

TITLE PAGE

**AN APPRAISAL OF POVERTY ALLEVIATION IN ADAMAWA STATE; A CASE STUDY OF
NATIONAL DIRECTORATE OF EMPLOYMENT (NDE)**

BY

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**BEING MASTERS THESIS SUBMITTED TO THE DEPARTMENT OF MANAGEMENT, SCHOOL OF
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APPROVAL PAGE

This thesis entitled: **An Appraisal of Poverty Alleviation in Adamawa State: A Case study of National Directorate of Employment by *Kambala Teri Kwaghe*** meets the regulations governing the award of Degree in Master of Business Administration (MBA) Federal University of Technology, Yola and is approved for its contribution to knowledge and literary presentation.

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DEDICATION

I dedicate this work to Almighty GOD whose work in my life is unspeakable

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I give thanks to my Supreme Maker, the Almighty GOD for granting me yet another great opportunity to further in my studies.

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ABSTRACT

The socio-economic implication of job creation in order to alleviate poverty to the growth and development of a developing nation like Nigeria cannot be undermined. The unemployed in particular are faced with traumatic hardship by the nature of responsibilities bestowed on them by nature. This study therefore was carried out with a view to recommending possible ways of alleviating poverty in Adamawa State through skilled manpower as provided by the National Directorate of Employment. Principally, the techniques used included questionnaire and observations administered to individuals and few beneficiaries of the National Directorate of Employment schemes. The data so collated would be subjected to analysis using percentage and chi-square for testing the research prepositions put forward. This is to ascertain the role played by the Directorate. The research result showed that NDE played a vital role through the creation of skill training to the unemployed in the economic growth of Adamawa State especially and Nigeria generally. The study recommended that the Directorate in its bid to improve performance service give priority to skills acquisition and entrepreneurship development training.

CHAPTER ONE

INTRODUCTION

1.1 BACKGROUND OF THE STUDY

After years of fighting poverty, poverty has revealed itself in many dimensions and revolves round as it associates with unemployment. Poverty could be said to be as old as human existence resulting from the inability of the human beings to gainfully employ available resources for enhanced livelihood. It is a known fact that the increasing level of poverty has a direct relationship with the unemployment situation which is more prevalent among the black as almost all the Africa countries and significant part of the Latin American live in abject poverty. Though, this does not spare the white nations of the world.

Poverty is viewed as an economic condition in which people lack sufficient income to obtain minimal level of health service, food, housing, clothing and education generally recognised as necessary to ensure an adequate standard of living. What is considered adequate however depends on the average standard of living in a particular society.

It is sad to reiterate, that this phenomenon has hampered the plan to prosperity of many nations particularly that of our dear nation Nigeria. Although, revenue accruing from Nigerian oil has been on the increase over the past decades, poverty has deeply affected about two-third (2/3) of Nigerian population. With an estimated twenty-seven percent (27%) of the population in the 1980's, Nigeria have about seventy percent (70%) of its population living in poverty between the late 1990's and the end of 2005. The latest figure of poverty in the country today is slightly above the estimated seventy percent (70%) of the total population (NEEDS- National Planning Commission 2004).

History, have shown that poverty could be natural or artificial. Natural in the sense that occurrence such as famine, earthquake, drought, health problems and others, and the absence of economic resources in some nations have deprived many of comfortable lives. Whereas lack of access to credit facilities, market collapses, conflicts/wars and corruption are some of the major causes of artificial poverty.

The many strands of poverty have featured on the policy agenda of a good number of countries yet poverty eradication is still the prime concern of world leaders. Although, Nigeria is rich in both natural and human resources, seven (7) out of every ten (10) Nigerian live on less than US\$1 a day. Natural resources which include among others arable land, petroleum, gas, tin, coal, iron ore, gemstones could not pull Nigeria out of the poorest nations in the world. However, various regimes had introduced several programmes to eradicate poverty at all levels of development.

As a developing nation, Nigeria had its footing in agriculture production before the discovering of oil in the late 1950's. Since then, many in the field of agriculture had been throw out to be among the unemployed, posing a threat to the economic development of the country. In line with its objectives of poverty eradication, the Federal Government of Nigeria (FGN) established the National Directorate of Employment (NDE) in 1986. The Directorate was mandated by Decree No. 24 Of 1989 as amended in section 2(c) Cap 250, Law of the Federation of Nigeria (LFN) 1999 to primarily design and implement programmes to combat mass unemployment as well as articulate policies aimed at developing work programme with labour intensive potentials. That is to provide adequate training to citizens for self employment in various skills at both small and medium capacities. Furthermore, the training by the Directorate ranges from relatively small and young private business to government institutions.

The mandate was carried out in 2006 within the Budgetary Provision. A total of 117,421 unemployed Nigerians and 120 women cooperatives benefitted from various employment programmes within the year. The break down shows that 51,894 school leavers benefitted from the skills acquisition training in over 80 trades while 1,179 of them were provided with tools and equipment to start their own businesses. This is in addition to the 2,935 master trainers that were engaged to impart marketable skills to the unemployed youths. Over 43,263 corps members were sensitized for self employment and 2,940 Nigerian graduates benefitted from the Star-Your Own Business (SYOB) training in furtherance of the Directorate's sensitization on entrepreneurship development programme. Also 4,300 youths were trained in agricultural related activities, while 4,408 school leavers and graduates were engaged in Environment Beautification and Community Development projects as well as Graduates Attachment Programme (GAP) / Professional Graduates Pupilage Scheme (PGPS).

Employment, as wide as the term is, is the putting into productive means both human and non-human resources. It is a known fact that utilizing these resources positively would result to readily available products and services for individual consumption. The inability of private entrepreneurs and government to put into productive use abundant resources has weakened the economic development of many developing nations particularly Nigeria.

The problem of unemployment over the years had be a confronting issue dazzling various administrations in the country. It is against this background that the increasing level of unemployment has poised threat to the socio-economic growth of Nigeria. This has resulted in the reduction of employment opportunities and rationalization in both the public and private sector of the economy. In response to this ugly trend, the Federal Government of Nigeria constituted the Chukuma's committee in 1986 which lead to the establishment of National Directorate for Employment (NDE) in 1989 an institutional mechanism part of the recommendation by the committee. The NDE is saddled with the responsibilities of

- i. designing and implementing programmes to reduce to the barest minimum unemployment level in the country.
- ii. articulate policies aimed at developing programmes labour intensive potentials.
- iii. gather and maintain a data bank on unemployment in the country with a better view of linking the unemployed with vacancies in collaboration with other government agencies in all the states of the federation including Abuja the Federal Capital Territory.
- iv. implementing any other policies as may be assigned to it by the Board established under section 3 of its enabling act.

1.2 STATEMENT OF PROBLEM

Fighting poverty had being the central focus of pass and present administrations. Unfortunately, substantial amount of money and resources committed into programmes aimed at redressing poverty had yielded no avail. This calls for the study into why poverty has been on the increase despite attempts by all and sundry to curtail it, especially in Adamawa state.

The study purportfully seeks to look at the role played by NDE in alleviating poverty in Adamawa state.

1.3 RESEARCH OBJECTIVE

The success and achievements of any programme, lies in the implementation of such programme. A well structured scheme just like the scheme that brought into existence the National Directorate for Employment (NDE), is desirous only for the purpose it is set to achieve. It is in view of this that the study major objective is to examine the performance of NDE in this respect as it affects Adamawa state.

Specifically, the study would

- i. look at the various methods NDE over the years had adopted to alleviate poverty in the state.
- ii. examine the achievements of NDE in the state.
- iii. examine the problems mitigating the smooth operations of NDE in the state.
- iv. profound solutions and recommendations to these problems.

1.4 RESEARCH QUESTION

Basically, the following research questions would give direction to the study. These are

1. has NDE achieved its stated objectives and goal in alleviating poverty in Adamawa state?
2. what are some of the factors affecting NDE operations?
3. could these factors be tackled within the context of its operations?

1.5 SIGNIFICANCE OF THE STUDY

With great concern by the government on how best to alleviate the scourge of poverty on her citizens yet an absolute poverty still prevail. The need that spurred this study to prove

that carving out a unique niche in Adamawa is possible where there is prevalence of conservativeness over and above skilled training for self sustenance. It is in this respect that the study wishes to significantly:

- i. add to existing literature of knowledge in the field of poverty alleviation.
- ii. bring to light an agency charged with the responsibility of alleviating poverty.
- iii. unveil mitigating circumstances surrounding the fight against poverty and profound a lasting solution to the menace in Adamawa state.

1.6 SCOPE AND LIMITATION OF THE STUDY

The study covers the National Directorate of Employment activities in alleviating poverty in the Adamawa state.

Hence, the study is limited to the Act establishing the agency, though constrained by time to view all the programmes. Beside this, financing a study of this magnitude was not as easy as could be seen on paper.

CHAPTER TWO

LITERATURE REVIEW

2.0 INTRODUCTION

This chapter shall review selected literature as published by other authors on the poverty. However, attention would be made on the trends of poverty in Nigeria and the various scheme employed by the government over the years to alleviate poverty. It has become necessary to review such publications for the success of this research.

2.1 CONCEPT OF POVERTY

The term poverty is a multidimensional phenomenon which has not a general consensus singular definition

The Copenhagen Declaration of the United Nations' World Summit on Social Development (2002) described poverty as "...a condition characterised by severe deprivation of the basic human needs including food, safe drinking water, sanitation facilities, health, shelter, education and information". When people are unable to eat, go to school or have any access to health care, then they can be considered to be in poverty regards of their income. But two vital definitions remain supreme considering the narrowing of the definition into numbers by some scholars and maintaining the ambiguity of the definition by other scholars. The two definitions are:

-Social definition of poverty which referred to poverty as lack of essential items such as food, clothing, shelter and safe drinking water, all of which determines the quality of life. It may also include the lack of access to opportunities such as education and employment.

-Statistical definition of poverty on the other hand considers poverty in absolute terms, as falling below some fixed minimum consumption level or could be in relative terms to mean inability to afford what average people have.

Thus the study further reviewed some definitions as contained in write-ups by others scholars.

Sen (1989) ;Anis and Rakodi (1994) agreed with the conventional view of poverty as resulting from the insufficiency in income to cater for human needs and the inability of such individuals to command resources toward the realisation of this stated goals.

Townsend (1979), view poverty as it appears to its beholder. To him, poverty is a situational syndrome in which the following are combined; under consumption, malnutrition, precarious housing conditions, unstable production system, restriction to primitive mode of production, attitude of discouragement and anomies little participation in mechanism of social integrations and possible adherence to a particular scale of value s different from others' view (Altamir,1982;Kwaghe et al 1999;poverty net home; International Development Goals for Twenty first century,2002:Barrett,2003)

Oduola (1997) looked at poverty as a situation where a segment of a population is unable to meet her basic subsistence need of food, clothing and shelter.

However, Max-Neef et al (1989:21), views poverty as exclusively to the predicament of people who may be classified below a certain income threshold.

Thomas J. C. (Encarta 2008) puts poverty as a condition of insufficient resources or income. It further viewed poverty in its extreme form to lack of basic human needs such as food, clothing, housing, clean water and health services which can cause terrible suffering and death. Accordingly, the modest level of poverty had prevented many people from realising their desires-struggling daily for the basic human necessities often leading to suffering from severe malnutrition, epidemic disease outbreaks, famine and war.
<http://www.wordbank.org/pover>

Furthermore, the study adopts the definition of poverty in broad term as defined via their types by some experts.

2.2 TYPES OF POVERTY

The definitions of poverty associated with its type are as follows:

- i. absolute poverty
- ii. relative poverty
- iii. conjunctional poverty
- iv. structural poverty
- v. urban poverty
- vi. rural poverty
- vii. generalised poverty
- viii. island poverty
- viii. ease poverty

According to Hemmer (1994), Relative poverty refers to the lack of minimum physical requirement of individual(s) for existence and so extreme that those affected no longer live a life of human dignity.

Absolute poverty is that experienced by those whose income falls considerably below the average for their particular society. It affects individual(s) whose provision of goods and services is lower than that of other individual(s). Basically, it is experienced by those who do not have enough food to remain healthy. However, estimating poverty on an income basis may not measure essential element that also contribute to a healthy life. People without access to education or health services should be considered poor even if they have adequate food. This shows that certain economic subjects are disadvantaged to an unacceptable extent.

Altimir (1982) distinguished conjunctional poverty from structural poverty. According to him conjunctional poverty is a temporary phenomenon in which normally sufficient individuals are thrown into a poor crises situation. While structural poverty is long turn normally caused by individual circumstance such as low education, income inflation attributed to overwhelming incidence of primary production, weak social insurance in situations and so on.

Poverty is also categorised as either chronic or transitory. A chronic poverty is being poor throughout one life's time but if it is for sometime then it is transitory poor.

Galbraith (1968) classified poverty into three (3) generalised poverty, island poverty and ease poverty. Generalised poverty refers to pervasive poverty that is common. Island poverty is that which exist in the midst of plenty such as Nigeria which World Bank (1996) considered as a paradox. Ease poverty which is associated with affluent societies is caused by peculiar circumstance of individuals such as ill healthy or disability.

Poverty could also be seen from the perspective at its consequences, provision of goods and services, deprivation and lack of rights, insufficient capacity, social and economic exclusion. Thus, poverty goes beyond want to include defencelessness and insecurity, vulnerability and exposure to risks, shocks and stress. At this juncture, it is important to clear exposure to risk of catching pneumonia from excessive cold resulting from excessive use of air conditioner. It is referring to shock one would have if he/she manages to survive up to another morning without food to eat. Quite different from the shock one gets when he/she invested in a bank that has just been declared distress. Poverty is deviation from the norm

It is paramount to note that poverty knows no gender sensitivity. It attacks both the male and their female counterpart. Though, one of the factors contributing to poverty among women is the gender disparity. The rigidity of socially ascribed gender role and women's limited ocean to poverty education, training and other productive resources are some of the structural causes of poverty. While poverty affects households as a whole due to gender division of labour and responsibilities for household's welfare, women bear a disproportionate burden of poverty in the home. In fact in many communities it is the woman that fends for the family. The women go as far as tilling the soil to grow food, collects firewood to cook and engage in petty trading to generate income for the family. While, their, men are busy socializing at local joints in the village. Women are often required by this arrangement to manage the household consumption and production under condition of increasing of security and excruciating deprivation. Thus they and of the children are more vulnerable to poverty. The idea of what poverty is which is the sum total of all deprivations on humanity should have been conceive by now.

2.3 CAUSES OF POVERTY

Igwe (2005) viewed poverty as the inability to afford certain pre-determined consumption needs and attributed this particularly to the developing nations as hinging on adverse international developments, world recession, series of economic reforms undertaken by these nations and the crushing burden of foreign debt. Fundamentally domestic causes of poverty include inadequate production and income, difficult access to employment opportunities, poor quality of labour force, low technology, inefficient use of resource, and lack of access to credit facilities and other productive resources. However, he narrowed the causes of poverty in our society (rural and urban) today to distorted government policies, such as neglecting the agricultural sector as well as rural (social and physical) infrastructure.

Corbett, J.T.(Encarta 2008) co core to the fact that the causes and effects of poverty interact, so that what makes people poor also creates conditions that keep them poor. It identified overpopulation, unequal distribution of resources in the world economy, environmental degradation, certain economic/demographic trends, inability to meet high standards/ cost of living, welfare incentives, and inadequate education/employment opportunities.

2.4 ROLE OF SMALL SCALE ENTERPRISES

Nuigbo (1992) state that in most developing countries, little attention is being paid to the developing of small scale enterprises with wrong notion that the contribution of such enterprises to national and economic developing is minimal and of no consequences. However, experience of some developing countries like India and China where cottage and small scale industries are having advantage of government technical and financial assistance, good management and modernization have clearly led to conclusion that small business when properly selected in relation to current need can contribute in no small measure to the economic advantage of a country.

The essence of small scale business in the industrialization process of Nigeria and in fact any other developing countries cannot be over emphasised. This can be seen in

- a. Solving the problem of unemployment especially among young school leavers creating more job opportunity which benefit them.
- b. Integrating and meeting the immediate needs of the locals in whom consumer goods are readily available and inputs for larger industries are provided.
- c. Reducing the mass rural-urban drift particularly by the younger people in search of gainful employment.
- d. Aid in improving the balance of payment by conserving the much needed foreign exchange through import substitution, but this object is yet to be realised in Adamawa State and possibly in some states of the federation for the fact that there is a reasonable apprehension that the small scale enterprises might not survive under the foreign exchange market (FEM), and as much might be forced to close down. If this happens, the required naira equivalence of the exchange needed would be readily available to procure machinery, raw materials and other inputs and also a disability in obtaining adequate foreign exchange from foreign exchange market in completion with branches of transnational corporations operating in the country.

2.5 INDICES AND SEVERITY OF POVERTY IN NIGERIA

Corbett, J.T. (Encarta 200) 8revealed the devastating effects of poverty ranging from poor nutrition and physical health problems from insufficient income and resources. This could further cause increased high rate infant mortality and low life expectancies. Others may include infectious disease, mental illness, and drug dependence. It is not clear whether crime is caused by poverty but studies has linked poverty to crime resulting from depression caused by hunger and unemployment for instance and not from personal or social problems such as substance abuse, domestic violence and others.

Worldwide, the standard of living indicators are conveniently used for policy purpose to measure. This is defined in terms of current consumption using income and aggregate expenditure as the proxy indications. The proportion of the population with consumption

below defined minimum that is poverty line gives the indication of the level of poverty. Where such a current consumption measure is broad based enough to capture all consumption required for human development, then it is sufficient. Otherwise, it is obvious that measures that emphasised specific form of deprivation including inadequate nutrition, disease prevalence, and lack of education and loss of wider opportunities for self expression or determination need to be considered in view of the multi dimensional nature of poverty all pervasive off human dignity.

Generally, at the grass root indicators and measures of poverty involve other factors such as literacy, health, nutritional status, water, sanitation, housing and access to credit facilities. This is to say that many in the rural areas lack these facilities and are not credit worthy. Certainly, those not credit worthy are poverty stricken. These measures are at times compressed into a composite index. One such example of compressed packaged is the Human Development Index (HDI) used across the world to communicate the measure of poverty. Other indicators of standard of living which view welfare as a function of social integration and measure the degree to which individuals fulfil a commonly accepted set of each society include social participation indicators, freedom and human right indicators. Failure to meet up with these is a measure of poverty.

2.6 TRENDS OF POVERTY IN NIGERIA

Statistics from National Bureau for Statistics (NBS) showed that the incidence of poverty increased sharply in 1980, 1985, 1992 and 1996. However, there was a decrease in the level of poverty between 1985 and 1992. The figures were 27.2%, 46.3%, 42.7% and 65.6% for 1980, 1985, 1992 and 1996 respectively. The 27.7% for 1980 translated to 17.7 million persons when there are 34.7 million poor persons in 1985. Despite the drop in the poverty level in 1982, the proportion of those affected by this is about five million higher than the 1985 figure. By 1992 the population of those affected by poverty had increased sharply to 7.1 million. What this analysis then suggests is that poverty is not static in Nigerian society. It is dynamic and more pronounced at the grass root level.

2.7 REVEIW OF PAST POVERTY ALLEVIATION PROGRAMMES

Igue, N.N. (2005) observed that the federal government of Nigeria had since 1970 put in place several programmes aimed at alleviating the scourge of poverty especially at the grassroots' level. Each of these programmes has a particular objective in contributing to the poverty alleviation. These can be categorised into two; multisectoral programmes and specific sector oriented. Multisectoral programmes comprise a multitude of programmes that include agricultural and extension services, education and vocational training, cottage industries and food processing, primary health care delivery enlightenment programmes and cooperative societies. Such programmes include the National Directorate off Employment (NDE); Directorate of Food, Road and Rural Infrastructure (DFRRI); Better Life Programme (BLP); Family Support Programme (FSP); Family Economic Advancement Programme (FEAP). While sector-driven programmes include: health sector programmes; education sector programmes; transport sector programmes; housing sector programmes; financial sector programmes; industrial sector programmes; community bank and Agricultural Credit Guarantee Scheme Fund (ACGSF); community-based programmes and nutrition related programmes.

It is also imperative to review identified programmes which cut across ministries and specialized agencies created to address specific aspect of poverty in the country.

The major ministries and their programmes are as follows:

1. Federal Ministry of Agriculture

- a. special programme on food security
- b. rural development
- c. operation feed the nation
- d. strategic grain reserve
- e. small remnant production programme
- f. cooperative development.

2. Federal Ministry of Education

a. Universal Primary Education (UPE)

b. Nomadic Education

c. Universal Basic Education (UBE)

In addition to the FGN equally establish agencies to monitor the programmes set to alleviate poverty over the year. These agencies are:

i. Federal Agriculture Coordinating Unit (FASU)

ii. National Directorate of Employment (NDE)

iii. Directorate of Food, Road and Rural Infrastructure (DFRRI)

iv. Nigeria Agricultural Insurance Cooperation (NAIC)

v. Better Life for Rural Women

vi. National Commission for Nomadic Education (NCNE)

vii. National Commission for Mass Literacy Adult and non-formal Education (NCMLAE)

viii. National Board for Community Bank (NBNC)

ix. National Primary Health Care Development Agency (NPHCDA)

x. Agricultural Credit Guarantee Schemes (ACGS)

xi. Family Economic Advancement Programme (FEAP)

xii. Rural and Micro Finance Scheme

xiii. Nigerian Agricultural Cooperative and Rural Development Bank (NACRDB)

The aim of these programmes initiated in the agricultural sector is to make the country self sufficient in agriculture as well as to promote export of agricultural products. This will no doubt create jobs that can generate income and reduce rural urban migration. Similarly, all health programmes had direct impact on poverty alleviation as the saying goes 'A HEALTHY NATION IS A WEALTHY NATION'. There is a link between environmental degradation and poverty. Job creation and poverty alleviation could be achieved through small and medium

enterprises for rural industrialization. The less privileged in Nigeria is mostly women, children and the young group of people. The ministry for women affairs and its youth counterpart are empowered to mobilize and execute programmes for women, children and the youths.

Beside, Poverty Alleviation Programme (PAP) established in 2002 to stimulate economic activities and improve the environment, can by extension reduce social vices and stems rural-urban drift. This programme also was constrained by non- grass root participation, irregular payment, over politicization, lack of monitoring and deviation of fund meant for the programme.

The current measures under the National Economic Empowerment and Development Strategy (NEEDS) are well researched. The programme, is supposed to create wealth, generate employment, reduce poverty and reorient our values. The State Economic Empowerment and Development Strategy (SEEDS) constitute the research response to the challenges of the underdevelopment.

The people will be mobilized around the values and principles of the programme expected to create at least seven (7) million new jobs over the period of four years, from 2004 to 2007 reduce poverty and lay foundation sustained.

The strategies of NEEDS are four (4) fold

1. Reforming government institutions.
2. Growing the private sector.
3. Implementing a social cheater.
4. Value re-orientation.

Implementing of NEEDS depends on a system of collaboration and coordination among the federal/ state government, donor agencies, the private sector, civil societies, non-governmental organization and other stakeholders. NEEDS, will required a heavy investment programme to jump in a manner that is pro-poor and poverty reduced.

2.8 EVALUATION OF POVERTY ALLEVIATION AGENCIES

Igwe, N.N (2005) revealed that despite, effort by government to alleviate poverty in the country, the rate of poverty is still not only high but on the increase. There are certain fundamental reasons for the inadequacy of the anti-poverty measure over the years. These include the absence of a sound policy framework, poor implementation arrangement, inadequate participation by the stakeholders and lack of coordination.

The number of people who fall below the poverty line is always expanding as shown by the human poverty index. One of the reasons adduced for this is the adoption of universal poverty reduction. The adoption of the universal poverty programme failed to reduce poverty significantly because the nature, causes and characteristics of poverty over space and time series. Thus if provision of physical assets like land for instance reduce poverty in one area but does not necessarily mean that it will also reduce poverty in another area where perhaps land availability is not their problem.

Another reason for the failure of poverty agencies is that some of them are headed by who are professional and not accountable. A case in point here is that the former People's Bank of Nigeria (PBN) which was headed by a historian. In view of this, most of the poverty alleviation agencies have not been properly coordinated and implemented well.

Moreover, considering what is the literature about the causes of poverty and what poverty is all about is not sufficient to profound solutions through which poverty can be reduced. It is important to see the opinion about what causes it and how it is distributed in Adamawa state.

2.9 POVERTY DISTRIBUTION IN ADAMAWA STATE

In Adamawa state poverty, varies in between seasons. The rate of poverty in one season of the year changes as it gives chance for another season to set in. This is justified particularly among farmers in the state as about eighty percent (80%) of the state's population are farmers. In the rural areas for instance, the rate of poverty tends to be high between the month of July and September as farmers have already exhausted their old stock of crops

and the ones in the farm are immature for harvesting. This is relative to the rate of poverty between October and May. Thus, the time lag between planting and harvesting could be said to expose the majority of the state's population to high rate of poverty relative to the other season in the year.

2.10 CAUSES OF POVERTY IN THE RURAL PART OF THE STATE

Majorly, poverty in the rural areas of Adamawa state could be attributed to the following reasons;

- a. Unequal distributed of the means of supporting rural development in the state.
- b. Inadequate knowledge on the importance of education.
- c. Lack of good road network to reach the rural populace.
- d. Inability to access credit facilities by the rural dwellers.
- e. Traditional and religious doctrines particularly the one restricting women to only domestic work.
- f. Hereditary inadequate means of livelihood i.e. poverty inherited from parent.

2.11 RURAL AND URBAN POVERTY IN ADAMAWA STATE

Rural poverty is associated with rural areas which are mostly characterised by poor material condition, low level of education or high rate of illiteracy, lack of infrastructures, expensive technology, low level of investment, high population growth rate, and high level of unemployment and under employment, poor health and high emigration.

Whereas, urban poverty is associated with urban slump, ghettos, and shanties which are usually characterised by environment denudation, inadequate welfare services and social deprivation, low per income, overcrowded accommodation building, low level of education, low level of per capital resources and non-formal sources of capital for business (Roger et al 1989).

In Yola, the Adamawa state capital for instance, areas such as Luggere, Nassarawo, Doubeli, Jambuttu, Kofare, Malamre, Yuldepati, Wuro Hausa, are described as poor residential areas characterized by inadequate water supply, poor sanitation, high rate of criminal activities, overcrowded and unorganised building among others. This contrasted sharply with areas like Dogere, Karewa, Old GRA, Bekaji, Army Barrack Road, Millionaires quarters and the Lamido's palace.

2.12 STRUCTURE OF NATIONAL DIRECTORATE OF EMPLOYMENT

At the apex of the Directorate organisation structure is the NDE Board appointed by the President and Commander-in Chief Federal Republic of Nigeria alongside the Director-General, charged with the responsibility for policy formation for the Directorate's operations.

The Directorate has at her headquarters four (4) programme departments and four (4) support service departments all headed by Directors who report directly to the Director-General. The Directorate also has state offices in all the thirty-six (36) states of the federation and Abuja headed by State Coordinators. Apart from the programme and support service departments, there are branches and units that perform functions which facilitates employment programme delivery.

The department, branches and units that support the Director-General comprises;

PROGRAMME DEPARTMENT

- i. Vocational Skills Development
- ii. Rural Employment Promotion
- iii. Small Scale Enterprises
- iv. Special Public Work

SERVICE DEPARTMENT;

- v. Planning, Research and Statistics
- vi. Personnel Management

vii. Finance and Supplies

viii. Inspectorate

BRANCHES / UNITS

i. Collaboration Branch

ii. Information and Public Relation

iii. Job Centre

iv. Loans and Properties

v. Women Empowerment

vi. Legal Services

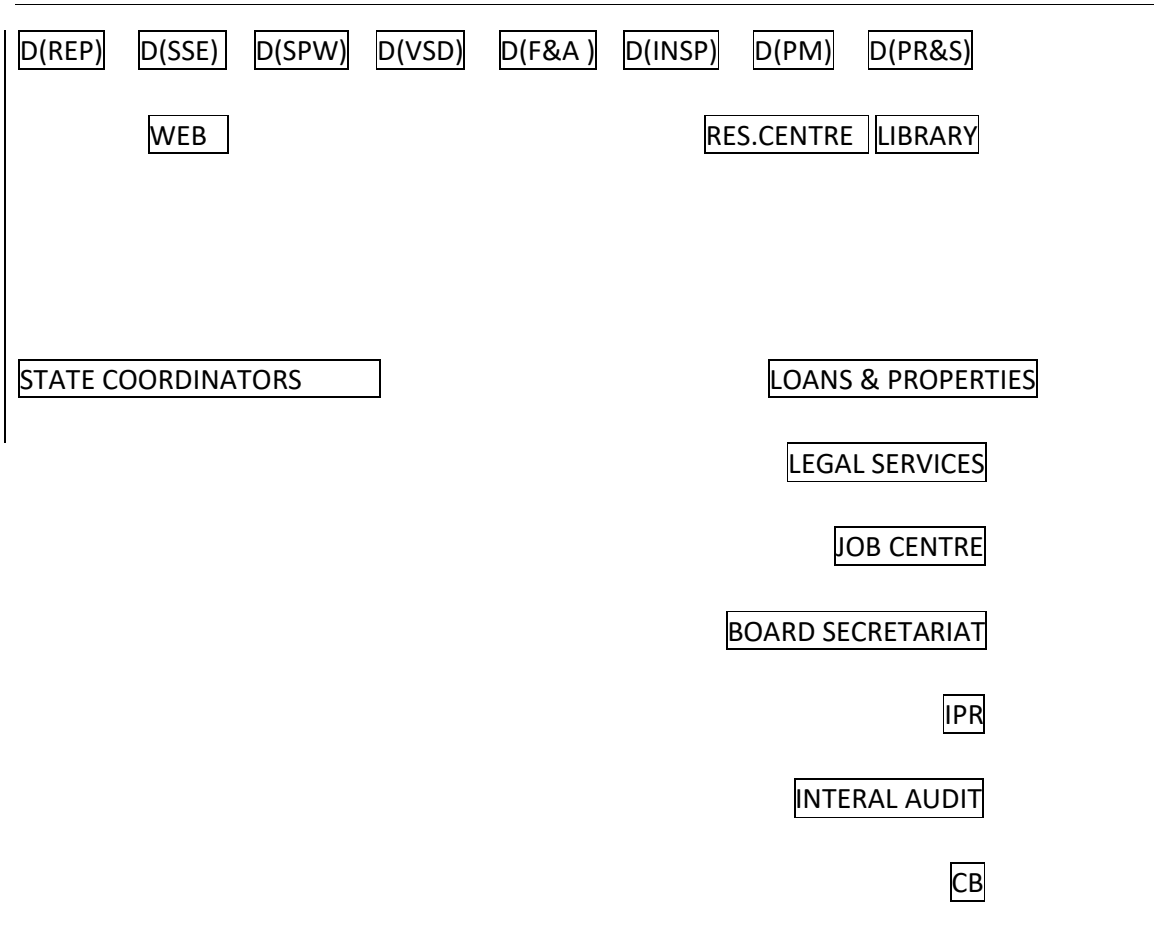
vii. Internal Audit

viii. Resource Centre

ORGANOGRAM OF THE NATIONAL DIRECTORATE OF EMPLOYMENT

NDE BOARD

DIRECTOR-GENERAL



Source: 2007 ANNUAL REPORT NDE

The National Directorate for Employment basically was established to address the problem of unemployment as a measure of alleviating poverty. The Directorate has over the years introduced a number of intervention programmes designed to mitigate the scourge of unemployment. Unemployment is a global phenomenon and addressing it effectively requires exchange of experience and input between communities, agencies and nations. To this end NDE collaborates with both national and international agencies. This collaboration

effort has strengthened its capacity in terms of human resource development as well as the capacity of operator in the informal sector. The collaboration is carried out at two levels. Namely

1. Technical Support and Capacity Building; which is accessed through bilateral or multilateral arrangements between Nigeria and other countries /agencies within the framework of such arrangement. Some of such agencies beneficial to NDE over the years include the International Labour Organisation (ILO), United Nations Development Programme (UNDP), and the German Technical Assistance Agency (GTAA).
2. Collaboration in Programme Delivery; NDE has collaborated effectively with local artisans, local communities as well as local and state governments.

The instrument used for data collection was made with elaborate questions designed to elicit only the most necessary information on poverty alleviation.

In Adamawa State, the task of the Directorate had recorded significant impact in the provision of training for self development and self employment to the economic disadvantaged. The achievements so far recorded by the Directorate based on the mandate setting it in Adamawa include:

1. Employment Counselling Service as designed to be part of the necessary component of all its training programmes. This to assist the youths to understand fully the challenges of unemployment and poverty and to prepare them for the labour market needs.
2. Skill Acquisition and Entrepreneurship/ Business Development Training to empower school leavers, graduates of tertiary institutions and retired workers through vocational skills training.
3. Training for Rural Employment and Agricultural Development in schemes such as the rural agricultural training, agricultural skills acquisition for school leavers, integrated farming for graduate, livestock management training, crops processing/ production and irrigation management training.
4. Enterprise Creation through assisting some unemployed set their own businesses.

5. Registration of unemployed persons on annually bases to enhance employment programme planning is carried out by the Directorate in the State.

Adamawa State is one of the two states created out of defunct Gongola State in 1989. Located between latitude 8 degree N and 11degree N and 11.5 degree E and 13.5 degree E, the state has a total area of 39,742.12 Square Kilometres. This is said to be about 4.4 percent of the land of Nigeria. The state with a large number of ethnic groups has a projected population of 3,106,585 persons as at 2005 giving a population density of 68 persons per Square Kilometres. Though, the 2006 provisional census figure of the state is 3,168,101(2.26 percent of Nigerians) made up of 1,606,123 male and 1,561,978 females. The state is divided into two vegetation zones the Sub-Sudan zone to the north and the Northern Guinea Savannah zone to the south. This with a nice climatic weather makes agricultural activities suitable for majority of its population. For administrative purposes, the state is further divided into 21 Local Government Councils and 37 Development Areas with its capital in Yola.

CHAPTER THREE

METHODOLOGY

This study took stock of vital features that will facilitate the process of data collection. Thus, the chapter in view shall discuss the methods used in collecting data and the techniques the study adopts in analysing the data so collected. Furthermore, the sources of data; population; sampling and tools of analysis are discussed extensively.

3.1 RESEARCH DESIGN

The research design applied for this study include the description of the population, sample, instrument for data collection, description of the instrument, validity of the instrument, method of data collection and method of data analysis.

3.2 POPULATION OF THE STUDY

Population as the word sound is a group of persons, organisations or objects about which information is desired. The population of the study includes all persons whose attribute are relevant to the progress of the study. Specifically staff and beneficiaries of the agency and across section of the general public would be considered.

3.3 SAMPLE OF THE POPULATION

Sample is the number of elements within a population which could be less than or almost equal to the number in the population. Sampling is an idea derived from deductive generation where characteristics of a specific entity represent the general population. The justification for the use of sample rather than the population is necessary as it is not possible for the study to cover the entire poor population of the Adamawa state estimated at over three (3) million people. Hence the study would divide into three Adamawa state; the northern, central and southern regions and sample from within the regions.

For the purpose of this research and convenience, a total of seventy (70) questionnaires were distributed to indigenes of Adamawa State across the state and some staff of the National Directorate of Employment who are indigenes of the State.

3.4 SAMPLING TECHNIQUES

The study sampled seventy (70) respondents using stratified random sampling technique which gives all the respondents equal chance of representation, taking into cognizance the characteristics of the respondents. All the questionnaire distributed were duly filled and returned

3.5 METHOD OF DATA COLLECTION

Basically, there are two methods of collecting data, namely the primary and secondary. Primary and secondary data categorised the two forms of data collection relevant for this study. Primary data collected were through the questionnaire and face to face interview, while secondary data were sourced from published materials. The questionnaire contained both close and open ended

3.6 INSTRUMENT FOR DATA COLLECTION

Questionnaire is the main instrument the study adopted. In every research work, questionnaire has four main purposes in the data collection process; to minimise bias, to collect relevant data, to make comparism and to ascertain motives of the respondents. It translates research objectives into specific questions and answers to such questions most provide data for analysis.

3.7 VALIDITY OF THE INSTRUMENT

This research is capable of determining what it is suppose to measure. Therefore as base of information this research employ a simple and correct English to enhance easy understanding of the questionnaire, personal interview were carried out to supplement the questionnaire and only relevant questions were asked in logical sequence.

3.8 METHOD OF DATA ANALYSIS

The data gathered in the course of this study were analysed using percentages and simple method of data analysis which involves measures of central tendency and tabulations.

3.9 METHOD OF TESTING THE DATA ANALYSIS

Beside, percentages, chi-square was also used as a test statistics. The chi-square was used to show the relationship between the job creation and reduced poverty in Adamawa State.

CHAPTER FOUR

DATA PRESENTATION AND ANALYSIS

4.1 DATA PRESENTATION

This chapter tends to present the data so collated on questionnaire distributed and returned by the respondents for clarity and easy interpretation from the findings.

The objective of the analysis is to ascertain the progress and challenges faced by the National Directorate of Employment in alleviating poverty in Adamawa State. Furthermore, the analysis of data obtained were scrutinised and presented in tabular form via percentage approach to aid in addressing the research questions.

4.2 ANALYSIS OF DATA

The data presentation would be logically done using average figures gathered by the use of questionnaire stated earlier. For the analysis in this study, the seventy (70) questionnaires distributed and returned form the bases of the analysis.

TABLE 4.1 GENDER COMPOSITIONS OF RESPONDENTS

RESPONSES	FREQUENCY	PERCENTAGE (%)
Male	44	63
Female	26	37
Total	70	100

Source: Field Survey 2008

Table 4.1 shows that male respondents with 44 or 63% constitute the greater percentage of total respondents over their female counterparts 26 or 37%. This could be drawn from the

fact that the female could not comprehend the objective of this study as they turned down many of the questionnaires. The questionnaires were redistributed to male respondents.

TABLE 4.2 EDUCATIONAL QUALIFICATIONS OF RESPONDENTS

RESPONSES	FREQUENCY	PERCENTAGE (%)
First Leaving School Certificate	30	43
Secondary School Certificate	21	30
National Diploma / NCE	10	14
HND/ Bachelors Degree	7	10
Masters Degree	2	3
Doctor in Philosophy	0	0
TOTAL	70	100

Source: Field Survey 2008

Table 4.2 shows the educational distribution of respondents in this study of which 51 or 73% of them 30 or 43% FLSC and 21 or 30% SSCE O' level holders, while 19 or 27% of the respondent comprise 10 or 14% ND/NCE, 7 or 10% HND/Degree, 2 or 3% Maters Degree and non PHD holders.

TABLE 4.3 RESPONDENTS OCCUPATIONAL STATUS

OCCUPATION	FREQUENCY	PERCENTAGE (%)
Civil Servants	9	13
Privately Employed	14	20
Self Employed	31	44
Unemployed	16	23
TOTAL	70	100

Source: Field Survey 2008

Table 4.3 shows the occupational distribution of respondents. 16 or 23% of the respondents are unemployed, while 9 or 13%, 14 or 20%, 31 or 44% are civil servants, privately employed and self employed respectively.

TABLE 4.4 RESPONDENTS LOCAL GOVERNMENT OF ORIGIN

S/N	LOCAL GOVERNMENT	FREQUENCY	PERCENTAGE (%)
1	Demsa	4	6
2	Fufore	4	6
3	Ganye	3	4
4	Girei	2	3
5	Gombi	3	4
6	Guyuk	3	4
7	Hong	4	6

8	Jada	3	4
9	Lamurde	4	6
10	Madagali	3	4
11	Maiha	2	3
12	Mayo Belwa	3	4
13	Michika	4	6
14	Mubi North	3	4
15	Mubi South	4	6
16	Numan	4	6
17	Shelleng	3	4
18	Song	3	4
19	Toungo	3	4
20	Yola North	4	6
21	Yola South	4	6
	TOTAL	70	100

Source: Field Survey 2008

Table 4.4 shows the spread of the respondents in terms of their Local Government of origin which gives an even spread of the opinions expressed by the respondents.

TABLE 4.5 AGE DISTRIBUTION OF RESPONDENTS

AGE (YEARS)	FREQUENCY	PERCENTAGE (%)
18-27	49	70
28-37	13	19
38-47	7	10
48 and above	1	1
TOTAL	70	100

Source: Field Survey 2008

Table 4.5 represents the age distribution of the respondents. Out of the 70 respondents 49 or 70% of them are in the age bracket of 18 and 27. 13 or 19% are between the ages 28-37, 7 or 10% are between 38-47 years and above that is 1 or 1%. It could be deduced from this analysis that greater numbers of the respondents are productive and reasonable to give objective opinion on this study.

TABLE 4.6 RESPONDENTS INCOME PER DAY

INCOME (N)	FREQUENCY	PERCENTAGE (%)
0-499	26	37
500-999	12	17
1000-1499	15	21
1500-1999	13	19
2000 and above	4	6
TOTAL	70	100

Source: Field Survey 2008

Table 4.6 above shows the income the respondents earned each day. At the lowest income level range 26 or 37% of the respondents falls within it. While 12 or 17% earned N500-N999, 15 or 21% earned N1000-N1499, 13 or 19% earned N1500-N1999 and above N2000 is 4 or 6% of the respondents.

TABLE 4.7 RESPONDENTS VIEWS ON THE TOTAL ERADICATION OF POVERTY

RESPONSES	FREQUENCY	PERCENTAGE (%)
Yes	12	17
No	58	83
TOTAL	70	100

Source: Field Survey 2008

The views expressed as indicated in table 4.7 above shows that 12 or 17% of the respondents agreed that poverty can be completely eradicated, while 58 or 83% said that poverty cannot be completely eradicated.

TABLE 4.8 RESPONDENTS VIEWS ON LEAVING ONLY GOVERNMENT AGENCIES IN THE FIGTH AGAINST POVERTY

RESPONSES	FREQUENCY	PERCENTAGE (%)
Yes	34	49
No	36	51
TOTAL	70	100

Source: Field Survey 2008

The table 4.8 shows a slight difference in views of respondents as it involves the management of poverty crisis. 34 or 49% of the respondents said yes to the view that Government agencies should be left alone in the fight against poverty, while 36 or 51% of the respondents objected the view.

TABLE 4.9 RESPONDENTS KNOWLEDGE OF NDE SCHEMES ON POVERTY ALLEVIATION

RESPONSES	FREQUENCY	PERCENTAGE (%)
Yes	59	84
No	11	16
TOTAL	70	100

Source: Field Survey 2008

Table 4.9 shows that 59 or 84% of the respondents are aware of the NDE and her schemes on poverty alleviation. While 11 or 16% of the respondents, are not aware of NDE and her schemes in the State. This shows how poor the Directorate had make her activities known to people particularly the poor in the state

TABLE 4.10 RESPONDENTS VIEWS ON THE ACHIEVEMENTS OF NDE IN THE REDUCTION OF POVERTY

RESPONSES	FREQUENCY	PERCENTAGE (%)
Yes	45	64
No	14	20
Indifferent	11	16
TOTAL	70	100

Source: Field Survey 2008

45 or 64% of the 59 or 84% of the respondents that are aware of NDE's schemes are of the view that the Agency has achieved the goal of setting it, while 14 or 20% of them said no, leaving the 11 or 16% indifferent as shown in table 4.10. This shows that the activities of the Directorate which is primarily job creation through the provision of skill training to the unemployed have a positive influence in reducing poverty in Adamawa State.

TABLE 4.11 RESPONDENTS VIEW ON THE ACHIEVEMENTS OF NDE IN SPECIFIC TERMS

RESPONSES	FREQUENCY	PERCENTAGE (%)
Employment Counselling Service	8	18
Skills Acquisition and Entrepreneurship Development Training	19	42
Provision of Transient Jobs/ Enterprise Creation	11	24
Registration of Unemployed persons	7	16
TOTAL	45	100

Source: Field Survey 2008

The above table shows that 8 or 18% of the respondents shared a view on employment counselling service as the biggest achievement of NDE, 19 or 42% of the respondents are of the views that NDE had achieved so well in the area of skills acquisition and entrepreneurship development training, other respondents (11 or 24%) viewed provision of transient jobs/ enterprise creation as greatest achievement of the Directorate as against the views of 7 or 16% of the remaining respondents that stick to NDE's achievement in the prompt and regular registration of unemployed persons providing adequate data base on poverty as tool for policy framework.

TABLE 4.12 RESPONDENTS VIEW ON THE NON-ACHIEVEMENTS OF NDE IN SPECIFIC TERMS

RESPONSES	FREQUENCY	PERCENTAGE (%)
Increase Unemployment	5	36
Increase Social Vices	3	21
Decline Standard of Living	4	29
Non-Registration of Unemployed Persons	2	14
TOTAL	14	100

Source: Field Survey 2008

Table 4.12 is the breakdown in the analysis of respondents view on the non- achievement of NDE as 5 or 36% of them believed that the increase unemployment had defeated the aim setting the Directorate, 3 or 21% of the respondents said that increase social vices had deter NDE from achieving its objectives, 4 or 29% of the respondents opted that decline standard of living made NDE vision unrealisable, and the remaining 2 representing 14% of the respondents stated the non-achievement of NDE resulting from the non-registration of the unemployed.

TABLE 4.13 RESPONDENTS VIEWS ON MAJOR FACTORS MILITATING AGAINST THE ACHIEVEMENTS OF NDE IN ADAMAWA STATE

RESPONSES	FREQUENCY	PERCENTAGE (%)
Irregular Funding	30	43
Inadequate Training aids/ Instructors	26	37
Financial Embezzlement	14	20
TOTAL	70	100

Source: Field Survey 2008

It can be interpreted from table 4.13 above that 30 or 43% of the respondents are of the opinion that irregular funding is the militating the progress of NDE in the Adamawa State, while 26 or 37% and 14 or 20% of the respondents attributed this to inadequate training aids/ Instructors and financial embezzlement respectively.

TABLE 4.14 RESPONDENTS VIEWS ON HOW TO ADDRESS THESE FACTORS MILITATING AGAINST THE ACHIEVEMENTS OF NDE IN ADAMAWA STATE

RESPONSES	FREQUENCY	PERCENTAGE (%)
Increase Regular Funding	30	43
Provision of adequate Training aids/ Instructors	26	37
Regulate Financial Embezzlement	14	20
TOTAL	70	100

Source: Field Survey 2008

Table 4.14 shows that 30 or 43% of the respondents which constitute the majority are of the view that increase regular funding would address the factor irregular funding militating against the workings of NDE in the Adamawa State, 26 or 37% of the respondents saw the provision of adequate Training aids/ Instructors as a way of tackling the non-performance of NDE in the State and 14 or 20% of the respondents considered regular monitoring of financial expenditure by personnel of the Directorate.

TABLE 4.15 RESPONDENTS VIEWS ON ESTABLISHING STATE AGENCIES TO TACKLE POVERTY IN THE ADAMAWA STATE

RESPONSES	FREQUENCY	PERCENTAGE (%)
Yes	20	29
No	50	71
TOTAL	70	100

Source: Field Survey 2008

Table 4.15 above shows that 20 or 29% of the respondents are desirous of a State agency to compliment the operations of NDE in alleviating poverty in Adamawa State. While the remaining 50 or 71% of the respondents are not in support of the view, as to them it would avail minimal result in combating poverty and heavy expenses on the State Government budget.

TABLE 4.16 RESPONDENTS VIEWS ON INITIATING PRIVATELY OWN PROGRAMMES TO COMPLIMENT PROGRAMMES SUCH AS NDE FROM TERMINATING THEREAFTER

RESPONSES	FREQUENCY	PERCENTAGE (%)
Yes	54	77
No	16	23
TOTAL	70	100

Source: Field Survey 2008

In the above table 4.16, 54 or 77% of the respondents supported the view on privately owned programmes to compliment programmes of great magnitude such as NDE in the event another Government scraps it in the future. While, 16 or 23% of the respondents are not in support.

TABLE 4.17 RESPONDENTS VIEWS ON THE STEP NDE SHOULD PRIORTISE

RESPONSES	FREQUENCY	PERCENTAGE (%)
Need for retraining of her personnel	5	7
Monitoring and controlling of projects	38	54
Community participation and enlightenment	23	33
Increase in participation allowance	4	6
TOTAL	70	100

Source: Field Survey 2008

Table 4.17 shows that 5 or 7% of the respondents agreed that as a matter of priority, NDE should concentrate on retraining of her personnel. While 38 or 54%, 23 or 33% and 4 or 6% of the respondents are of the views that monitoring/ controlling of projects, community participation/ enlightenment and Increase in participation allowance respectively be the priority of the Directorate for better performance. It can then be deduced from the analysis made that monitoring and controlling of projects by NDE is more desirable since greater percentage of the respondents responded positively to it.

4.3 HYPOTHESIS

The paramount assumptions that undermine this study will be considered with a view to analysing the contributions made by NDE in reducing the level of poverty through the provision of skill manpower training to the growth of Nigeria economy

- i. that NDE role contributes significantly to the achievement of poverty reduction.
- ii. that there is significant relationship between job creation and reduced poverty level in Adamawa State.

4.4 HYPOTHESIS TESTING

The hypothesis put forward for verification is hereby tested based on the data gathered from the questionnaire

- that there is significant relationship between job creation and reduced poverty level.

The hypothesis is represented in the research study as thus

Ho: null hypothesis

Hi: alternative hypothesis

Where Ho: that there is significant relationship between job creation and reduced poverty

H₀: that there is no significant relationship between job creation and reduced poverty.

To validate or invalidate the claim, the data contained in table 4.10 respondents views on the achievements of NDE in the reduction of poverty.

TABLE 4.10 RESPONDENTS VIEWS ON THE ACHIEVEMENTS OF NDE IN THE REDUCTION OF POVERTY

RESPONSES	FREQUENCY	PERCENTAGE (%)
Yes	45	64
No	14	20
Indifferent	11	16
TOTAL	70	100

Source: Field Survey 2008

The data contained in the table 4.10 above are observed frequencies while the expected frequency is worked out as

$$E = 70 \div 3 = 23.33$$

Using the formula of chi-square $X^2 = \sum \frac{(O-E)^2}{E}$

And tabulated at N-1

Where X^2 is the calculated value

\sum is the summation sign

O is the observed frequencies

E is the expected frequency

N is the number of observation

N-1 is the degree of freedom

O	E	O-E	(O-E) ²	$\frac{(O-E)^2}{E}$
45	23.33	21.67	469.59	20.13
14	23.33	-9.33	87.05	3.73
11	23.33	-12.33	152.03	6.52

$$\Sigma \quad 30.38$$

Tabulated at N-1 = 3-1 = 2 degree of freedom at alpha 0.05 = 5.991

4.5 FINDING

Since the calculated X² of 30.38 is greater than the tabulated (critical value) of 2 degree of freedom with alpha 0.05 = 5.991. We accept H₀ and reject H₁ and conclude that there is significant relationship between job creation and reduced poverty

4.6 DISCUSSION OF FINDING

From the hypothesis(ii) it was found that there is significant relationship between job creation and reduced poverty, this is because X² calculated 30.38 exceeded the tabulated of 5.99 at alpha 0.05 level with 2 degree of freedom.

CHAPTER FIVE

SUMMARY, CONCLUSION AND RECOMMENDATIONS

5.1 SUMMARY

This thesis attempts to appraise the performance of the National Directorate of Employment (NDE) as a means of alleviating poverty in Adamawa State. The study reviewed several literatures on poverty.

The study gathered data via the administration of questionnaires as its primary source and secondarily from published text.

The data gathered were subjected to analysis using percentage and chi- square for testing the hypothesis put forward for verification. It was observed from the findings of the analysis that the National Directorate of Employment (NDE) has played a significant role in alleviating poverty through job creation in skill acquisition and provided soft loans for the many unemployed in Adamawa State not sufficient to warrant such recommendation.

The study revealed some of the problems affecting the operations of NDE in alleviating poverty in Adamawa State. These include:

1. The irregularity in funding the agency by the Federal Government.
2. Improper monitoring of programmes designed for alleviating poverty.
3. Misappropriation of fund meant for budgeted projects other than the unbudgeted.
4. Inadequate training facilities.
5. Insufficient trained personnel to handle training programmes of the agency.
6. Low awareness on the activities of the agency.

5.2 CONCLUSION

The study has dealt summarily with the role the National Directorate of Employment played in the alleviation of poverty in Adamawa State and would like to conclude by stating that

poverty alleviation will not be achieved in as much as there are no significant solutions to the problems of the National Directorate of Employment poverty alleviation schemes in Adamawa State.

It is alarming from facts gathered that the incidental increase of poverty level has a direct relationship with the unemployment situation in Nigeria and the world all over. Records from the National Bureau for Statistics revealed that about seventy (70%) million Nigerians live below poverty line. This have assumed a dimension that is generally unacceptable as viewed from the earlier chapter that government effort in combating poverty had yielded little result and the reason for such poor performance is basically what the study identified.

5.3 RECOMMENDATIONS

In view of the activities the National Directorate of Employment (NDE), it is imperative to recommend ways for the enhancement of her operations in Adamawa State. Thus, the following are recommended by this study

- a) That first and foremost Federal Government in her budget increase funding of the Directorate for the effectiveness of poverty alleviation schemes in Adamawa State.
- a) That the training of competent personnel to man these schemes be ensure on regular bases.
- b) Adequate facilities for training beneficiaries and who would be beneficiaries are to be put in place.
- c) That the Directorate in its bid to improve performance service should give priority to skills acquisition and entrepreneurship development training.
- d) Look into the upward review of allowances to participants at her training programmes to encourage even graduates to participate.
- e) The study revealed that programmes such as NDE can be terminated by any Government at any time, hence the need for privately initiated programmes to compliment NDE in alleviating poverty.

- f) That Adamawa State Government should assist financially and promote the Directorate's activities in the State rather than initiating a parallel agency in respect to that.

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**QUESTIONNAIRE ON THE APPRAISAL OF EMPLOYMENT CREATION AS A MEANS OF
POVERTY ALLEVIATION IN ADAMAWA STATE**

Dear Respondent,

This is a study to appraise the performance of the National Directorate of Employment (NDE) in poverty alleviation in Adamawa State. Please play a part in it by completing this questionnaire as objectively as possible.

Kindly, tick in the appropriate box () provided and give in written your opinion where necessary.

SECTION A:

1. Sex : a) Male ()
 b) Female ()

- 2 Educational Qualifications :
a) First School Leaving Certificate ()
b) Secondary School Certificate ()
c) National Diploma/National Certificate of Education ()
d) Higher National Diploma/Bachelor Degree ()
e) Masters Degree ()
f) Doctor in Philosophy ()

3. Occupation : a) Civil Servant ()
 b) Privately Employed ()
 c) Unemployed ()

4. Marital Status: a) Single () b) Married ()

5. Local Government of Origin:

6. Age: a) 18-27 ()
 b) 28-37 ()
 c) 38-47 ()
 d) 48 and above ()
7. What is your income per day? a) N0-N499 ()
 b) N500- N999 ()
 c) N1000-1499 ()
 d) N1500-1999 ()
 e) N2000 and above ()

SECTION B:

3. Do you think poverty can be eradicated completely? Yes () No ()
4. Should the Government through its agencies be left alone in the fight against poverty? Yes () No ()
5. Are you aware of NDE scheme on poverty alleviation? Yes () No ()
6. Do you think NDE had achieved its goal in the reduction of poverty in Adamawa State? a)Yes () b)No () c) indifferent ()
7. If your answer to 6 above is Yes, to what level do you agree that the agency's role contribute significantly to the achievement of its objectives in poverty alleviation
 a) Employment Counselling Service ()
 b) Skills Acquisition and Entrepreneurship Development Training ()
 c) Provision of Transient Jobs/ Enterprise Creation ()
 d) Registration of Unemployed persons ()
8. If your answer to 6 above is No, state in specific terms how that is not achieved.
 a) Increase Unemployment ()
 b) Increase Social Vices ()

- c) Decline Standard of Living ()
- d) Non-Registration of Unemployed persons ()

9. What do you think are the factors militating against the success of NDE in the State?

- a) Irregular Funding ()
- b) Inadequate Training aids/ Instructors ()
- c) Financial Embezzlement ()

10. How do you think these factors could be solved?

- a) Increase Regular Funding ()
- b) Provision of adequate Training aids/ Instructors ()
- c) Regulate Financial Embezzlement ()

11. Do you think a State agency is desirable for tackling poverty in Adamawa State?

Yes () No ()

12. Do you think privately initiated programmes to compliment programme such as NDE from terminating after exit of the initiating regime is desirable? Yes () No ()

13. Which area do you think is necessary for NDE to adopt in the alleviation of poverty in Adamawa State

- a) Need for retraining of her personnel ()
- b) Monitoring and controlling of projects ()
- c) Community participation and enlightenment ()
- d) Increase in participation allowance ()

14. In what way do you think the Federal Government can assist NDE to contribute positively to the development of Nigeria as a whole?

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