
HARNESSING FULL EMPLOYMENT STRATEGY FOR NIGERIA. ENTREPRENEURSHIP IMPERATIVES, PROSPECTS AND CHALLENGES

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ABSTRACT

In this study, entrepreneurship education is considered as the vehicle required for exploiting the talents, skills, creativity and competencies of the populace towards creating productive employment to generate full employment. This study examines the strategies, challenges and prospects in harnessing full employment for Nigeria through entrepreneurship education and development. The research method adopted for the study was survey and documentary analysis. The survey research involved the collection of data from existing records and findings of opinion on the subject matter through the use of structured questionnaire. Stratified sampling technique was used to select the respondents for the study. The instrument was validated and pilot-tested to ascertain the internal consistency. The population for the study comprised employers of labour, unemployed graduates and government officials in Lagos, Ogun and Oyo states of Nigeria. Stratified proportional random sampling technique was used to select a total of 426 individuals for this study. Out of this number 380 responded to the questionnaire for the study. The internal consistency of the questionnaire was 0.71. Data obtained were analyzed using mean, frequency count, percentages and one-way analysis of variance. A large proportion of the respondent indicate that the challenges to full employment are many including, unclear monetary and focal policies insufficient economic capabilities, lack

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of access to the control of productive resources, unreliable official statistics, absence of technology, etc. as part of major challenges for full employment in Nigeria. The study is of the view that planned development strategies and activities to effect the necessary change for creating new enterprises and entrepreneurial education must be undertaken. Employment promotion strategies must become an integral part of the development process.

Keywords: Full-Employment, unemployment, Economic Development, Challenges Entrepreneurship, Entrepreneurial, Prospects, Rural, Urban.

INTRODUCTION

Of the eleven specific objectives of the fourth national development plan (1981 – 1985) not less than nine stated objectives may be interpreted as dealing very clearly with the development of the country's human resources and thus encompassing its industrial manpower objectives. Some of which are:

- ❖ Reduction in the level of unemployment and under employment.
- ❖ Increase in the real income of the average citizen.
- ❖ Increase in the supply of skilled manpower.
- ❖ Increase participation by citizen in the ownership and management of productive enterprises.
- ❖ Greater self-reliance... this implies increased efforts to achieve optimum utilization of our human and material resources.
- ❖ Increased productivity.
- ❖ The promotion of a new national orientation conducive to greater discipline better attitude to work and cleaner environment"- Fourth National Development Plan (1981/1985).

However, in order to generate trained workforce to produce and sustain economic development of the nation

the government made efforts to expand education and training.

According to Adewoye (1980) the initial efforts aimed at achieving the economic growth were concentrated on the expansion of formal education institutions at all levels. The products of the National Formal Education Institutions, although considerably increased in number, were not, for lack of adequate industrial training, entrepreneurial development and quality vocational training and development, able to acquire the skills, knowledge and the varied technological expertise required to meet the needs of special and vital sectors of the economy, for self-employment, sustainable growth, full employment and the eradication of wide-spread poverty and significant improvement in living standard by the last decade of the century.

It became increasingly clear to government, industry and commerce that the growth and economic advancement of the country required in addition, the services of trained workers and professionals who possessed technological skills and executive capacity to provide specialized services of all sorts: ("Guidelines for the 4th national Development Plan 81-85").

From the above, one can assert that on the agenda for economic development of the nation, manpower training, development and utilization must always be taken as important critical items. Furthermore, it can be stated that the economic development of any nation is ultimately the result of the human effort. It takes an appreciable number of talented and skilled people to search for, discover and tap a nation's natural resources, mobilize capital and develop requisite and relevant technology for industrial production. Therefore, where a country lacks high quality technical and engineering

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manpower, it cannot build anything else, whether it is a modern political system, a sense of national unity or a prosperous economy – Onimole et al (2012).

However, the Nigeria economy has been experiencing severe economic recession since the early 1980s. Dimensions of the protracted economic crisis include declining economic growth, macroeconomic instability embodied in fiscal and current account disequilibria, rising poverty among the population, and declining living standards (Iwayemi; 1995). Equally important is the employment crisis which is vividly captured by a disquietingly large increases in an alarmingly high level of unemployment and underemployment, and the associated rise in destitution among the population. Iwayemi had earlier highlighted the validity of the viewpoint that the employment crisis represents a key area of economic and social regress is hardly questionable. The incalculable social cost of the potentially explosive and rising incidences of “educated unemployed and underemployed” has generated considerable social and policy concern especially at this critical juncture in Nigeria’s economic development. A critical observation of the economic and demographic patterns and trends in Nigeria over the past forty five years, a period which witnessed an unprecedented inflow of oil revenues into the economy, suggests a multiplicity of factors in the emergent employment problems. These factors reflect a mix of structural imbalances in production, consumption, employment patterns and trends, and policy failures in key factor markets in the economy, associated with the economic development strategy adopted.

For a basically weak and primary production dominated economic structure, policy-induced distortions in the markets for labour, capital and foreign exchange

associated with import substitution industrialization, had significant adverse impact on employment generation, and consequently accentuated the current employment crises.

STATEMENT OF THE PROBLEM

The compelling nature of the employment problems epitomized by pervasive imbalance between the job expectations and opportunities of an increasingly frustrated class of educated unemployed and underemployed raises a hosts of important and challenging policy questions for which socially optimal responses based on a robust and sound analytical framework must be sought. Certainly, a key factor is the appalling gap between growth in productive employment opportunities and growth in the total labour force. Thus, a search for solutions to the problem of full employment and the complementary income distribution question, suggests strongly the need for seeking radically new directions in development strategies and the design of full employment policy. This is particularly so against the current background of deep and protracted economic crisis from which sustained recovery in output, investment and employment remain elusive. The kind of questions raised and the policy design framework to explore these questions are crucial to finding improved solutions to the erstwhile consistent menu of ad hoc policy responses so far prevalent in tackling the employment generation problem in Nigeria.

Although open unemployment emerged as earlier stated by Iwayemi as an issue for public concern since the sixties, little or nothing was done in terms of determining the appropriate strategies for its curtailment or total elimination. The recent phenomenal increase in the growth and quantum of the unemployment problem and the associated politically explosive nature of the problem

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have led several successive Nigeria governments to put some palliative measures in place to solve the problem in the short run. Despite these measures, unemployment has remained the single most important problem facing the Nigerian economy because of its associated social consequences, the loss of self-esteem and dignity for its victims.

According to Ajakaye (2000), the incidence of open unemployment and underemployment has become widespread and involves all segments of the economy – both rural and urban, young school leavers and graduates, skilled, semi-skilled and unskilled citizens. Official statistics put the unemployment rate between 10-12%, but this refers only to open unemployment.

According to Umo (2010), the most interesting features of Nigeria's unemployment phenomenon are:

- i. Unemployment is becoming increasingly concentrated amongst the youth of 15 to 35 years of age. More specifically, about 70 percent of the youth are unemployed;
- ii. Unemployment rate is growing higher for females than males in both rural and urban centres;
- iii. That unemployment in the informal sector has increased with the growth of this sector following the recent recession.

Some disturbing trends have emerged in recent times and these include the co-existence of unemployment with shortage of critical/skilled labour in key sectors of the economy. Others are the increasing tempo of rural-urban drift which has resulted into over concentration in major towns and cities and have in turn led to increased wave of crimes and other social problems. There is also an increasing mismatch of the quality and quantity of graduates produced by the educational system into the labour market annually. This, more than any other

reason, is the fundamental reason behind the observed increase in graduate unemployment. The private section observes that only about 20% of our locally produced graduate are employable into the technical areas.

The current trend of national rate of unemployment and the 2010 rate of 21.1 percent CBN (2011) are major economic and social problems. The geopolitical pattern is even more serious economic and social threat. States such as Yobe, Zamfara, Sokoto, Katsina, Kaduna and Kano have unemployment rates that are well above the national average of 1.1% contrast, states like Lagos, Oyo and Ogun have lower rates of 7.6 percent, 8.8 percent and 9.9 percent respectively. Isah (2012) also stated that the various dimensions of unemployment are that general policies targeting unemployment are unlikely to achieve desired results if they discount the complex nature of the problem.

In the table one below, the growth of unemployment by states in Nigeria is shown in which Abia, Adamawa, Bauchi, Delta, Kebbi and Zamfara are among the state with highest level of unemployment in Nigeria.

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Table 1 : Unemployment Rates by States in Nigeria from 2002-2011.

State	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Abia	14.8	11.4	9.7	7.9	13.5	10.9	14.5	14.5	5.5	11.2
Adamawa	12.9	11.9	16.7	21.4	12.9	11.9	29.4	29.4	31.4	18.4
Akwa/Ibom	12.3	14.4	14.4	14.4	15.3	13.5	34.1	34.1	36.1	18.4
Anambra	6.6	9.1	9.5	9.8	10.8	11.1	16.8	16.8	17.8	12.2
Bauchi	10.4	20.5	25.1	29.7	23.9	7.3	37.2	37.2	39.2	41.2
Bayelsa	33.5	7.1	14.0	20.9	16.0	6.9	38.4	38.4	40.4	23.9
Benue	8.2	4.8	11.7	18.6	10.8	67.4	8.5	8.5	9.5	14.2
Borno	6.4	0.8	3.6	6.3	5.9	7.8	27.7	27.7	28.7	29.1
Cross River	7.9	12.0	11.5	11.1	16.9	11.8	14.3	14.3	15.3	18.2
Delta	14.9	17.1	10.8	4.5	13.8	18.9	18.4	18.4	20.8	27.2
Ebonyi	2.8	16.7	11.8	7.0	10.9	11.5	12.0	12.0	13.0	23.1
Edo	4.8	3.1	6.5	9.9	8.6	5.1	12.2	12.2	13.2	35.2
Ekiti	17.5	8.2	7.9	7.5	8.7	15.6	20.6	20.6	22.6	12.1
Enugu	15.2	16.5	21.6	27.0	20.0	11.5	14.9	14.9	15.9	25.2
Gpmbe	13.4	7.6	15.2	22.8	15.6	10.5	32.1	32.1	34.1	38.7
Imo	19.9	22.1	19.3	16.5	21.5	7.6	20.8	20.8	22.8	35.9
Jigawa	6.1	20.5	19.8	19.1	21.6	17.4	25.6	25.6	28.5	35.9
Kaduna	8.4	19.6	15.9	12.1	14.1	5.9	11.6	11.6	12.6	30.3
Kano	12.8	25.9	22.5	19.1	19.4	12.7	27.6	27.6	29.6	21.3
Katsina	10.4	20.3	22.1	23.8	19.3	5.8	37.3	37.3	39.3	28.1
Kebbi	12.3	19.8	19.9	19.9	15.2	11.8	12.0	12.0	13.0	25.3
Kogi	19.9	14.9	11.8	8.7	12.5	16.5	19.0	19.0	21.0	14.4
Kwara	8.8	5.4	4.2	2.9	7.5	16.4	11.0	11.0	12.0	7.1
Lagos	8.0	25.6	16.1	6.5	15.5	10.2	19.5	19.5	20.5	8.3
Nasarrawa	1.6	5.1	6.9	8.7	8.1	7.6	10.1	10.1	11.1	36.5
Niger	6.3	6.7	3.5	0.2	3.6	17.0	11.9	11.5	12.9	39.4
Ogun	9.2	1.3	1.9	2.5	2.3	3.9	8.5	8.5	9.5	22.9
Ondo	16.8	7.3	6.8	6.2	6.7	5.8	14.9	14.9	16.9	12.5
Osun	1.0	0.4	1.2	1.9	2.7	6.2	12.6	12.6	13.6	3.0
Oyo	7.0	0.8	3.1	5.3	4.3	6.5	14.9	14.9	15.9	8.9
Plateau	11.8	0.4	1.6	2.8	2.9	8.7	7.1	7.1	8.1	25.3
River	6.6	15.3	11.2	7.1	25.0	4.7	27.9	27.9	24.4	17.9
Taraba	16.8	23.8	13.4	3.4	14.0	5.9	26.8	26.8	28.8	12.7
Yobe	15.0	12.1	10.7	8.0	13.6	19.9	23.3	27.3	29.3	25.6
Zamfara	46.4	71.5	61.3	51.1	58.8	12.8	13.3	13.3	14.3	24.6
FCT	14.4	5.3	5.9	6.5	16.4	16.4	21.5	21.5	23.5	21.1
Nigeria	12.6	14.8	13.4	11.9	13.7	14.6	19.7	19.7	21.5	23.9

Source: NBS (2010): CBN Annual report and statement of account (Various Issues).

Any potentially successful policy must be mindful of the nature and extent of the unemployment problem in Nigeria especially among the youth. If we ignore the existing problem of youth unemployment and the human resources development issues, we are likely to worsen the security challenges of the Nation. What then are the other challenges and what are the strategies for full-employment? This is what has motivated this study.

LITERATURE REVIEW

Inability of government and the private sector to create jobs for the people coupled with the zeal of all educated people or graduates interest in white colour jobs compounded the unemployment problems (Terzunge 2013:14). Attempts made by government to introduce programme meant to reduce poverty and create employment opportunities have not yielded the desired results. Programme such as National Directorate of Employment (NDE) and National poverty Eradication programme (NAPEP). These programmes in effect, generated some measures of employment opportunities. A report observed that unemployment in Nigeria became worse between 2008 and 2014.. Indeed, the report shows that unemployment rate in Nigeria in 2010 was 21.1 percent, a figure that increased to 23.9 percent in 2011 (National Planning Commission (2013). The Subsidy Re-investment and Employment programme (SURE-P) noted that the rising of unemployment in the country as at 2013 is no farer than 40 million Nigerians without jobs (National Bureau for statistics, 2013). Nwoku, (2013), observed that Nigeria population based on 2006 census was 140,431,790 with annual growth of 3.2 percent with this growth rate Nigeria population will be 180 million in the year 2020. This to a large extent has affected the labour force drastically.

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The development deficits in the area of unemployment center largely on how to eliminate the large scale unemployment, especially among youths and women. The ineffectiveness of previous policy measures to make any significant impact on this serious socio-economic and psychological malaise suggests new policy directions and strategies underpinned by effective policy implementation. Other unemployment-related development-deficits are: managing the imbalance between the demand and supply of labour of all ages; addressing the low quality of work and pay which under-employment accentuates redressing structural imbalance in the access to jobs among older and younger job seekers; and improving the employability of graduates who currently suffer lack of market-ready skills and competencies.

The resultant poverty level in Nigeria according to Fajana (2015) is so deep to the extent that more than half of Nigerians (54.4% or 76 million people) live in poverty, twice the rate in 1980; the total number of illiterate adults, almost 22 million, places Nigeria among only ten countries in the world with more than 10 million adult illiterates (15 years and above); the under-5 mortality rate stands at 197/1,000 live births, well above rates in the countries such as Ghana, Kenya and South Africa; the maternal mortality rate is currently estimated at 800/100,000 live births. HIV prevalence rate of 4.4% places Nigeria among one of the highest in the world. Access to safe water and sanitation is below 60 percent; and the high proportion of gas flared (40 percent) imposes major economic, social and environmental costs. Dwelling houses with access to water closet toilets is only 17.7%, whereas pit-toilets account for 59.3% in 2007. Access of dwelling houses to pipe borne and borehole water supply is only 37.2%. The proportion of households with access to public and private electricity

supply is 55.8% in 2007. From registered health manpower figures there are only 55,376 medical practitioners serving a population of 155m. in 2004 using self-rated lines 96.53 percent of Ekiti people rated themselves poor, ahead of Bayelsa (95.57), Kwara (88.68). Fajana (2015).

Development deficits also arise in the following areas of social protection: the criminal neglect of senior citizens welfare; the inability of the state to find meaningful engagement for senior citizens who are desirous of working; inability to introduce unemployment benefits for senior citizens, and others of younger age; the neglect of people with disabilities and their unemployment benefits needs; the unsatisfactory pace of the NHIS scheme; the rudimentary nature of child social protection scheme; and the desire of the people for a functional pensions system.

The Imperative of Entrepreneurship Education

The evidence of the entrepreneurial experience of Japan, China, Malaysia, Singapore and some other Asian countries in supporting a robust economy and a highly impressive technology development are often argued as historical prototypes, representing an inevitable process within the ability of all developing nations. As can be observed in the South East Asian Countries the "Asian tigers" the contribution of entrepreneurship to the growth and development cannot be over emphasized. The contribution of entrepreneurs as taken as important agent of the Nation's economic viability.

Economic viability according to Fajana (2014) is the ability to sustain operation on the basis of current and projected revenues equal to or in excess of current and planned expenditures. Implicitly, an activity that can support itself financially is said to be viable. Viability can

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also be applied to any economic unit, from a single project to a business to a country or to a nation. Applied to a nation, the focus would be on achieving sustainability deploying assets and meeting national needs, operating in a reasonably open world system. Unfortunately, not many nations are able to achieve sustainability in spite of endowed resources. Consequently, development issues are commonplace. In the case of Nigeria, the GDP was rebased in 2014, thus granting the status of one of the fastest growing economies in Africa, in league with countries like Mexico and Singapore. But the achieved growth has not been accompanied with egalitarian welfare-oriented distributions. If indeed, we are anxious to get on as a virile and dynamic nation, there is no other alternative than to imbibe Entrepreneurship Education.

Our school curriculum must be restructured at all levels to embrace entrepreneurial development. As at now, the curriculum everywhere as currently conceived is either too restricted, or not purposeful enough to awaken the creative and innovative resources of our youths for entrepreneurship ventures – Onimole (2016).

Many scholars have written widely on entrepreneurship and its potency to engender a nation's economic viability. For instance, Binks and Vale (1990) defined entrepreneurship as unrehearsed combination of economic resources instigated by the uncertain prospect of temporary monopoly profit. Hence, Agbeze (2012) defined entrepreneurship as the process of increasing the supply of entrepreneurs or adding to the stock of existing small, medium and big enterprises available to a country by creating and promoting many capable entrepreneurs, who can successfully run innovative enterprises, nurture them to growth and sustain them, with a view to achieving broad socio-economic developmental goals.

According to Schumpeter, capital and output growth in an economy depends significantly on the entrepreneur. The quality of performance of the entrepreneur determines whether capital would grow rapidly or slowly and whether the growth involves innovation where new products and production techniques are developed. The difference in economic growth rates of countries of the world is largely due to the quality of entrepreneurs in those countries. Production factors of land, labour and capital are said to be dormant or indolent without the entrepreneur who organizes them for productive ventures.

Small scale enterprises are increasingly being identified as having a crucial place in strategies for economic and social development. They are seen as valuable not only for their employment and commercial value but also for the contribution they can make to community development and to improving the situation of members of disadvantaged groups in developing countries, particularly youth, women and refugees. The development of entrepreneurs is a feature of many national development plans and the Lagos Plan of Action (LPA) recommended, for example, the creation of 'a network of small and medium scale industries' as well as active promotion and encouragement of the informal sector. Another fact of this is that technical and financial assistance provided by national and multi-lateral agencies as well as private voluntary bodies and chambers of commerce is more and more being focused on small enterprise development, after many large-scale projects and investments have not have. The desired developmental results. Their view often is that in this contest, small enterprises can be more efficient in the use of capital, Labour and materials than large-scale businesses, being less capital-intensive and less dependent on elaborate physical infrastructure.

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RESEARCH METHODOLOGY

The study examined the challenges and the constraints to full-employment in Nigeria and considers strategies, factors necessary and required for full employment. The research design adopted for this study was survey and documentary analysis. The survey research involves collection of data from existing records and findings of the opinion on the subject through the use of structured questionnaire to employers of labour, unemployed graduates and government officials in Lagos, Ogun and Oyo States. Stratified sampling technique was used to select a total of 426 respondents out of which 380 responded to the questionnaire for the study. The instrument was validated and pilot-tested to ascertain the internal consistency of the questionnaire using Cronbach Alpha. The reliability coefficient of the questionnaire was 0.71. Data obtained were analyzed using mean, frequency count, percentage and one-way analysis of variance.

The method used for data collection were personal interview and self completed questionnaire which were answered in the presence of the research workers except where figures were to be collected from record files

SUMMARY OF ANALYSIS AND FINDING**TABLE 1****RESPONDENTS MEAN SCORE ON CHALLENGES TO FULL-EMPLOYMENT**

	EDL Means 130		Unemployed 128 GRAD		Govt. official 122			
Challenges to full employment	Mean EOL	SD	Mean UG	SD		SD	Combined mean	Remarks
1) Monetary and fiscal policies not clear	4.70	.058	4.68	0.84	4.70	0.59	4.70	SA
2) Unreliability of official statistics	4.61	0.79	4.58	0.89	4.63	0.75	4.61	SA
3) Magnitude of the employment problem not known	4.79	0.69	4.77	0.70	4.76	0.76	4.77	SA
4) Level of expenditures may be insufficient to secure full employment of labour	4.78	0.69	4.77	0.70	4.76	0.74	4.77	SA
5) Need for employment planning	4.99	0.12	4.94	0.55	4.91	0.45	4.95	SA
6) Monetary and fiscal policies to be used to alter the level of unemployment by effecting the demand for final product	4.86	0.46	4.86	0.46	4.86	0.46	4.86	SA
7) establish enterprise zones	4.86	0.42	4.86	0.46	4.87	0.42	4.86	SA
8) Establish private sector investments in new companies/enterprises	4.86	0.46	4.86	0.46	4.86	0.46	4.86	SA
9) Encourage private sector entrepreneurship	4.81	0.57	4.83	0.48	4.53	0.48	4.82	SA
10) encourage public debate about the problems of unemployment in Nigeria	4.43	0.92	4.42	0.94	4.42	0.93	4.42	A
11) the unemployment problem in Nigeria has an urban dimension	4.56	0.96	4.59	0.89	4.61	0.80	4.58	SA
12) Barriers are more potent with respect to public sector employment as compared with private sector employment	4.62	0.79	4.58	0.89	4.61	0.80	4.60	SA
13) rising unemployment has been regarded as a necessary condition for eradicating inflation	4.62	0.79	4.51	0.89	4.68	0.80	4.60	SA
14) unemployment is a major source of human misery	4.62	0.79	4.51	0.89	4.68	0.80	4.60	SA

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15) no economy can function well without some unemployment.	4.93	0.25	4.71	0.42	4..90	0.48	4.85	SA
16) the modern wage sector is weak	4.58	0.61	4.58	0.62	4.58	0.61	4.58	SA
17) Open unemployment is phenomenon of the urban formal sector	4.58	0.61	4.58	0.62	4.58	0.61	4.58	SA
18) the rural urban gap' characterization of the labour market is no longer valid	4.62	0.79	4.58	0.98	4.61	0.80	4.60	SA
19) over a quarter of the labour force is unemployed	4.81	0.57	4.83	0.48	4.53	0.48	4.82	SA
20) The bulk of the unemployed are young persons aged between 15 and 24 years most of whom are graduates of secondary and tertiary educational institutions	4.43	0.92	4.42	0.94	4.42	0.93	4.42	A
21) Exchange rate adjustment (devaluation) is expected to have a negative effect on industrial employment	4.56	0.96	4.59	0.89	4.61	0.80	4.58	SA
22) full employment itself although a desideratum is not an operational concept.	4.62	0.79	4.58	0.89	4.61	0.80	4.60	SA
23) The structure and functioning of the labour market do not even conduce to the attainment of full-employment	4.62	0.79	4.51	0.89	4.68	0.80	4.60	SA
24) The impact of the population growth on labour supply has contributed significantly to the worsening of the employment situation	4.62	0.79	4.51	0.89	4.68	0.80	4.60	SA
25) There is considerable scope for policy interventions in labour and other markets.	4.93	0.25	4.71	0.42	4..90	0.48	4.85	SA
26) Our manpower planning efforts must shift radically from the old metherd to the newer approach.	4.58	0.61	4.58	0.62	4.58	0.61	4.58	SA
27) Nigerian economy has been experiencing severe economic recession since the early 1980s	4.58	0.61	4.58	0.62	4.58	0.61	4.58	SA
28) Significant decline in oil sector performance	4.62	0.79	4.58	0.98	4.61	0.80	4.60	SA

substantially eroded economic prosperity								
29) Real entrepreneurship development will provide full-employment	4.81	0.79	4.58	0.89	4.61	0.80	4.60	SA
30) Socio cultural constrains to full employment	4.59	0.57	4.59	0.58	4.49	0.58	4.59	SA
31) Inadequate investment in Human capital and infrastructure development	4.62	0.79	4.58	0.189	4.61	0.80	4.60	SA
32) well thought out national policy on employment will be needed	4.78	0.66	4.79	0.56	4.61	0.80	4.73	SA
33) More vocational training and youth employment development needed	4.85	0.38	4.86	0.37	4.85	0.38	4.85	SA

(EOL) = Employers of labour (130) (UN Grad) = Unemployed Graduates - (128)
 (Govt off) = Government officials - (122) SD = Standard Deviation; S.A. Strongly Agree; A = Agree, MA = Moderately Agree; DA = Disagree SD = Strongly Disagree.

Table 1 indicates that all respondents strongly agreed that (i) The level of government expenditure may be insufficient to secure full employment of labour with a combined means score of $x = 4.95$ (ii) monetary and fiscal policies not clear $x = 4.86$, (iii) encourage private sector entrepreneurship = $x = 4.86$ items 8, 9, 10, 14, 15, etc with $x = 4.82$ and above were rated by participants as very high challenges to full-employment.

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Table 2 summary of the analysis of variance of the responses of EOL members unemployed graduate and Govt officials.

Sources of variance	SS	df	ms	F	Level of significance	Remarks
Between groups	0.001	2	0.0005	-0.039	0.05	NS
Within groups	2.935	72	0.040			
Total	2.936	74				

Table 2 shows the results of the analysis of Variance ANOVA summary on various challenges to full employment

The F. ratio of – 0.039 is less than the table value of 3.13 and hence F- ratio is not statistically significant

DISCUSSIONS CHALLENGES

A large proportion of the respondents are of the view that there are many great challenges to full employment involving, monetary and fiscal policies which are suggested to be used to alter the level of unemployment by effecting the demand for final product. $x = 4.86$ the establishment of private sector investment and new companies and enterprise. $x = 4.82$ etc. tackling contemporary development issues would undoubtedly involve strategies that give rise to sustainable poverty reduction and full employment to the citizens. However, the study also indicates a number of other challenges, including widespread poverty, unemployment, weak infrastructure and high rate of urbanization, low earnings, poor social indicators and significant disparities by income, gender and location. Political development characterized by instability in the pre – 1999 period seemed to have slightly improved recently. Fajana(2015) contended that the long years of political misrule seemed to have exerted a sustained tempo of poor attitude to

productivity, but eager acceptance of corruption, which indirectly hurts employment creation, and instigates terrorism and insurgency.

Globalization-inspired economic reforms since the late 1980s led to low capacity utilization and staff rationalization. Employers have reduced the earning of new entrants and have raised the standard for applicants. Global and local climate change continues to exacerbate desertification, reduce grazing land, pushing water pollution and depressing water supply to dams. Oil activities have induced degradation of the environment in the Niger Delta, with adverse effects on agricultural production (crop and fish), as well as reduction in hydroelectric power generation, gully erosion, loss of jobs and sustained poverty, and the resultant restiveness of youths.

During 1991-1996, the steel sector contribution declared to 2.8 percent for agricultural, services sector averaged 3.5 percent in 2000-2001, the contributions of the agricultural sector to real GDP was 4.1 percent, manufacturing 1.5 percent and 10.7 percent for the services sector.

Poverty is still pervasive in Nigeria, available statistics reveals that the poverty incidence in Nigeria has been on the increase since the 1980s. as reported by the UNDP (2010). Between 1980 and 1996, the percentage of core poor rose from 6.2 percent to 29.3 percent, and declared to 22.0 percent in 2004. According to Omotola(2008), about 70 percent of the population now lives in abject poverty.

There is also the geographical dimension of poverty in Nigeria. According to Aigbokhan (2000), Poverty is higher in the rural areas than in the urban areas. In 2004, the

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urban population with access to water was 67 percent, while it was 31 percent in rural areas, in terms of sanitation services, 53 percent of the access to sanitation services and 36 percent in rural areas.

Table two incidence of poverty by zone % - Percentage

Zone	Absolute poverty	Relative poverty	Dollar per day
North-central	59.5	67.5	59.7
North-east	69.0	67.5	69.1
North-west	70.0	77.7	70.4
South-west	55.9	63.8	56.2
South-south	49.8	59.1	50.1

Sources: National Bureau of statistics HNLSS (2010)

The dollar-per-day-measure: refers to the proportion of those living on less than US\$ 1 per day poverty line. Applying this approach, 51.6 percent of Nigerians were living below US\$ 1 per day in 2004, but this increased to 6.1.2 in 2010.

FULL EMPLOYMENT STRATEGIES

The study reveals that a large proportion of respondents suggest the need for effective manpower and employment policy for the nation.

Needless to say, employment planning should be regarded as an important aspect of national planning and consequently should be made as integral part of the national development strategy. This is in order to bring all issues related to promotion of job opportunities – unemployment, underemployment, labour incomes and income distribution, into the mainstream of the overall development process. All competing diagnoses of the

current employment crisis, at least, agree on the fact that the problem will not solve itself. Hence many countries have engaged in sustained effort to translate the broadly expressed employment objectives of their development plan into operational programmes, and projects applied technology education resulting into high level of job creation and high productivity.

Nigeria's effort in this regard started with the appointment of a National Committee on Strategies for dealing with Mass Unemployment. The activities and report of this committee culminated in the establishment of the National Directorate of Employment. (NDE).

The NDE has so far remained one of the government's only direct effort at finding some lasting solutions to the problems of unemployment. The support it has received for its nationwide programmes of intervention has been enormous. This is understandable because, unemployment in a country as large as Nigeria (no matter the level), will breed all kinds of social ills if not attended to. The NDE has also collaborated with International Agencies and Development Institutions in particular the ILO and UNDP in trying to be the catalyst of change. But the goal of unemployment reduction like many other goals set in Nigeria has become unattainable because in our own view, some of the measures aimed at addressing the unemployment problem are only palliative. The issue of employment promotion goes beyond the articulation of palliative measures. For Nigeria, this problem is compounded by the various liberalization and privatization programmes which formed an integral part of the structural adjustment programme. The associated private and public sector retrenchments and low capacity utilization in industries have all led to a worsening of the unemployment problem.

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The continuous flooding of the labour market and the associated shrink in wage employment call for a more pragmatic approach to the problem of unemployment. While it is true that some of the palliative measures already put in place may yield some positive results in the short run, Ajakaye (2012) earlier found that the absence of a coherent national policy on employment, labour and productivity did not help matters. There are no guidelines for employment promotion in all sectors of the economy, neither is any effort made to examine the employment implications of our socio-economic policies.

NEED FOR EMPLOYMENT PLANNING

Respondents suggest the need for employment planning ($x = 4.95$).

Unemployment and underemployment have been growing for various reasons, Successive National Development and the Rolling Plans have stressed the importance of manpower development and utilization. It is only lately that concern for employment promotion and creation of job opportunities have received any serious attention. This attitude is a carry over from development theory's earlier expectation that the result of economic growth will automatically trickle down to the masses. But the experience of many developing countries have shown that in spite of rapid growth, there has been widespread unemployment and poverty for the majority of the people.

Consequently, the need for a major change in development strategy has been advocated to place emphasis on employment issues. The new concept of employment planning as a development strategy is therefore a logical reaction to the failures of the growth theories in satisfying the basic needs of the masses. Employment, according to Diejomaoh, cited in Ajakaye (1995) ranks very high in the list of basic needs of

developed as well as developing countries – why? because it generates income which in turn facilitates access to the other basic needs – of food, shelter, clothing and education. Employment can also be viewed as an end in itself because it provides an individual the opportunity to participate in the society thereby increasing in self-esteem and dignity.

Considering this apparently despairing but very important spectacle, employment planning should be regarded as a major aspect of national planning.

Employment promotion strategies must become an integral part of the development process. With demonstrable strategies, both employment promotion and the issues of labour market information, employment planning etc must be put in proper perspective. We must realize that the issue of employment and employment promotion go beyond the articulation of palliative measures to the promotion of economic growth which will arrest the problems of stagnation in modern sector wage employment, arrest stagnation and obstacles militating against the expansion of the informal sector and also arrest the various forms of open unemployment as well as the other social costs of the adjustment process.

ENTREPRENEURSHIP EDUCATION PROSPECTS

A healthy and expanding small enterprise sector can play an important role in many of the development objectives of governments and aid agencies, including mobilization of domestic savings and investment, use of local labour and other resources, and more production geared to basic consumer needs. The extent to which the basic assumptions are justified and these highly desirable goals are advised through building up the small enterprise sector is a function of many variables, including appropriate policy, effective selection and

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training of entrepreneurs, and effective choice of materials and technology.

The importance that employment creation via entrepreneurship holds in developing countries cannot be over-emphasized. The basic concept of job creation can be categorized into three, namely; (i) The creation and development of small and medium sized entrepreneurs; (ii) The development of entrepreneurial skills through the provision of free management consulting and (iii) Economic development and the provision of social security, and employment for all.

A number of countries across the world have found entrepreneurship as a viable solution to the problem of unemployment. India, for instance has grown her economy tremendously over the years through the promotion of cottage industries in Agriculture, Manufacturing and other Sectors. So also the Asia Tigers which today dominate global entrepreneurship.

The experiences of developed economies in relation to the roles played by entrepreneurship buttresses the fact that the importance of entrepreneurship cannot be overemphasized especially among the developing countries. In order to highlight its significance in relation to the growth and development of a given economy, entrepreneurship has been variously referred to as a "source of employment generation". This is because entrepreneurial activities have been found to be capable of making positive impacts on the economy of a nation and the quality of life of the people, (Adejumo, 2000). Studies have established positive relation with stimulation of economic growth; employment generation; and empowerment of the disadvantaged segment of the population, which include women and the poor.

According to Fajana (2014) Entrepreneurship is an important agent of innovation, growth and technical progress. The development and utilization of technical and commercial skills by individuals create growth potential in micro, small and medium-scale enterprises. The spirit of enterprise makes an entrepreneur. Such a spirit transforms him from a nomad to a cattle rearer, to a settled agriculturalist, to a trader and to an industrialist. Thus, entrepreneurs are persons who initiate, organize, manage and control the affairs of a business unit. He or she combines the factors of production to supply goods and services, whether the business pertains to agriculture, industry, trade or the professions. An entrepreneur is a central figure of economic activity and a propeller of development under free enterprise. The development or underdevelopment is the reflection of the development or underdevelopment of entrepreneurship in the society (Banerjee, 2012).

The present day global economy according to Fajana (2015) is knowledge driven operating on the pragmatic and innovative thoughts of the entrepreneur. Business set up have become informal and oriented towards survival and self-employment. Technical progress essentially results in increase in production, employment of labour, stimulation of export and overall growth of GDP.

The contribution of entrepreneurs is therefore an important agent of a Nation's economic viability. The contribution of entrepreneurship to the growth and development of Asian countries (China, Malaysia and Singapore) and African Countries (South Africa and Nigeria) cannot be over emphasized. In Nigeria entrepreneurship development and innovations have been manifested in all aspects of the economy via; micro business, micro finance, small and medium industries,

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information/telecom services. Personal services in food vending/restaurant, garments making, embroidering, agricultural produce, music and film production.

However, entrepreneurship is more than starting a business. It is the process through which individuals identify opportunities, allocate resources and create value. This value creation is often through the identification of opportunities for change. It is the act of being an entrepreneur which is seen as one who undertakes innovation with finance and business acumen in an effort to transform innovations into economic goods hence entrepreneurs see problems as opportunities and then take action to identify the solution to those problems and the customers who will pay to have those problems solved. Entrepreneurial success is simply a function of ability of an entrepreneur to see opportunities in the marketplace, initiate change (or take advantage of change) and creates value through solutions. Entrepreneurship is known as the capacity and attitude of a person or groups to undertake ventures with the probability of success or failures. In business management, entrepreneurship is regarded as the prime mover of a successful enterprise just as a leader in any organization must be the environment change agent. The entrepreneur is therefore an important agent of innovation growth and technical progress for a nation's economic viability.

CONCLUSION

The study has emphasized and expressed the importance of entrepreneurial education as globally critical. Entrepreneurship is being seen as the creative application of individual talents, aptitudes and skills to the production of goods and services on small scale. A country that embraces entrepreneurial development experiences tremendous progress in the creation of

wealth, employment and value addition and enhanced economic well-being of society. Entrepreneurial development enhances the quality of small and medium size enterprises as individuals engage themselves in diverse economic pursuits. With the potential of ideation endowments for higher educational institutions, universities must continually look for innovative ideas towards resolving the unemployment pandemic.

There is no doubt that a lot has been done towards developing Nigeria's human resources endowment. However, from the foregoing analysis, the much that is being done considering this study, is not only inadequate, it is actually being visited by the negative consequences of deregulation. It only needs to be further studied so that more can be done for the betterment of the populace and in particular the rural people.

The NDE has played a credible role in the growth of entrepreneurship in Nigeria within the limits of available resources. The entrepreneurship development Centre (EDC) in Lagos has also established programmes through the Central bank of Nigeria (CBN) and the African Leadership Forum (ALF) to assist graduates as well as undergraduates of Nigeria universities. Retired public officers have also not been left out in these programmes. Having understood the vital role of entrepreneurship in economic development, it becomes apparent that more careful attention is needed to invest and promote entrepreneurship. Education is also seen as one of the precondition for entrepreneurship development particularly in a place where its spirit and culture are very minimal. It is said to be an important determinant of selection into entrepreneurship, formation of new venture and entrepreneurial success (Dickson, Solomon and Weaver, 2008) cited in Fajana (2014). However, it equally assumes that there is a positive relationship between education and individual's choice to become an

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entrepreneur as well as the result and outcome of his or her entrepreneurial activity.

As we continue to ponder over the state of the nation, especially in providing full employment to all Nigerians the question that logically arises is which way forward? The only rational course for the nation is to turn to entrepreneurship education and revisit the purpose of education for nation building. This is why many countries of the world have given it a pride of place as reflected in the way their educational systems are being handled because of their belief that entrepreneurship education would ultimately lead to self-reliance, job creation, security, economic growth and development. Thus, the educational systems in these countries were allocated appropriate funding in their budgets to promote compulsory qualitative education and human resource development for their citizens as can be observed in the South East Asian countries - the "Asian Tigers". However, in Nigeria, since independence, education funding has been far from being impressive.

Entrepreneurship development and Entrepreneurship Education are the tools required to upgrade the quality of human capital for the production of goods and services to satisfy human wants. Thus, any country that wants to enhance productive capacity of her inhabitants and promote rapid growth socially, economically, politically, as well as full employment etc. must invest maximally in the education of the populace. One of the numerous ways in which education has been described is that it is a process of the development of the totality of the individuals, intellectually, physically, socially, morally, spiritually, and psychologically to enable him live effective and meaningful life and to be able to contribute towards the development of the society in which he finds himself.

Consequently and in order to generate full employment for the people, there must be strong emphasis on the importance of entrepreneurial education. Entrepreneurship must therefore be seen as the creative application of individual talents, aptitudes and skills to the production of goods and services on a small scale. A country that embraces entrepreneurial development experiences tremendous progress in the creation of wealth, employment and value addition and enhanced economic wellbeing of society. Entrepreneurial development enhances the quality of small and medium scale enterprises as individuals engage themselves in diverse economic pursuits.

In conclusion, it is pertinent to state that for Nigeria to get out of the woods, and provide employment for its people, great emphasis must be placed on entrepreneurship, education, leadership, democratic culture, transparency and good governance if we are to fight effectively the vices of the society. This will engender the economic viability of our country and provide employment to the unemployed.

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Reference to this paper should be made as follows: S.O. Onimole & S.A. Olaiya (2018), Harnessing full Employment Strategy for Nigeria. Entrepreneurship Imperatives, Prospects and Challenges. *J. of Business and Organizational Development* Vol. 10, No.1, Pp 27-58
