduate unemployment.

Ho: Graduate unemployment is not caused by rapid growth rate of population.

Hi: Graduate unemployment is caused by rapid growth rate of population.

Ho: Dependence on the public sector as the employer of labour is not caused by graduate unemployment.

Ho: Dependence on the public sector as the employer of labour is caused by graduate unemployment.

1.5 OBJECTIVE OF THE STUDY

The purpose of this study is to conduct a research into remote causes and effects of graduate unemployment to the problems that may emanate from it. The purpose of this research is to also give it real understanding of the complexity of unemployment and the various factors that are to account for it while it increase when it does and take a certain trend.

It is also hoped that the researcher findings will provide an insight to the effect and course of graduate as it affect Nigeria the employment.

The fining of this research will also serve as bedrock of future researcher and will shed more light not only on the cause and effect, but the psychological effect or the affected graduates

1.5 SCOPE OF THE STUDY

The scope of the study is limited to Etsako Central Area of Etsako East Local government community. In the course of the study, questionnaire shall be distributed to different categories of workers in all the various companies located within the area. This study will also look at the challenges of graduate unemployment in Nigeria and the possible ways to provide solution to them.

1.6 SIGNIFICANCE OF THE STUDY

Rampant unemployment of school leavers, especially university graduates, it is not only a disincentive to schooling but could also be a recipe for social unrest if not immediately checked. Unemployment leads to frustration which could find manifestation in different forms.

The study provides insight into the phenomenon of graduate unemployment in Nigeria and suggestion for resolving the challenges. It also generates new industry and the employment sectors of the country's development policy agenda.

1.7 LIMATATIONS TO THE STUDY

In the course of this study, the researcher encountered a lot of problems which in fact militate against this study.

The first problem encountered by the researcher was that of obtaining permission from the management of various organization of both public and private establishment elated in Etsako Central.

The second problem was the attitude of the respondent's attitude: Some of the respondents took me to be an agent of the management and other people outside the company treated me with suspicious attitude. The attitude of respondents can be seen from the fact that 26.5% of the questionnaires distributed to the respondents were not returned.

Thirdly, was the problem of short duration of the semester: This short duration of the semester posed an impediment to the researcher, because it was not an easy thing combining lectures with going to field to gather material for the research work.

Finally, was the problems of finance to enable me carry out various activities, like transportation to where the information is been gathered for the research purpose.

1.8 OPERATIONAL DEFINITION OF TERMS

In carrying out this research, the following functional and related terms definition were given below for clear and easy understanding.

Unemployment: Unemployment is seen as the total number of persons or people of the working age who are willing and able to work, but do not involve in paid employment.

Voluntary Idleness: This is a situation where an individual freely with draws from job search due to frustration, transfer, income not encouraging or constant illness.

Involuntary Employment: This occurs when new entrants into labour market as well as those who lost their jobs are willing to pick up another job at a going wage rate.

Depressed Economy: This is a long-term sustained down town in economic activity in one or more economy which is more severe than recession. A depression is characterized by its length by abnormally large increase in unemployment. Unavailable buyers and suppliers act back on production and investment with large number of banks including debt default and reduction of the amount of trade and commerce.

Global recession: This is a worldwide slacking of business industrial activities.

Though there has been concerned important concept of improvement in unemployment, statistic during decade yes there is still no ready accurate statement of reporting these data uniformly, despite inadequate status, serious stipulation remains high in the third quarter of 1999.

Abinoye (2008) submitted that though definite figure for statistics are not available given Nigeria peculiar problems or non-availability of correct and accurate data especially in demography, and it would be safe to argue that a half of qualified Nigeria man power is under unemployment.

With flood of unemployment graduate, Nigeria as a country will continue to be a disoriented nation, if she cannot effectively apprehend this social ordeal, which required deliberate policies of government to arrest. Some emerging economic like South Korea, Thailand, Israel and Brazil amongst others have successfully taken decisive and bold action to ameliorate the enigma of graduate unemployment by creating jobs for their trained graduates. Although, over the years it is not that successive government (both past and present) in Nigeria have been folding arms and doing nothing to remediate the problem of this social malfeasance, it is the ineffectiveness of the programme designed and implemented by government for the reduction of graduate unemployment that is

worrisome theses programme failed to achieve the desired results partly because of implementation and other intervening factor in Nigeria (Chukwu and Igwe, 2012).

Given the sictening current trend of graduate unemployment in Nigeria, it is surprising that research efforts have been passive in this area of study which is of strategic importance of study which is of strategic importance to suitable growth and development in the country. As such there is need for more studies to complement and build on the extent of the earlier works.

Moreso that previous studies have largely focused on youth and general unemployment situation in Nigeria Akintoye, (2008), Hence the present study which is empirical is fully justified. By any standard the picture that emerges from this statistical information seem to have portrayed Nigeria as a country that is incapable of providing wage employment opportunities to a substantial number of her trained university graduates. According to Afolabi, Yusuf and Idowu (2014), of all the problem facing Nigeria in recent time, none is as virulent persistent and agonizing as the problem of high unemployment rate among Nigeria graduates.

The deleterious effects on the nations' economic and affected individuals are highly unquantifiable. Aside from being a Hugh waste of

human capital and loss of investment in higher education, those caught in the web of his social menace are often susceptible to the straiten and non-conforming behaviours.

As Adawo (2003) put rampant unemployment of university graduate is not only a disincentive to schooling, but could be recipe for social unrest, if not checked. For these reasons, reducing the problems of Graduates unemployment in Nigeria is a tantamount to solving one of the greatest macro-economic challenges militating against rapid transformation of the nation's economy.

By statistical information in Nigeria the phenomenon of graduate unemployment has become an all reaching concern. it is a challenges that most economic are facing under the current economic circumstances (frightful social problem although the up-surge is more pronounced in the developing countries in Africa and Nigeria in particular, graduate unemployment is a very daunting challenge in the labour market.

According to Bankole (2002) hinted that almost half of the 10million graduates, churned out of the over 668 universities in Africa yearly, do not get jobs. This by implication is one of the most critical developmental problems facing the African countries to achieve their economic greatness and developmental aspirations, but has also kept them as nations with jobless growth economy

CHAPTER TWO

LITERATURE REVIEW

2.1 INTRODUCTION

Unemployment in Nigeria particularly in the form of graduate unemployment has become pronounced in the last two decades due to upstage in the output from tertiary education and inelastic labour absorptive capacity of the Nigeria labour market of the service of university capacity of the Nigeria labour market of the service of university and polytechnic graduates.

Unemployment according to American encyclopedia (international edition) is seen as only those who have no work for more than a specific minimum period of time and who are more able and willing to work and also actively seeking for job. A renewed economist, Aluko (2006); asserted that any economy that fails to provide employment for its citizens is a depressed economy and that a nation's assert is measured by that work population. Also department of employment in Britain accepts that unemployment is school who are not paid but who are available for work and are capable of working.

A veteran labour economist Clark (2004); defines unemployment as the difference between the amount of labour offered at present wage level and working condition and the amount of labour demanded at these levels.

Also, a labour expert, Ajayi (2005), viewed graduate unemployment as a situation whereby an individual who is willing, physically able and also intellectually sound and who is willing to employ these qualities to earn a living but unable to get a job. In his own contribution, he classified a person as unemployed if the following two conditions exist, first he must not be employed and secondly, it is based on three assumptions which are as follows:

- i. They are given standard hours of work per day.
- ii. The wages are given
- iii. The individual is healthy enough to work.

It can be said that unemployment or those unemployed in a country at any time are jobless persons who are willing and ready to work.

This implies that the unemployment concept is limited to involuntary idleness due to labour disputes, illness and vacation. Training for example during the 1930s many colleges graduated clerical and sales positions because these were the only jobs available.

A. Deficient Demand Unemployment: These type of unemployment occurs when insufficient total demands to purchase all the output that could be produced by a full employment labour force. Usually this kind of unemployment is measure by the difference between the number of persons seeking for jobs and number of unskilled job valuation.

B. Technological unemployment: This is caused by the process of growth and it result from the installation of labour saving machinery jobs or semi unskilled jobs while creating demand for persons or specialist training. Therefore while technological changes cause loss of certain jobs at technological changes. This is cause of unemployment in West Africa where thousands of migrant from rural to the Urban center cannot even find employment because of lack of needed skills.

2.2 THEORETICAL FRAMEWORK

Types of Unemployment

There are three major types of unemployment including, cyclical, friction and structural unemployment. Let take a look at each one of them through the eyes of workers in the town of Etsako Central as a matter of fact. I will like to introduce a few of them and find out what types of unemployment they are experiencing.

Cindy just graduated from college, she is looking for work by scanning job sites, reading newspaper listing and attending job fairs.

Fred brother Frohan is a secondary school gym teacher who is desperately trying to teach kin boxing to the school's guinea pigs with the help of the students in his class. He was a hired as a second gym teacher last year Bannock (2001).

- a. Cyclical unemployment:** Over time the economy experiences many ups and downs. That what we called cyclical unemployment because it goes in cycles. Cyclical unemployment occurs because of these cycles when the economy enters a recession, many of the jobs lost are considered cyclical unemployment. For example during the great depression, the unemployment rate surged as high as 25%. That means one out of the two persons discusses were willing and able to work, but could not find work.
- b. Frictional unemployment:** There occur because of the normal turnover in the labour market and the time it takes or workers to find new jobs.

Throughout the course of the year in labour market some workers changes jobs when they do it take time to match up potential employees with new employers of labour. Even if there are enough workers to satisfy every job opening, it takes time for workers to learn about these new jobs opportunities and for them to be

considered, interviews and hired. Hence we can say “cindy is under frictional unemployment.

- c. **Structural unemployment:** These occur because of the absence of demand for certain type of workers. This typically happens when there are mismatches between the skill employers wants and the skills worker have major advance in technology, as well as finding lower costs of labour overseas, lead to this type of unemployment.

When workers lose jobs because their skills are absolute ort because their job are transferred to other countries they are structurally unemployed. It is structural because ups and downs life in the cyclical unemployment. Here Freds brother is structural unemployed.

2.3 CAUSES OF UNEMPLOYMENT

- a. **Poor economic rate:** the fundamental factor that accounts for high rate of unemployment in Nigeria and most economics growth that has characterized the system over the years. Although there are many determinants in unemployment, but the most critical of them all is the weak economic growth. The overall situating is the country is the party of eights nineties and even in this decade has been very hostel to economic growth and development. The high level of corruption mismanagement of public funds harsh comic policies and the insecurity of the Nigeria environment coupled with long term

despotic rule of the military among other factors have damped one spirit of economic growth for a long time. The situation in the nineties was such that analyses have described that period as a lost decade to Nigeria in terms of economic growth and development. The poor state of economic growth in the face of the government population accounts for the worsening scenario of unemployment over the years.

- b. **Adoption of untimely economic policy measures:** Another crucial factor that has elicited unemployment problem over time is the demise of small scale sewage industries which operated in both formal and informal sectors, following the introduction of structural adjustment program (SAP) in September, 1986 that ushered in liberalization deregulation and the devolution program of the domestic currency, many of the domestic firms collapsed that resulted in the loss of many jobs and thereby rendering many people unemployed. Although, these policies were designed to jump start rightly inimical some of the system due to their unseemliness.
- c. **Wrong impression about technical and vocational studies:** The wrong impression of students about the place of technical and vocational education also account for the determining state of unemployment in Nigeria. This is an ending societal biased attitude against technical and vocational educational. A large self job seekers

lack practical skill that could enhance self employment. That is why rather than providing jobs for others, the graduate employed person keep depending on the government and non vibrant private sectors for job offers.

- d. The neglect of the agricultural sector:** The agricultural sector has been the leading provider of unemployment in Nigeria especially the sixties and in the seventies when the sector provided employment for more than 60% of the Nigeria population. However, in the wake of oil discovery, the attention on this anchor of the economy was gradually drawn away to the oil sector where employment capital is very low. The resulting effect is the large number of job seekers who has no place in the oil industry even with the expansion of the industry; unemployment has continued to grow at an alarming rate.
- e. Poor enabling environment:** The poor enabling environment that characterizes the economic over the years has continued to pose serious challenges to employment generation in Nigeria. This couple with poor security environment has continued to hamper investment drives and thereby reducing the prospectus for employment generation. Many job seeker would have embarked on self employed programs are unable to, because of the hostile production environment. Other who make attempt are force to wind up due to

absence of infrastructures and the overall heat of the investment environment.

2.4 EFFECTS OF GRADUATE UNEMPLOYMENT

The consequence of unemployment in Nigeria, like most other countries is very severe and threatening to the citizens and the economy as a whole. The unemployment episode has continued to pose many challenges to the survival of the Nigerian nation. While some of the consequences bother directly on the employed, others like epidemics are limitless in effects, Barrishade (2001).

- a. **Unemployment and personal wellbeing:** Unemployment in Nigeria has a very serious negative effect on the personal wellbeing of the unemployed. Until recently when a small number of affected people benefited from the poverty reduction program of the government, the effect was quite secure on those involved in cross sectional regression; there is clear evidence that unemployment is associated with lower levels of psychological wellbeing. Clark (2004) state unemployment is some that worse than being divorced in its effect on subjective measure of personal well-being. Clark (2004); unemployment dehumanize the unemployed and cause partial or total loss of esteem among pers. The unemployed feels

inferior before his peers group and see live as totally demeaning.

This is the situation of many of the Nigeria job seeker.

- b. **Unemployment and Poverty:** One of the cores of poverty in Nigeria today is the inability of many job seekers to secure gainful employment. This has further worsened the income in equality crisis that characterized most economics largely the increasing level of unemployment can explain the increasing level of poverty in Nigeria for which available information currently puts at 70%. This ugly trend of unemployment rate in the face of rising cost of living, has conditioned to a very low and undignified standard of living in Nigeria and region as a whole.
- c. **Unemployment and social crimes:** unemployment accounts for most of the social crimes perpetrated by youths in Nigeria society today. The accelerating level of prostitution, armed robbery rape and all can be largely attributed to the incidence of unemployment. Some of these criminal can be seen one of the core cause of the rising level of social disorder and in securing permeating the entire country of Nigeria.
- d. **Unemployment and Economic Growth:** The adverse effect of high unemployment on the domestic economic cannot be quantified. The availability of abundant human resources in Nigeria due to non-availability of employment opportunities has

continued to impede in the prospect of growth in several ways. The resulting effect of unemployment such as preparation of violence and general insecurity threaten economic growth and development to large extent, therefore, rather than being a source of growth stimulation, the army of the unemployed remains a potential threat to the well-being of the economy.

2.5 PROBLEMS OF GRADUATE UNEMPLOYMENT IN NIGERIA

Fajana (2009); throw more light on the problem of graduate unemployment has been a major crisis in the country over three (3) decade now. Once read somewhere “Nigeria future prosperity depends on producing children who are well prepared to take their place in tomorrow’s global society” The university on Ivory tower is set up by government of nations private and co-operate individual to given her citizens the ability to think critically, in order to contribute meaningful contribution of take their rightful place in tomorrow global society. These prolong issues of graduate unemployment bring to mind what are the higher institution doing to make this one ready for the labour market, Fajana (2007) have identified four (4) factors responsible for the graduate unemployment in Nigeria.

- 1. Drop in the Standard of Educational:** There have been a drastic drop in the standard of education in Nigeria people is now concerned with papers, no practice knowledge. Facilities and infrastructures needed on our campus are not available, issues of examination malpractice is also causing great havoc. Believe if government and private individuals can help students get serious reducing examination malpractices our universities will reduce graduate that fit well into companies and multinationals.
- 2. Lack of entrepreneurship skills:** Most Nigerians graduate leaves schools without skills, they cannot create jobs, they lack needed skills by international and big time companies. Thanks to organization student in free enterprises (SIFE) is a part of worldwide organization, a non-profit organization working through a strong and growing network of university teaching Students design world class project further benefit of their lost community and campus, they source for funds to run such projects themselves. Entrepreneurship business and successful skills to student through experimental earning formals students design world class project themselves. Believe it is a good thing that has happened our campuses for a long time and it will go a long way in reducing issue of graduate unemployment.

3. **Poor state of the nation's economy:** The Nigeria economy has not been stable for a longtime due to inflation and over dependency on petroleum and unstable government policies, believes if the nation's economy is stabilized and Agriculture which can release labour and materials to develop out economy and the issue of electricity solved. It is only then that the issue of graduate unemployment will be a by-gone issue.

2.6 SOLUTION OF GRADUATE UNEMPLOYMENT IN NIGERIA

One of the most crucial challenges in African economics today is the formulation of effective policy measures that will drastically reduce unemployment and poverty. Given the implications of this phenomenon, in our economy, it is apparently clear that no country would allow this episode to uninterruptedly effort without mitigation. Therefore, in the countries effort toward unemployment reduction in the country, the following suggested policy measures might be very useful.

1. **Appropriating the economic growth prospect:** One of the most importance means of reducing unemployment phenomenon in Nigeria today is the acceleration of the growth capacity of the economy. Over the years, the performance of the Nigeria economy has been below expectation, thereby reducing the chances of the

utilization of both human and material resources. Therefore, the need to stimulate economic growth in Nigeria with the utmost commitment cannot be over emphasized. The way forward is the diversification of the economy. This can be achieved through this dismantling of the current pseudo federalism that encourages indolence and absolute dependence on oil. Nigeria government should as a matter of urgency enable the spirit of true federalism by institutionalizing resources ownership of the country's resource management and reducing the inordinate urge for central power control that induce much political violence. By so doing, regional development, healthy competition and economic diversification will be achieved. This will greatly improve the grow process of the economy and generate employment opportunities.

2. **Employment generation through educational system:** Given the high level of unemployment in Nigeria, the development of entrepreneurial skill and initiatives should be of paramount importance especially in the higher education sector in order to facilitate the employment rate of graduate who will increasingly be called upon to be not only job seekers, but above all become job creators. .

Bankole, (2001), Nigeria is all its lowest edge is human capital development and utilization because of its inadequate educational system which tends to produce more of those who lack job skills for employment than those the economy requires to remain valiant.

Borishade (2001) in view of this, to attack unemployment there is the need to restructure the educational system in respect of man power production for the needs of the economy vocational skills should be given high priority, as this capable of generating self employment. The technological institutions in the country should be properly funded and equipped to ensure efficiencies. Prior to entrance in the higher institution college student should be made to understand the implication of large number of people acquiring academic certificates without practical skills in the present Nigeria economy. This will motivate the young people to opt for discipline that would earn them job independence after word.

2.7 PROVISION OF ENABLING ENVIRONMENT

Hernandez (2000); the poor state of infrastructure in Nigeria has continued to remain a monumental problem to the Nigeria economic growth and development in all facts. Self engagement is seriously inhibited due to poor or lacks of infrastructure, hence the independence of virtually all the unemployed person on the government. The economic environment has continued to remain hostile to small and medium scale

industries. There is the need to launch the private sector into fully money trails. This will stimulate private investment and included marketable economic growth much more than government direct involvement in investment, this is because the emphatically evidence for more countries indicate that private investment has a significantly probably because it is more efficient and perhaps less closely associated with corruption.

a. Re-prioritization of the agricultural sector: Eglama (2003)

Nigeria is primarily economy. The current unemployment challenges demand that the agricultural sector should be patronized again this can be necessarily cheap money policy program, but through the actualization of the resource ownership as this would send the current indent zones in the country back to agriculture of which they have abundant endowment.

b. Discouragement of export jobs: Damanchi (2004); the test of most Nigerians encourage the export of jobs to other countries at the expenses of the domestic economy. The test orientation of the Nigeria consumers largely inhibits the growth of the domestic firms, which would have created employment opportunities. To why Nigerian consumer must join the war against unemployment by having the inordinate desire for foreign products for which substitutes are available in Nigeria. the

consumer must borrows leaf from the patriotism is the dinese consumer by so doing, the market would be extended and employment opportunities would be created.

MEASURES TOWARDS RESOLVING UNEMPLOYMENT IN NIGERIA

1. Programs and assessment

Damachi (2004); An appraisal of Nigeria attempts at systematic national development planning dating back to 1964, the year plan of development and welfare indicates that the inadequate of administration marching to provide the high level manpower implementation was contributory factors to the ineffectiveness of the country's first attempt at developing planning. As common phenomenon, Nigeria recognized then crucial role of the need for manpower development. In addition, the prevailing manpower problems such as shorting of trained persons in various professions and the excess of labour prompted the need for manpower planning.

As a result the federal government of Nigeria appointed the Ashby commission in (1959) to look into Nigeria need in the field of past certificate and higher education during the two decades between 1960-1986.

National development plans and unemployment control: awareness of the devastating effects of unemployment on the economy, the Nigeria government in the development plans included the re-education of unemployment as one of its cardinal objectives. This objective was not just to meet employment but also to train skill that will meet the dynamic needs of the economy. This informed the establishment of a number of development (CMO) and the national delectate of employment (NDE) among others. However, it is said to this objective, the commitment towards the realization of the set goals were grossly below expectation. This is because the employment objectives, other development plans were never more than indicative as there was little commitment to the administrative and manpower implication especially those of project. Project implementation and financing, hence the unemployment results to development plans in term of unemployment reduction.

“The sector policies have been design and implement over time to address the challenging issues of unemployment in Nigeria. The educational, industrial and agricultural sector have played leading role in this project.

At the time of events, in the educational sector commence the implementation of the 6-3-3-4 system of education. This was the changing need of the economy and of course toward self qualification.

This informed the establishment of a number of vocational and technical institution, universities of technologies and agriculture. Although, this policy design has laudable objectives, the realization of its goals has however been constrained by number funding and poor disposition of students towards vocational and skill acquisition study areas. Too much preference has been placed on the acquisition of academic certificates without practical skill by both parent and student

2.7 SUMMARY OF THE CHAPTER

Combating the challenges of the rising unemployment level in Africa is a major task for policy makers and economic managers alike the consequences of a growing unemployment phenomenon that are economy can afford to despise such implication are galling in the economy of Nigeria where many negative development are traceable to the non-availability of jobs for the teeming population of energetic youths. Therefore, the need to address this ugly development becomes paramount. While the government takes the leading role in the task of unemployment generation by providing the necessary rambling environment for economic activities. It is necessary to not that the battle against unemployment in Nigeria, is like a war that is too important to be left for the generals alone, and cannot be left for the sole effort of the government, all stakeholder must therefore work together to get over the

hurdle of unemployment. In summary, the problem of graduate unemployment has caused the country great loss and put our future on shaking ground because the children that are to take their place in the future economy of nations or contribute to the growth of homemade technology, lacks the needed skills or do not have a conducive working environment. All hope is not lost, entrepreneurship should be taught at all levels to create jobs and not seek jobs, and government should create enabling environment, if all these issue of graduate unemployment will be by gone issue.

2.7 LITERATURE REVIEW

Unemployment is not a new phenomenon in economic history. But we can say with confidence that unemployment is same what new in the labour market of Nigeria. Unemployment becomes a problem when five percent of the labour force is unemployed. In Nigeria today it is rear to find a single family that as not directly or indirectly feeling the pinch of unemployment. The focus f this review therefore should be on the cause trends and proffered solution to the problem of unemployment.

Secondly, the country has abandoned agriculture, once a mainstay of the economy. They also believe that Nigeria will continue to be saddled with the problem of unemployment until these mistakes are corrected. According to Coleman (2015), attributed unemployment

problem to rural urban migration created by regional dualism in Nigeria. Coleman (2015) says that in recent years especially since the oil boom days which led to the neglect of agriculture; there is a great movement of people from rural to urban area in search of elusive often non-existence jobs. For instance the population of Lagos was about 1.4 million 1970 but with its present growth trend, it is projected to reach 7.5 million by the year 2000, this represents a growth of 18%. This trend cannot be left unchecked; this is because the new migrants put increased pressure on existing jobs. This worsens the situation more so when there are no new job creations.

Again, the labour force in agriculture sector in the rural areas is further reduced, this reducing productivity but increasing unemployment in the country. This rural-urban shift in population is caused by the concentration of social amenities in the urban centers at the expense of the rural dwellers.

According to Dabalén, (2001), an economist says that unemployment in Nigeria was caused by lack of industries that can absorb out graduates, supply and demand problems resulting from air educational system, rural underdevelopment and poor agricultural system, inadequate admission opportunities and lack of serious concern to problem affecting the graduates by our policy makers.

According to Coleman, (2015), to a press conference argued that mismanagement of Nigeria's fund and revenue is the major cause of unemployment in our country. He said and quote because Nigeria has been cursed by unscrupulous and unarmed robbers among us, under the deceitful shell of leaders, unemployment has accepted the challenges of squander mania by these naira mad leaders.

Thus, the word of Aluko (2006), the politicians are always around only to pull the people down is being manifested in Nigeria today. The lack of effective economic planning and prudent management on the part of our leaders has led to the alarming rate of employment. From the above causes of employment, it can be awarded that 95% of the problems were manmade with only 5% created by natural hazards. This is just the same in every other social problem and since the effects as will be seen from the next paragraph is entirely on man himself, any initiation and execution of solutions to the problems should be entirely his responsibility.

The social consequence of unemployment as viewed by several authors extends from the individual who encounters the problem to his family via the entire society, to this cheer, many writers touched on the various consequence of unemployment. According to him, they view that unemployment among graduates have increased the rate of prostitution.

According to Bannock (2001); if you insist any five star hotel all over the country in recent months the words leading to them are heavily infested with teenage girls soliciting for love and money because they have no jobs. A young graduate of political science in jobs was recently heard saying at the end of his graduate service, July that he would pick an appointment with the Plateau State Government house before going back for a master's degree programmer next academic session. But now, three years since 1983 when he made his statement, the young university graduate has been sobered by the demoralizing experience of looking for a job; he has not secured any employment. Researchers of social science have found a positive correlation between unemployment and homicides, violence and imprisonment. Offender, studies in Nigeria today suggest that about 70% of jail inmates may be unemployed at the time of arrest and that recidivism may be attributed to lack of job.

According to Clark (2004), says that with a large number of people without jobs, the problem of crime is bound to be on the increase. Because many able bodied young men and women who have no job will hardly resist the temptations to dabble into anything that could provide a means of livelihood whether criminal in nature or not. It is therefore necessary for any government seriously interested in curbing criminal

activities in the country, to first of all tackle the problem of unemployment.

Unemployment according to him, he also bound to bring about social discount, which augur well for the country. Apart from the above social effects of unemployment, the problem has economic implication also according to Adawo (2003), support him but goes further to state that “not only at the age and weak being called upon to produce but they have to bear the brunt of unemployment graduate’s depending which in the long reduces efficiency and savings and hence general poor economy. Another implication to Adawo (2003) is that brain- drain and increase in the exodus from rural to urban areas which inhibits growth and development.

According to Coleman (2015), stated that under conditions of economic inter-dependence, no household is able to provide for all its wants, but it must depend on purchases of supply it’s need and a worker’s income is the family’s life line that any interruption to his flow of earning constitute a threat to the family’s way of life and such on interruption may come from a number of source like sickness, accident, old age, death but the one of which workers tend to be more aware is employment on the psychological implications of unemployment, unemployed person as having worries, fear, uncertainty about the future, loss of sense of

purpose, anger, bitterness resentment, feeling of shame, loss of status and loss of respect.

Coleman (2015) further suggested that feelings of fear and uncertainty gives men loss control over their own circumstances and fear of not being able to adjust to a new situation not knowing which direction to take many of them resort to drug addiction and alcohol as a coping mechanism.

Unemployed person is accompanied by the problem of strutting time and organizing daily life, feeling of boredom apathy, inertia and helplessness, the loss of sense of cogently and self respect, a negative effect of home life and personal relationships.

According to Coleman (2015), assembled the characteristic of the unemployed individual as social relationships without love, with drawl from society charm and sense of humor used to exploit others, low self confidence hostility toward and rejection of authority a source of continuous difficulty for those close to him, how frustration, tolerance, judgment, ego centricity, impulsivity and irresponsibility, lack of insight into understanding one's behavior.

According to Fajana (2007), pointed out, "it is a frightful situation" when a country is faced with large number of unemployed person, it

embarrasses the government, cause discontent among the people. For however skilled a man may be is bound to deteriorate during a long period of unemployment as his hand loses some of not all its efficiency and acquires the habits of idleness.

CHAPTER THREE

RESEARCH METHODOLOGY

3.1 RESEARCH DESIGN

Research design is the structuring of investigation amidst identifying variable and their relationship to one another. This is used for the purpose of obtaining data to enable the researcher to test hypothesis and answer research question. It is an outline or a scheme that serve as a useful guide to the researcher in his effort to generate data for his study.

Specific structures and strategy are needed for investigating the relationship among the variable of the study is through the observation of this tangle web of relationship among the variable that the necessary data of research are generated. Research designs are used as a scheme.

According to Ajayi (2015); research design is the arrangement of conditions for collection and analyzing of data in a meanness that aims to combine relevance to the research design should be such as to take into collection of data and beside all efforts must be able to see the whole structure of the study and also realized the place and importance of successive steps that would be required to take the total scheme.

The research design to be used in this research is the survey method. The survey method is said to be the collection of data from a

given population or universe. Since it is practically impossible to study all the sagest or items is then population though random sampling in such any that the research could generalize finding for the whole population or universe.

The reasons for choosing a survey method for carrying this research design are as follows:

1. The success of data and information are first hard.
2. It is more easy in nature
3. It helps to determine the relationship between variable
4. Because information needs to be gathered from a single point, a cross-sectional survey is involved so that is why it's chosen.

3.2 POPULATION OF THE STUDY

The population of the set of entities understudy this research tends to study.

- Adults unemployed
- Young school leaders and
- Under graduates

The adult unemployed who include all graduates that has been graduated for a long time without job.

The young school leavers are those unemployed growth who just graduated from school without a job, while undergraduates are those youths who are still in the school system for study to acquire skill and knowledge for transformation of the nation economy.

3.3 SAMPLE AND SAMPLING TECHNIQUES

A sample is a part of a given population that predicts the behavior of the population while sampling is the procedure for drawing a sample from a population.

There are various types of sampling which are

- a. Lottery method
- b. Computer method
- c. Stratified method
- d. Probability and non probability (Random sampling)
- e. Systematic sampling.

In this research work, the sample random method was used to select respondents. This method was used because it will enable all staff in the company to have equal chance of being selected for the research. For the researcher to take decision, the respondents were allowed to study the questions and tick the appropriate box provided.

3.4 SOURCES OF DATA

The sources of data for this researcher are from both primary and secondary sources. The primary sources are collected from interview ostentations and questionnaire

The secondary sources are collected from published work. These sources are:

Library, Journal, Conference papers on participatory management, Magazines, Text books, Review article and article analysis, Biographic article about people and events from the past.

3.4 INSTRUMENT OF DATA COLLECTION

The major research instrument would be the questionnaire. The research is designed to look at review of related literature and other scales that have been used in similar situation. The questionnaire would be made up of two sections; section A and B. Section A would seek formal information about the respondents such as name of institutions, sex, age and status. Section B would have items grouped into different subscale namely cohesion and adaptability. In section B, it items would have eight (8) point like scale with responses ranging from how to high. Responses would be collected from a randomly selected sample of Adult

unemployed, while of the young school leavers will have same questionnaire.

3.6 METHOD OF DATA COLLECTION

This study will employ a cross-sectional survey method that will allow for broad coverage flexibility and contingency the questionnaire would be personally administered and retrieved by researching. The Etsako Central will be visited often to ensure contact with related youths and to ensure smooth implementation of the questionnaire distribution and commitment on the part of the responded any questionnaire that is not retrieved after fourth week shall be classified as non-respondents.

3.7 METHOD OF DATA ANALYSIS

There would be analysis uses statistical and descriptive method which were used to analyze the questions, while consent made by the researcher were used based on the opinion having the higher or highest percentage as the case may be.

In testing the various formulated hypothesis, the chi-square (X^2) method was employed. This is because it helps to determine how well and observed set of data for an expected set. The testing of you hypothesis enable the researcher to determine the relationship between the dependent and independent variable.

Under the chi-square statistic, a decision is usually taken from analyzed data which are used based on the state hypothesis.

$$\text{The chi-square } (X^2) = \sum \frac{(F_o - F_e)^2}{f_e}$$

Where: X^2 = the chi-square statistic

F_o = Observed frequency (result)

F_e = Expected frequency (result)

\sum = the sign Summation

CHAPTER FOUR

DATA PRESENTATION, ANALYSIS AND DISCUSSION

4.1 PRESENTATION OF DATA

Under the presentation of data, the researcher wishes to present the age, sex, marital status and the educational level of the respondents. All these will further provide background information of the data analysis.

Table 4.1: Checklist of the skills required by the labour market from graduate unemployment in Nigeria.

Skill	Response	Percentage response (%)
A. Verbal and written communication	20	100
B. Analytical and investigative ability	12	60
C. Entrepreneurship and management skills	16	80
D. Team-work	17	85
E. Computer skill	18	90
F. Time management	16	80

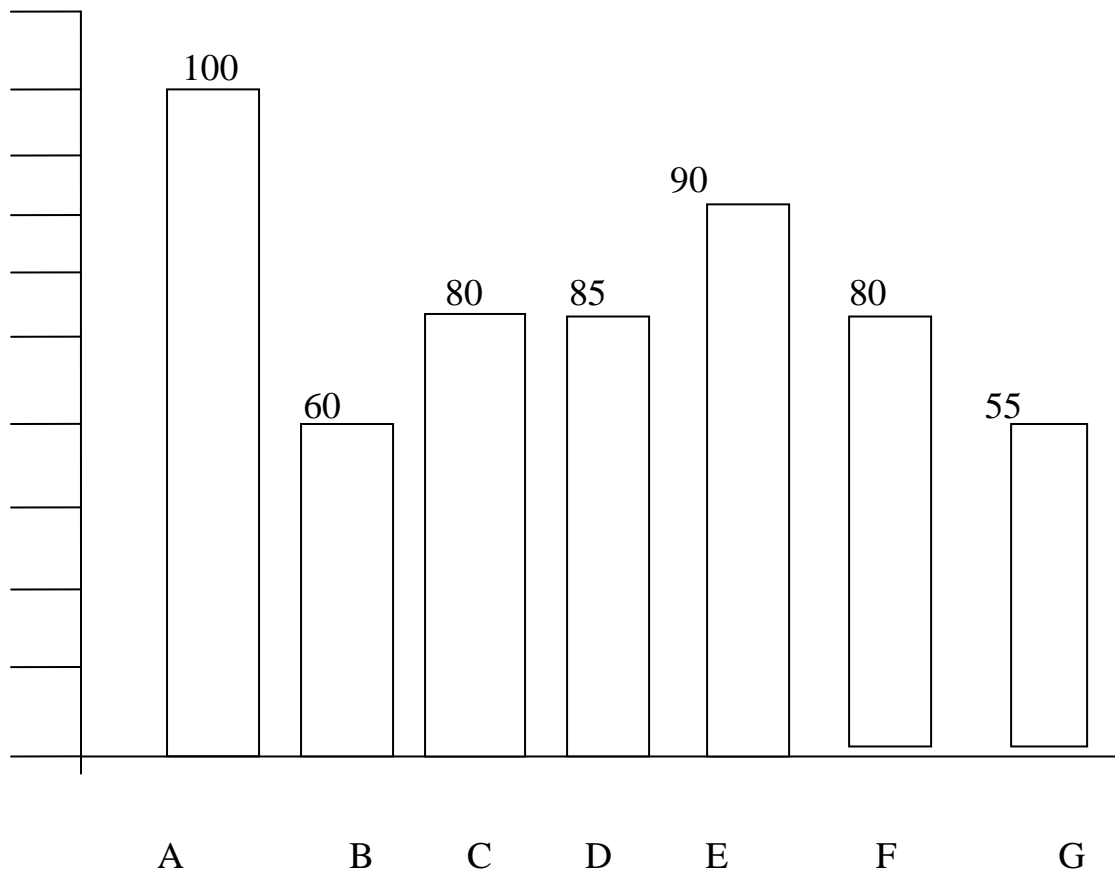
G. Diver flexibility	11	55
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Source: Computed from Field survey, 2021

From the table 4.1, all the 20 employees sample said vertical and written communication was an indispensable factor inters employment policy of graduates in their organization. This represent 100% response shows that computer knowledge is also a basic acquirement in the employment policy of their companies. This represents 90% of the total responses, while entrepreneurship and managerial skills and time management attract 80% each of the total responses, team work attract 85% analytical flexibility have 55% in the table.

Research question 1: To what extent to the requirement of the labour market determine the skill acquired by graduates in Nigeria?

Figure 1: Skills required for graduate employment in Nigeria



Source: Field survey 2021

KEYS

A= Verbal and written communication

B =Analytical and investigate abilities

C= Entrepreneurship and management skills

D = Team-work

E= Computer skill

F = Time management

G = Drive and flexibility

Research question 2

What is the extent of the mismatch between graduates turnout and graduate employment in the Nigeria labour market?

Table 2: Extent of the mismatch between graduate turnout and graduate employment in Nigeria (2004-2018)

Year	Graduate turnover	Registered graduate unemployment	Placement (c)	Official extent of mismatch official different (B) –(C)	%
2003	514,214	2,541	657	1,884	74
2004	566,362	1,974	227	1,74	88.5
2005	591. 092	4,329	939	3,3900	78.3
2006	705, 232	3063	758	2,305	75.3
2007	754,100	3768	340	3,428	91

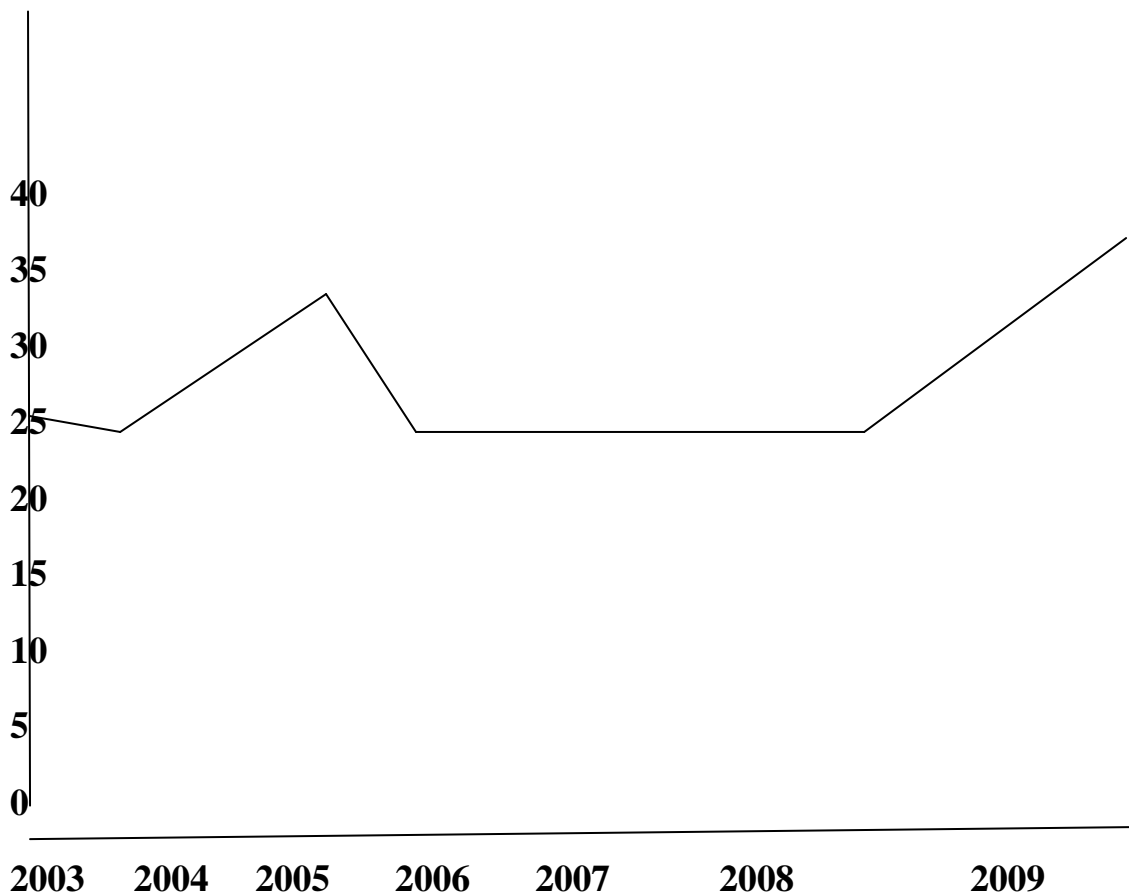
Source: Field survey, 2021

Source: National Bureau of statistics/federal ministry of employment, labour and productivity (2010).

The table 2 shows that extent of the mismatched between graduate turnout and graduate employment in was 74.1% the year 2003, it was 88.5% in 2004, 78.3% in 2005, 98.3% 2006 and 91% in 2009.

Figure 2: Chart showing extent of the mismatch between graduate turnout and graduate employment in Nigeria (2003-2007).

Figure 1: Skills requirement for graduate employment in Nigeria.



Source: Extracted from international labour organization report (Nigeria) 2010)

RESEARCH QUESTION (3): What is the extent of graduate unemployment in Nigeria?

Table 3: Graduate unemployment in Nigeria.

Year	Urban	Rural (%)	Total (%)
2003	17.3	8.3	35.6
2004	25.2	12.8	38
2005	19.0	13.3	32.3
2006	18.8	13.4	32.2
2007	18.7	13.4	32.1
2008	15.8	21.7	37.5
2009	13.9	26.4	40.3

Source: Field survey 2021

Source: Extracted from interactional labour organization report (Nigeria) 2010.

From the table 3: Graduate unemployment in Nigeria had risen to 40.3% in 2009.

Figure 4: Chart showing graduate unemployment rate in Nigeria (2003-2009).

TEST OF HYPOTHESIS

Hypothesis is a tentative statement above the relationship between two variables, which subjected to a test for a true or false either statistically or analytically. It could be rejected or accepted. It is pertinent to mention that for validity of research study is this nature.

Hypothesis 1

Ho: Government policy economic recession, employment of expatriates and trade unions wage demands significantly does not contribution to the role of unemployment in Nigeria.

Hypothesis 2

Ho: Rural Urban Migration imposition of minimum wage and influence system does not significantly contribute to the rate of unemployment in Nigeria.

TESTING OF FIRST HYPOTHESIS 1

Table 4.1: Model summary

Model	R	R-Square	Adjusted R-Square	STD Error of the estimate
1	-255(a)	-065	019	231
2	-251(b)	-063	-029	1.224
3	-244(c)	-060	-037	1.219
4	-218 (d)	-048	-036	1.220

Regression co-efficient was used to test if there is any significant relationship between unemployment (criteria dependent variable) and government policy, economic recession, employment of expatriate and retrace union wage demand (predictor independent variable).

The background regression analysis was used and from table 4.1 above the first model has the best fit for the purpose of analysis because. It has the highest percentage of R-square of 0.065. Therefore, the first model was used to analyze major findings.

4.3 DISCUSSION OF FINDINGS

This study reveals that Nigeria graduate do not possess employment skill to match-up the requirement of jobs in the present day labour market.

It was clearly discovered in the study that apart from the qualification that graduate possess, there are other attributes which the employers emphasis as criteria for graduate employ ability.

These attributes included verbal and written communication analytical and investigation abilities, entrepreneurship and managerial skills team-work, computer skill, time management and drive and flexibility. This finding is in line with the findings of Debalen (2007); National University Commission (2004) and Oxford (2002) that

analytical skills, good communication skills, good personal and social skills, technical and managerial skill and among others, the factors determining graduate being employed in the present modern workplace and not their qualifications. Corroborating this, former president APT Abdual Kalam emphasized that only 25% of graduates were employable while 75% were not because they lack technical knowledge, English proficiency and critical thinking (the guardian 31 August (2020)).

Nigeria universities are no longer marketable and this has posed a serious problem to the country. This has had to so many unemployed graduates into crimes such as fraud, armed robbery and others.

World Bank (2009; report warned that unless constraints to growth were rewarded systematically in the industries that were particularly employment intensive and should stand enhance of being competitive globally, it was unlikely that these trends would be reversed, but further exacerbating tension and youth unrest.

Extending the line of reasoning, university graduates were facing serious unemployment situation because of the imbalance in Nigeria's economic growth and slow development in the nation's socio-economic transformation.

The study further exposed the economic and social consequence of graduate unemployment as reduction of gross domestic product, decreases of human capital and under utilization of labour resources, perpetual unhappiness of the affected individuals and destruction of morals and emergence of non-conforming behaviours and social vices. These findings confirmed the studies of Danjos and Ali (2014) and En Eji, Mailaifa and Weiping (2013) that the concomitants side effects of graduate unemployment served as big threats to the nation and the affected individuals, polluting socio-economic terrains of the Nigerian environment and rendering the affected graduate hopeless and frustrated. These findings are suggestive that unemployment among university and polytechnic graduates may influence the spectra of social vices and encourage criminality in Nigeria.

Another approach was to unravel the level of collaboration in existence between Nigeria universities and labour employers on employability of polytechnic and university graduates which was found to be low. Findings concurred with the views that universities were often not in concrete partnership with employers of labour to develop a demand driven curriculum that will produce graduate with skills suitable for employment fulfillment. This poor collaboration between university and labour employers made the problems of graduate unemployment made

the problems of graduate unemployment more difficult to grapple with by development planners and policy makers in Nigeria.

On the remediable pathway to graduate unemployment reduction in Nigeria, findings indicates that an all inclusive, holistic and soft wired approach needed to be adopted as remediable measures. Amongst these were counter active of top down approach to job creation programmers design and implementation, recitation of the imbalance between rapid economic growth and slow transformation of the nation's corruption to stimulate sustainable growth and development, thereby creating employment opportunities for the unemployed graduate. These findings corroborated the study of Adawo (2013) that tackling graduate unemployment, required development and implementation of inclusive programme that will create an enabling environment to encourage entrepreneurial activities. This implies that public policy emphasis should be on the increase to stimulate the economy for the promotion of employment intensification in Nigeria.

CHAPTER FIVE

SUMMARY, CONCLUSION AND RECOMMENDATIONS

5.1 SUMMARY

Combating the challenges of the rising unemployment level in Nigeria economic is a major task for policy makers and economic managers alike. The consequences of a growing unemployment phenomenon are such implicit wins are placing in the economy of Nigeria, where many negative development are traceable to the non availability of jobs for the teaming population of this ugly development becomes paramount, while the employment generate by providing the necessary available environment for economic activities. It is necessary to role that the battle against unemployment in Nigeria is like a war that is too important to be left for the general alone, so it cannot be left for the sole effort of the government. All stakeholders must therefore work together to get over the hurdle of unemployment.

5.2 CONCLUSION

Planning for human resources in Nigeria has been based on gives work. Rational steps taken by most management to cope with the recession included ban on recruitment. The practice of national wastage,

which involves the refusal to fill vacancies, implies that job seekers are directly hit.

Though the rate of appointment of expatriates has been showed since 1982; presently is still dominated by foregoing. Most private and even public institution tends to see the NYSC as a means of securing cheap labour. They utilize the service crop members each year but ten not to absolve any substantial number at the end of the service years.

The adoption of the policy of last in first out by labour and management, coupled with ban on recruitment seemed to extract great impact on the employment situation of university graduates.

Bannock (2001); existence of artificial barriers to geographical mobility of labour culture employment practices, localization and potentials along tribal lines, marginalization of the poor and the poor state of social infrastructure.

Fajana (2007); argued that failure of the Nigeria government to appears the employment implication of international trade policies, monetary and fiscal policies immensely contributes to unemployment rate in the country.

5.3 RECOMMENDATIONS

Based on the analysis and the conclusion of the study, the following recommendations are made.

1. The government should develop a national man power plan to outline the skills needed for the country and how to facilitate the training of such skills.
2. There should be a strongest collaboration between the universities and end users of graduate on the skill requirement so that they can structure their course accordingly.
3. The university should make program effort to shift emphasis from theory type education to practical oriented type.
4. The government should take steps to improve on facilities and conditions of services of battues to enhance quality delivery of education.
5. The government and financial institution should help settle the young graduates with loans and other facilities for self employment.
6. The public should be educated to put value on all types of job and not discriminate any job.
7. Graduate need a new metal orientation to see beyond theory, but also to practical experience.

In order to ensure robust national data base for employment generation, job employment centre must be established in the local government are headquarter in Etsako Central to assist unemployed graduates once they have been discharged from the national youth services scheme (NYSC). Graduate unemployment census should also be carried out across the country to identify university graduate with innovation or innovative ideas thereby equipping them with necessary entrepreneurial development reduction in Nigeria will require an encompassing and inclusive approach of all professionals and concerted effort of all stakeholder in order to rescues the nation and restore the fate of affected graduate in the country.

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APPENDIX 1

Department of Public Administration,
School of Business Studies
Auchi, Polytechnic, Auchi
Edo State

Dear Sir,

I am a final year student of the department of Public Administration of the above institute, as part of the requirement for the award of Higher National Diploma (HND) in Public Administration.

I am carrying out a research study titled “Analysis of cause and effect of graduate unemployment in Nigeria using Etsako Central as survey study.

This questionnaire is designed to find out how wage incentive of your organization is motivating the unemployed graduate to secure a job. Every information provided by you shall be used for purely academic research, and such information shall be treated as strictly confidential.

Yours faithfully

OCHEI PATIENCE FAVOUR

APPENDIX 11

SECTION A

Institution: Please mark () in the box provided as appropriate question for (Etsako Central) Local Government on the cause and effect of graduate unemployment in Nigeria.

1. Sex: Male () Female ()
2. Marital Status: Married () Single ()
3. Highest Academic Qualification: primary () WAEC/SSCE () Diploma () Degree ()

1. Job title

2. Department

3. For how long have you been unemployed?

4. How did you feel for remaining unemployed?

5. Why did you decide to remain unemployed

6. How do you prefer the situation? A. challenging () b. too much () not Know ()

7. How much is the rate of your work? (a) not enough () (b) too much () (c) appropriate ()

8. Are you satisfied with your environment? (a) Yes () (b) No ()

9. Are you qualified for employment? (a) Yes () (b) No ()

10.If yes for, how long? (a) 1-3 () (b) 3-5 ()

11.Does your level of employment, motivates, satisfy your environment? (a) Yes () (b) No ()

12. How would you see incentive benefits available in the organization in your environment (a) very bad () (b) Good () (c) very good () (d) bad ()
13. To what extent does the incentive in the organization attracts to you? (a)very high () (b) high () (c) very low ()
14. How do you classify your level of motivation? (a) high () (d) moderate () (c) poor ()

