

JOB CREATION IN NIGERIA

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Abstracts: This paper exposes the fundamental causes of unemployment in Nigeria since 90's among the Nigeria graduates and various recommendations were made to solve the problems permanently. Some of identified problems that gave rise to unemployment challenges in Nigeria include the followings: overreliance on crude oil, total neglect of agriculture, solid minerals, constructions, telecommunications, sports, film production, entertainment, entrepreneurship, skill vocations, technological and technical, rural-urban migration, emphasis on white collar job, inconsistency in the government policy and programs, production of half-baked graduate by our various higher institutions, Tourism, Job Creation Through Financial Services, Solid Minerals and Employment Generation, Trade policy and development for employment generation, Employment Generation Through Oil And Gas Sector etc. Recommendations were made as to how this problems or challenge can become a thing of the past in Nigeria. This include promotion of agricultural activities, exploitation of solid mineral, provision of infrastructural facilities in the rural area, production of qualities graduates in our institutions, emphasis on labour intensive policy, retire for those who are due for retirement, encouragement of entrepreneurship and vocational studies, loan to job seekers who are interested in settling up business, encouragement of technical and technological studies in the universities, encouragement of research and development in the universities, perceived injustice in the civil service, e.t.c.

Keywords: Unemployment, Inflation, Gross Domestic Product, Exploitation, Infrastructure

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INTRODUCTION

About 80 percent of Nigerian youth populations are unemployed, 10 percent of this population are under employed while the remaining 10 percent were gainfully employed, 2017 budget was too silent about provision of job opportunities for our teeming unemployed youth. Although we read in the newspapers about the provision of 500,000 jobs for the youth per annum we hope and pray that it will be effectively, efficiently and logically implemented. Youth have no access to display their mental and physical talents to contribute their own quotas towards the growth and development of this great nation, Most of our graduates in Nigeria are Okada Riders; Taxi and Commercial Bus Drivers and Mates, Road Sweepers Gutters Diggers, Cleaners, Bodyguards Security guards in many corporations. Even many of them are "Agbero" in Motor Parks, Garages in this country. This is a sad and sorry situation for a country that celebrates her 50 years of independence seven years ago. All these factors alone are responsible for the following problems: Armed Robbery, kidnapping, prostitution, internet fraud, free advance fraud. Oil bunkering, and hooliganism, area boys, drug addicts and drug peddlers, Indian hemp smokers youth militancy in the Niger Delta region. These crimes are due to frustration, dissolutions, hopelessness, despairs. Hungers, disrespect for the constituted authorities Government needs to address unemployment problem for the employable youth decisively so that they can benefit and have the taste and dividend of democracy. There is need for conducive environment for wealth creation. Poverty reduction by improving already battered real sector of the economy.

The refineries must be made to work to provide jobs for our people, Our economy must be deregulated and liberalized to enhance and promote job availability for our youth just like what we have in communication sector, Apart from oil companies in Nigeria today, GSM operators are paying very well to their staff and this has improved the standard of living of many Nigerians. With development of GSM, the cost of doing business is very easy. faster. Quicker and cheaper but there is need for government to address the tariff aspect of this sector, so that communication will become a necessity and not a luxury, even for the people in the rural areas. It is not only to buy the phones that matter but ability to buy the recharge cards for the phones to enhance communication between the people in the rural and urban areas in Nigeria because effective communication enhances business transactions.

Other key sectors of the economy can follow suit in that way, manner and direction. All states of the federation should set aside reasonable amount of their budgets to address unemployment in their various states. There is need to provide neat, decent, legal and legitimate source of income for Nigeria citizens not sweeping of roads and digging of gutters as presently witnessed in some states of Federation which does not add value to our Gross Domestic Product. Federal government should look at necessary adjustments in the budget that can enhance capacity building and empower our frustrated youth all over the country. This is very urgent and important because an hungry man is an angry man. In addition; an idle mind is the workshop for the devil. Those who are due for retirement should be made to leave the system immediately to allow unemployed graduates with fresh initiatives fresh orientations and progressive ideas to be absorbed into the systems. After all, a good actor must leave the stage when the ovation is loudest according to Shakespeare.

BULLET POINTS ON CAUSES OF UNEMPLOYMENT IN NIGERIA

Some of identified problems that gave rise to unemployment challenges in Nigeria include the followings:

- Overreliance on Crude Oil,
- Total Neglect of Agriculture
- Solid Minerals not fully exploited,
- Constructions activities slow down during the raining season
- Telecommunications not fully taped
- Sporting activities are not fully utilized
- Film Production is neglected,
- Entertainment is not encouraged
- Entrepreneurship are totally lacking
- Skill Vocations studies are not encouraged
- Technological and Technical graduates are not motivated
- Rural-Urban Migration is still very high
- Emphasis on White Collar Jobs by our graduates
- Emphasis on capital intensive production
- Global Economic meltdown and recession
- Lack of financial assistance from government
- Lack of financial assistance from financial institutions

- Qualities of Nigerian graduates
- Lack of research and development in the Universities
- Perceived injustice in the civil service
- Encouragement and motivation not giving to informal sector
- Government economic policies such as rationalization, commercialization and privatization are counter productive
- High level of corruption and looters of government funds
- Quota system and throwing of merit into dustbins
- Lack of empowerment policies from government
- Consistently in consistence in the Government Policies and Programs

STRATEGIES TO REDUCE UNEMPLOYMENT THROUGH AGRICULTURE IN NIGERIA

Tackling Youth Unemployment

Although the actual statistics are not readily available, it is correct to say that there are too many unemployed and underemployed youths in the country. It is dangerous, it is an indication that we are not preparing for the future. It is an indication of past failure. Sadly there is nothing to make the youths believe that somebody somewhere has rolled up his sleeves, working on some massive programme to transform their lives. The labour force of the Nigerian state is constituted by the youths. As one travels across the country, we encounter youths who have been compelled to give up their dreams. The ones who do not want to go the dubious way are left stranded. The easy but dangerous path to make fast money is a great attraction to many of them. Internet fraud, kidnapping, extortion, cultism, and obtaining money through false pretenses are great temptations. A young vibrant man who wakes up in the morning with nothing to do, no great things to look forward to is a great threat to himself and to society it is practical problem. It requires a practical solution. An idle youth is more likely to become a thug or a brigand or an outright criminal. After the beautiful optimistic years of university education, the spectra of unemployment are a spirit-killer. A cursory look at the social media would reveal that there are too many young people with brilliant ideas who have not been able to realize their full potentials. Apart from these, there are too many graduates, ex-students of great academic institutions who are not living their dream, They may not even have dreamt to live on Banana Island or anything so fantastic. Most of them just wanted to graduate, get a good job and live the normal life with

their life-partners. There are those who never went beyond secondary education. These wanted to work hard and get on with life at their level. Sadly people at that level are beginning to see that life at that level is condemnation to perpetual poverty. What then is the solution to youth employment? propose that from the next batch of our sons and daughters on the National Youth Service scheme, an elaborate and detailed scheme should be introduced to get them gainfully employed after the one-year mandatory service. This should start from the camps, They should be introduced to life-lasting skills and knowledge. One big area where the government can succeed is IT. Of course, it is subdivided into segments that well-trained graduates can carve a niche for themselves. Anyone who has been involved with building in the last 20 years would realize that we lack artisans with the proper training. How may we train artisans and skilled men and women both the local and international markets? Nigerian builders currently search for artisans from Benin Republic and Togo. They are often well-trained, better disciplined and amenable to labour rules. Who says that with the right orientation we cannot direct the minds of our youths in that direction. To achieve any or all of this, we need national discipline. We need a disciplined team with proper focus. We need a team that is bothered about the overall survival of the nation than their pockets. These should be well planned and coordinated with targets and projection and milestones, in times of a recession massive injection of resources into infrastructure is a great stimulant to growth. The multiplier effect could be astounding if the resources are properly channeled. As jobs are created and people get employed at different levels, the power to spend is increased. I suggest a massive injection of funds into agriculture. Specifically poultry farming could be a life-saver. From the very beginning to the end stage where eggs are laid, there are opportunities for growth. If we fund 50 0,000 youths every year into poultry farming with a guarantee that their products would be readily bought off them, in 10 years, there would be massive turn-around in that sector. Added to this is the export end of the chain.

Of course before the programme starts, detailed planning must have taken place. The right questions must be asked and answered. Who produces the feeds? Who supplies the feeds? Who pays for the feeds? How do we ensure discipline? How do we guarantee profit? How do we penetrate the African markets? How do we penetrate the Asian market? What else can we produce

from the huge tones of eggs that are harvested daily or weekly? What about trans- porting the products to the market? Would these be in the hands of the youths as well? What guarantees can banks give? Another area of agriculture which we can exploit during these harsh times is fish production. Which type of fish? What are the best methods for producing the fish? What markets are likely to be available? Who should be placed in charge of getting their products into the harsh competing markets in the international system? What role can ECOWAS play? The universities must redirect the contents of their programmes to problems solving. No matter what discipline our youths study there should be a definite focus on creating wealth, of creating work. The era of abstract ideas for the sake of abstract ideas is gone. What role can abstract ideas play in creating jobs? That should be the focus of our academic programmes in the universities and the polytechnics; it would seem that the nation currently lacks the political will or ideological persuasion to fully engage the youths of our country. If we do not take action to give our young men and women a sense of belonging and fulfillment in the Nigerian project the keg of gunpowder will not take long to explode.

Agricultural Sector as A Source of Employment Generation

Local production of fertilizer should be encouraged to allow more people into agricultural sector of the economy because Nigeria is richly endowed in agriculture. Infrastructure decay such as Roads. Railways, even water ways should be improved, reconstructed and rehabilitated into inter-land where agricultural proceeds will be sufficiently tapped leading to job creation, wealth creation and poverty reduction. Fertilizer distribution should be free to the farmers to eradicate corruption in the system and to boost our farmers output. Special attention must be drawn to planting of more stable food like rice and others. There is need to introduce farm settlements in all the 774 local government areas in Nigeria. provision of social amenities will reduce rural urban drift and generate employment opportunities. Mechanized Farming may be introduced because of the large scale production and absorption of a large number of workers, Subsistence Farming for the micro family to reduce overdependence on a particular bread winner this will engage children actively on Agriculture especially on weekends or during the long vacations. Commercialized Farming is expected to provide employment if the right things are put in right places for the right people. Infrastructure like roads, electricity, water, sanitation and health

provisions should be available in the rural areas, Practical Agriculture should be introduced in schools instead of theory so that individuals can set up agriculture enterprises immediately after the NYSC Scheme. All Basin Development Authorities should be well funded so that they will have the capacity to absorb more workers into Agricultural sector. Fadama Agricultural Projects should be well financed to enable them generate employment for our youth. All the Agriculture Research institutes in Nigeria should be financed, supported and assisted so that latest technology that can promote employment generation could be discovered, investigated and implemented.

Agriculture cooperative Banks should be well funded so that graduates who are interested in Agricultural can obtain loans with interest rate of less than 3% with the use of their Degree Certificates as collaterals.

- "Vigorously implement presidential initiatives on cassava, rice, vegetable oil, Sugar, livestock, tree crops and cereals. Under this initiative, hopes to generate as much as N3 billion a year from agriculture exports.
- Take advantage of the various concessional arrangements provided by the World Trade Organization (WTO) the European Union's African, Caribbean, and Pacific states agreement, the US. African Growth and Opportunity Act, and the National Partnership for African Development, as well as the huge West African market.
- Strengthen agricultural research, revitalize agricultural training, and streamline extension delivery system. Invoice NGO's and opinion leaders in extension delivery by building capacity and promoting improved technologies that meet farmers' needs.
- Review the agricultural input supply and distribution system with a view to developing an effective and sustainable private sector-led input supply and distribution system.
- Promote integrated rural development involving agricultural and nonagricultural activities, including through the provision of physical infrastructural such as feeder roads, rural water supply, and rural communication.
- Encourage states to develop model rural communities and farm settlements. Providing them with feeder roads, boreholes, vocational training, simple farm tools and equipment, alternative energy sources,

and communications centers to provide a wholesome rural life and reduce the incentives to migrate to urban centers.

- Adequately capitalize the Agricultural, Cooperative and Rural Development Bank (NACRDB) to provide soft agricultural credit and rural finance.
- Refurbish the eight functional silo complexes and final completion of the remaining ones to improve and increase the capacity of the food reserve programme as a step towards achieving food security.
- Promote joint venture, private sector-managed, multi commodity development and marketing companies to guarantee remunerative prices for farmers, stabilize consumer prices and provide alternative markets for farm produce through a buyer of last resort mechanism.
- Support all-season farming by promoting rain-fed and irrigation farming with emphasis on fadama agriculture.
- Implement the programme for the massive production of tree crop seedlings.
- Increase crop productivity through sound environment rehabilitation and management.
- Develop and implement a system of quality assurance consistent with WHO standards with hydro geological mapping and water quality laboratories.
- Reactivate the River Basin Development Authority and other urban water development schemes.
- Protect watersheds to enhance underground water supply for sustainable aquifer recharge.
- Establish a legal and regulatory framework to promote rational use and protect water resources.
- Create an institutional framework and participatory approach encompassing all stakeholders in a public-private partnership in the sustainable development for the nation's water resources,
- Build in information and water resources database to coordinate management and use of water resources in an integrated and holistic way.
- Uphold the principles of water resources economics and financing to ensure adequate funding and economic viability in water resources management.

- Maintain high standards in water resources infrastructure and assets management.
- Uphold riparian principles and the philosophy of sharing of benefits in matters of international waters.
- Establish a central self-sustaining regulatory agency responsible for environment enforcement, compliance, monitoring, environmental auditing, impact assessment, and standards setting.
- Strengthen the machinery for desertification, erosion and flood control,
- Promote synergy implementing environment conventions,
- Use space-based research and information technology for environmental management.
- Develop a private-public partnership scheme to address the increasing urgency of waste management.
- Promote a programme for private sector investment in waste-to-wealth management in cities and urban centers.
- Evolve proactive management of extreme climatic conditions.
- Reduce deforestation, especially in ecologically fragile areas,
- Adopt community-based sanitation services.
- Install, calibrate, and standardize relevant early warning systems for monitoring the onset of environmental hazards.
- Promote the safe use of pesticides and other agro-chemicals to protect the environment public health
- Ensure food security by engaging in sound food sanitation practices.
- Promote sustainable measures for reforestation and a forestation that foster community-based industries and improve food security.
- Promote Agro-forestry.
- Monitoring and evaluate environment management plans.
- Implement a strategic environment assessment.
- Review the environment impact of Decree 86 of 1992
- Promote wildlife farming, sericulture, apiculture and the marketing of non-timber forest products.
- Develop and adopt a system of national accounting that captures the economic contributions of the environment sector“

EMPLOYMENT GENERATION THROUGH OIL AND GAS SECTOR:

- More private refineries should be established by given credible Nigerians and foreigners` operational licenses to set up new refineries on donkey basis. This will lead to job creation in Nigeria. More engineers, technicians and professionals should be trained locally and internationally to enable them set up their own businesses that can lead to job creation.
- In collaboration with the private sector, ensure the effective implementation of National oil and gas policy and a national gas grid system.
- Explore the use of alternative funding schemes in the sector. Set up long-term financing arrangement in support of local content.
- Develop a database in on the country's oil and gas deposits, facilities and professionals.
- Review, streamline, and codify existing incentives in the sector.
- Facilitate projects that transfer technology and generate employment in the non-oil sector, especially the petrochemical industry.
- Complete deregulation of the downstream sector by privatizing the refineries, product haulage facilities and distribution network.
- Improve security and strengthen the Department of Petroleum Resources and the Ministry of
- Environment to allow them to perform their regulatory functions properly.
- Encourage transparency in the management of oil revenue by implementing the principle of the Extractive Industries Transparency Initiative.
- Facilitate private sector investment in the development of support industries that use petro chemical products as primary raw materials.
- Encourage oil companies to proactively work towards greater backward and forward integration with the domestic economy, especially in downstream activities and partner with or involve local companies in joint ventures.
- Implement the National Oil Spill Contingency Plan."
- CBN should sell forex to genuine manufacturers, that will utilize the funds to generate employment that will promote economic growth and development.

- Youth Unemployment, Insensitivity of past Government policies, Youth insurrection, inadequate compensation, Lack of infrastructure all these combined problems of unrest in Niger-Delta Region hence, the attention of the committee should be drawn more to this region to enable the youth to be fully engaged.
- Individual Interest: These problems of the Niger-Delta are intractable, but this is because there has never been a deliberate attempt by stakeholders in the area to find permanent solutions to them. What was obtained in the 48 years of oil exploration and production especially in the last 10 years of increase in the tempo of agitations or unfair treatments by the people of the area, has been a situation in which the different stakeholders, to a great extent pursue individually, goals and objectives that serve their narrow interests.
- Human and capacity building, business centers. Internet facilities should be set up in all the local government areas in Nigeria to eradicate hunger as well as poverty among our youth.
- Invitation of foreign investors for 5 modular refineries with gas plants and about 15,000 people are expected to be employed especially by Delta State oil producing Areas development commission. This type of policy can be extended to other states.
- Provision of commercial vehicles for drivers to be fully engaged on co-operative society scheme can reduce unemployment and increase job creation in Nigeria.
- Provision of refuse trucks and bins to generate employments and clean the environment is also another source of employment generation.
- Increase in Investment Promotion Strategies will reduce unemployment in Nigeria.
- Tax Relief for foreign investors will attract more investors into our country.
- Teach people how to fish in a modern way so that more jobs can be available.
- Provide storage facilities for riverine fishermen and women.
- Provide modern engine boats for commercial activities in the riverine areas.
- Other solid mineral resources could be effectively and efficiently, tapped, exploited and utilized.

- Co-ownership of the oil companies in Niger Delta regions is necessary. urgent and important.
- Good Governance Practice in the Region should be encouraged so that more revenue could be channeled into job creation.
- Misused, misappropriation, misallocation and direct embezzlement of funds should be discouraged so that more jobs can be created by both federal and state government.
- Oil and Gas Company must comply with International Environmental Best Practice in the world in order to achieve conducive and friendly environment for job opportunities.
- Oil and Gas Company should follow standard procedures and policies on gas flaring in Niger Delta Region to create rooms for employment.
- Funds from International Donors like EU, USAID, and NGO should be kept in specialized banks; this can be converted and use for jobs creation.
- Establishment of Community-Based Projects: Companies in collaboration with State Government must seek for ways of encouraging more community-based cooperative societies with the sole purpose of boosting efforts of indigenes on local crafts and agriculture. This will further expand the employment opportunities on these areas.
- Promotion of Community Relations Activities: There is need for oil companies to increase their involvements in community relationship activities. With the state of the national economy which has the attendant negative consequences of unemployment, high cost of living, high rate of inflation and illiteracy, there is a tendency for the people of the Niger Delta to continue to vent their frustrations on oil companies which they see as being responsible for their woes. They are likely continue to turn their anger on personnel of oil firms, whom they see every day on their lands but with this policy on ground environment will be more friendly to both host communities and foreign investors and this will lead to jobs creation,
- Oil companies could do more in the area of building or rehabilitation of institutions of learning at the primary and post-primary level, and award of scholarships at the tertiary level, Economic empowerment and educational advancement have the long-term benefits of teaching many of the people how to fish, beyond the usual practice of giving

them fish. This does not in any way suggest that oil companies should abandon provision of social infrastructure such as light and water. If anything, such amenities have the advantage of giving beneficiaries a sense of relief, that they are feeling the positive effects of the presence of the benefactors, since these are things that could be seen for promotion and enhancement of job availability.

- Full participation of Oil Communities in the Business of Oil: One of the best options is to make oil bearing states active stakeholders in the business of oil exploration and production.
- The government has started allocating marginal oil fields to some oil states. This gesture should be applicable to the joint ventures. This option would enable states to have interests in oil companies operating in their areas, for instance. it would be possible for Akwa-Ibom State to have interest in Mobil, Rivers and Bayelsa States would have interest in Agip Oil Company consequently, interests of oil-bearing communities would be accommodated in the states.
- Provision of Social and Economic Infrastructure: the physical terrain of the Niger-Delta does not give room for easy accessibility and movement of resources required for industrial growth. Consequently, the government in collaboration with the oil companies should ensure that genuine efforts are made to develop economic infrastructure in these areas. Such as roads, pipe borne water, electricity, telecommunication and postal services. Some of the critical aspects of social infrastructural include schools and health care centre.
- In addition to the adequate provision of these facilities. preventive health centre should be given greater prominence to ensure that healthy individuals are being developed as future workforce. This will reduce the problem of job creation.
- There is need for greater environmental protection and safety practices among oil companies in Niger Delta to protect the loose of lives and properties this may enhance cordial relationship between oil companies and oil communities.
- In reducing tension among the youth in Niger Delta it is important to involve the indigenes who are capable, credible competent and qualified to hold some responsible positions in the oil companies instead of recruiting them from Lagos, Abuja, and Abroad.

- Federal Government and the Multinational corporations who are involved in the exploration and production of oil in these areas should endeavor to cater for all the reported cases of cancer diseases. fertility fever, cough, abdominal pains and diarrhea which are closely related to oil activities .This factor is very crucial since it will minimize anger. Frustrations and reduce mortality rate.
- The pollution of water bodies by oil has led to contamination of fisheries, fresh water. Water swamping and killing of fishes, crabs oysters and periwinkles ,This has rendered fishing the major occupation of the river-rine areas extremely difficult.
- There is also the case of contamination of rivers and inland water which are important sources of drinking water and food thereby rendering such water and food unfit for human consumption. The need to provide immediate job for such fishermen and women become imperative otherwise restlessness, protests, confusions and agitations would continue in that region.
- The nature of terrain makes road construction and maintenance expensive ventures in this zone. Social and economic infrastructures such as electricity. and roads pipe borne water etc, could not be easily constructed or built. Consequent, special allocations should be provided to take care of the area in the annual budget of the Federal Government.
- More helicopters are advised to be deployed to rural and riverine areas to curtail the activities of militants and protect the lives and properties of innocent citizens.
- More security facilities should be provided in all the oil installations and locations all over the country. However, the use of local communities' security to guide the oil installations is very important, The indigenes know where the militants are coming from and their family background in all local communities hence. it would be very easy for them to curtail the activities of pipeline vandalization by militant youths.
- Environment Inspection Assessment (EIA) was designed to take the region from poverty to prosperity and from despair to hope and African Development Bank was already conducting investigation on this issue.

- Human and Communities Needs and Development will address the welfare of individuals with social, physical needs. Natural Environmental Development and Natural Environments are to protect and conserve the natural resources of the region, remediate and restore environmentally impacted sites and degraded standards for environment regulations and control in the region,
- Provision of adequate infrastructure to support industrialization and economic graduation as well as human and community welfare will improve and increase job creation.
- Human Institutional Development is targeted at building adequate human capacity at all levels of society to drive the growth process of all sectors and build adequate institutions capacity that will guarantee efficient and effective delivery devices in both public and private sectors
- The Land Use Act of 1978 should not only be exercised from the Constitution but also abrogated without further delay because it inhibits the process of job creation, there shall be abundant job opportunities for the youths in the state at the local/community levels, thereby curbing rural - urban drift,

MANUFACTURING SECTOR FOR EMPLOYMENT GENERATION;

Excessive Taxation and multiple taxes by FIRS, state and local government areas. increase the cost of doing business in Nigeria. Two states; Ogun and Anambra were mentioned in the World Bank reports as the most difficult states to do business in Nigeria by private investors.

This policy is very key and fundamental and this could increase the level of employment. There should be tax holiday for foreign investors for a period of Five years so that more foreign companies can come to Nigeria and establish .The multiplier effect of this policy will lead to job creation. All the manufactures should be given loans from our financial Institutions with less than 2^{1/2}% interest rate. Lion share of federal government budget should be allocated to maintenance. Solid mineral, Manufacturing and Oil and Gas and information technology and communication sectors because these are the sectors that increase the level of employment in Nigeria minerals Manufacturing and Oil and Gas and information technology and communication sector because these are the sectors that increase the level of employment in Nigeria. Power is the major problem in the manufacturing sector in Nigeria today and is the bedrock for the operations for the

manufacturing companies. There is need for government to assist this sector so that they can generate employment for young school leavers. Infrastructures like good roads, conducive environment and other social amenities are to be provided to support manufacturing companies to enable them generate employment.

- Importation generally should be discouraged provided the local manufacturers will not form a cartel or cabal to exploit the final consumers, in the next few years local cement manufacturers may produce enough cement for local consumption by the time all on-going cement plants by Dangote Group are completed.
- Presently, we cannot produce enough tyres and rice to sustain the level of demand in the economy hence there is need to establish rice plantation in each state of federation for food security and employment generation while the present tire manufacturing companies like Dunlop Nigeria plc. and Michelins Nigeria plc that have closed down should be reopened to generate more employment opportunities,
- Security of Live and Property and communal clashes; no serious investors both local and foreign will establish where the security of the employees and employers are not guaranteed. We need to improve our security systems all over the county so that the criminals can be arrested, prosecuted and jailed. This will serve as lessons to others and by so doing conducive environment will have been created for employment opportunities.
- The need to produce standard Quality products that can stand the test of times and that compete favorably with similar products all over the world should be encouraged by our manufacturers this will encourage the consumers to buy more and production will increase and employment will be generated.
- Entrepreneurial Development Centre's should be established in all the 774 local government areas of Nigeria. This will improve the knowledge of young graduates on how to start business on their own and this will reduce the level of unemployment.
- Vocational and Training Centre's should be simultaneously established in all the local government areas in Nigeria, This will allow young school leavers to have skills in technical and vocational fields. The graduates of these training centers with the practical skills already

acquired can set up their own businesses thereby reducing the level of unemployment and increase job creation in the country.

- There is need to introduce multi-skilling in all the organizations in Nigeria. The multi-skilled workers can perform many operations simultaneously and by the time such workers are retired they will find it comfortable to set up their own companies and this will give rooms for job creation.
- Federal government of Nigeria should provide funds for NYSC to enable this scheme granting soft loans to all the Corps members with 2% interest rate while their degrees and NYSC Discharge certificates should be taken as their collaterals. The minimum amount to be given for each Corps members should not be less than one million naira across the board to enable them start business immediately instead of looking for white collar jobs that do not exist.
 - "Remove infrastructure constraints on small and medium-size enterprises and expedite action on establishing clusters and industrial parks. These critical ingredients for increasing the participation of the private sector will be targeted at growth poles.
 - Provide appropriate institutional support, foreign investors and by scanning overseas markets and monitoring developments that could have implications for the sector,
 - Strengthen the Bank of Industry and other special-purpose finance institutions (then Export Import Bank and Agricultural, Rural and Cooperative Bank) to perform their statutory roles especially the provision of concessional loans and credit guarantee scheme and enlarge their scope to include large manufacturing companies.
 - Review and implement a codified tax and incentive structure reform including providing for necessary tradeoffs that supports an export-oriented manufacturing sector and encourages large businesses to foster the growth of small and medium-size enterprises in their value supply chain.
 - Provide targeted incentives such as tax deductibility for science, technology and research and development spending
 - In collaboration with relevant agencies at the state and local government levels, coordinate and facilitate the implementation of an effective competitive industrialization strategy.

- Promote joint ventures and provide incentives to facilitate the flow of foreign direct investment in partnership with existing small and medium-size enterprises.
- Implement a government procurement policy that supports locally produced goods and services, especially of small and medium-size enterprises, Promote the production of good-quality goods and services into facilitate sector.
- Strengthen the Loan Guarantee Scheme which will enable banks to make loans to small and medium-size enterprises.
- Take advantage of opportunities for rapid and sustainable growth of a diversified economy with a modern agricultural sector, and export-led industrial sector and an efficient and competitive advantage.
- Actively work to expand the export base and become internationally competitive by improving the quality of products and services and using the skills and professionalism of local human resources.
- Transform the structure of the economy, by supporting research and development in focal economic sectors and significantly enhancing the potential of to meet the demands to domestic production and consumption; by adapting the changing patterns of supply demand and competition; and by developing strong linkages across the economy.
- Stimulate the rapid implementation of the local content policy. especially in the extractive and construction industries, by forming business partnership and linkages that engender the processes of learning and technology transfer.
- Mobilize national resources to facilitate the development of strategic economic infrastructure that improves attractiveness of as a preferred investment destination,
- Eliminate bottlenecks and red tape and improve the social legal and regulatory regime on order o strengthen security of life and property , governance, the rule of law, and respect of the sanctity of contracts and rights of others.
- Increase opportunities for access to financial resources and strengthen or support other assistance initiatives, such as the Small and Medium Industries Equity Investment
- Scheme that aims at improving efficiency and productivity. reduce production costs.

- Adopt and implement a simplified and transparent import tariff regime by harmonizing in tariffs with the common external tariff of the Economic Community of West African States. (ECOWAS).
- Streamline Corporate Affairs Commission processes by reducing the number of forms and reviewing stamp-duty procedures and the tie-in of name registration with other intellectual property rights and protection procedures.
- Transform the n Investment Promotion Commissions into a promoter facilitator. And advocate by improving the investor information it provides and eliminating the registration process for foreign direct investment,
- Streamline Federal Inland Revenue Services /Ministry of Commerce processes b simplifying forms, eliminating site visits, instituting an automatic declarative process. and reducing or rationalizing the number of incentive schemes.
- Streamline the process for land access and transfer as well as for site development and environmental clearance by reducing documentation requirement fees and steps; site visit protocols; and processing deadlines,
- Consolidate immigration matters, including visas. expatriate positions, work permits and permanent until revoked status. Improve the dissemination of information and provide coordinated, focused training of consular officials on immigrations matters.
- Rationalize the number of agencies with responsibility for clearing goods at port facilities, institute simultaneous document verification, increase diligence in applying Automated Systems for Customs Data (ASYCUDA) programmes, and ensure that the customs service remains the only focal point for cargo clearance and the good clear ports within 48hours
- Improve the process for protecting rights and enforcing contracts by training judges and lawyers in specialized areas, broadening the dissemination of decisions. Improving facilities and equipment in courthouses, creating and alternative disputes resolution system, launching a public awareness campaign and establishing commercial courts.
- Strengthen regulatory institutions and enforce competitions policy as the government withdraws from active business engagements.

regulatory institutions will be strengthened to ensure a level playing field for individual businesses, especially through more effective enforcement of competitions and antitrust laws.

- Implement a plan on rapid and focused commercialization of the results of scientific research that forges linkages and enhances productivity.
- Progressively reduce the governments direct role in economic and business activities.
- Vigorously pursue the process of accelerated privatization of major utilities and public enterprises, liberalization and deregulation of key sectors, accompanied by appropriate competition and consumer protection policies.
- Implement the comprehensive Tax Reform Bill in order to ensure the elimination of multiple taxation and fiscal harassment, enforce jurisdictions, improve collections and remove barriers to the growth of a vibrant private sector.
- Conduct a regular dialogue with the private sector operators. and play an active role in economic planning based on market principles.
- Provide a robust fiscal monetary policy regime for the smooth functioning of the economy. Adopt financing strategies that do not crowd out the private sector.
- Improve the process of granting land use rights.
- Provide appropriate structures for regulating and propelling the private sector to develop on a socially and environmentally responsible direction.
- Empower domestic small and medium-size enterprises by purchasing their products and improving tendering and procurement processes that stipulate minimum levels of local contents.
- The government's policy thrust is to develop and maintain adequate and appropriate infrastructure that is conducive to private sector-driven economic growth and development, ensuring private sector participation in the process and creation of a competitive business environment. The government will;
- Rapidly privatize key infrastructure services to ensure effective service provision.
- Enhance and enforce relevant laws to improve competition and protect consumer welfare in industries providing infrastructure services.

- Provide targeted interventions in the provision of infrastructure, especially to rural areas and vulnerable groups,
- Encourage private sector initiations and participation in the provision of infrastructure, using such methods as building operate -and -transfer(BOT), build-own-operate and transfer (BOOT), rehabilitate operate and transfer (ROT) and concessioning.
- Provide counterpart funding for major infrastructure projects for which either the resources involvement is too high or the incentive too low for private sector participation.
- Increase the share of renewable energy in the total energy mix.
- Redefine the role of government as a facilitator and promoter in the economy, recognizing that market failures in developing economies require targeted incentives and interventions in specific areas to promote specific sectors and industries.
- Consolidate and strengthen an enabling environment for a competitive private sector, Specific measures in this area include the following; continue to improve security, the rule of law and the timely enforcement of contracts.
- Continue to reduce policy-related costs and risks, such as corruption, red tape, and administrative barriers to businesses; a weak legal system; inadequate protection of property rights; inadequate enforcement of tariffs; dumping of fake and substandard products; and policy and other uncertainties associated with exchange rate and other prices.
- Invest heavily in infrastructure especially electricity, transport, and water.
- Provide targeted intervention as incentives to grow the private sector, The government aims to play an active development role, while avoiding the mistakes of past direct interventions in the economy, by adopting the following strategies;
- Nationally coordinated strategies for the key sectors that can drive growth i.e. agricultural, small and medium -size enterprises, manufacturing. oil and gas sector solid minerals etc.
- Cheap and easy access to finance, in the medium to long run, the government plans to drastically reduce the many costs businesses in face.
- Privatization and Liberalization; privatization is aimed at improving the efficiency and competitiveness of enterprises, leading to their long-

term sustainability and contribution to poverty reduction. The liberalization of sectors hitherto monopolized by the government is expected to unleash competition by the private sector and hence spur growth and employment generation.

- Promotion and development of industrial and science and technology parks and industrial clusters. The federal government will work with state government and the private sector to promote the development of industrial clusters and sciences and technology parks as pilots for creating industrial growth poles in the country.
- Rationalization of fiscal, monetary and legal incentives to ensure that firms have access to them, the new paradigm that mainstreams service delivery as the key function of the public to businesses efficiency and effectively.
- Imposition of selective import restrictions and aggressive export promotion as part of a strategy of industrial development.
- Create public-private partnerships. For government to be effective in its entrepreneurial or development role. it needs to actively interact with the private sector on an ongoing basis to ensure continuing feedback,"

TRANSPORT SECTOR AS A TOOL FOR EMPLOYMENT GENERATION

- Complete ongoing construction of a 3,000-kilometre network of roads and embark on new construction if fund-specific assistance or finance becomes available.
- Strengthen the newly created roads maintenance agency and involve the private sector in the management of roads.
- Create a prominent role for sea ports within ECOWAS by encouraging private sector participation in coastal shipping activities.
- Develop a seaport with capacity to handle modern shipping activities and establish inland fry ports. Provide incentives to use other seaports.
- Make ports more efficient and competitive, with capacity to handle modern shipping activities. Implement policies that target local human capital development.
- Rehabilitate and upgrade the railways with a view to restoring their relevance in transporting bulk, haulage, and passengers.

- Ensure the achievement and maintenance of world class standards in all aspect of aviation operations, by developing, local manpower and maintenance capacity and adopting other measures.
- Achieve total radar coverage of n Airspace, and establish and effective and efficient emergency rescue unit under the Federal Airports Authority.
- Provide, through the draft Public- Private Partnership infrastructural Provision Bill, the enabling legal framework for private sector participation in several infrastructural projects, including roads, railways and port development.
- Privatize or concession Railways to the private sector in order to rehabilitate and modernize it. The government will continue to restructure and strengthen the company to make it functional until it is privatized or concessioner,
- Mainstream the maintenance culture for all infrastructure facilities.
- Provide the Road Maintenance Agency with sufficient capacity to undertake rehabilitation and maintenance of federal roads.
- Ensure that infrastructure development is consistent with environment regulations,”

POWER SECTOR AS A SOURCE OF EMPLOYMENT GENERATION

N189 Billion allocated to power sector 2017 budget is reasonable enough to generate the much needed 6,000 Megawatts of Electricity but my fear is the misallocation, misappropriation and direct embezzlement of these funds may not produce the desired result expected in Energy Sector. Previous experience of the past annual budgets i.e. 2007, 2008 and 2009 on power and energy are real case study. Presently, about 4.000 megawatts of electricity is being generated as against 6000 megawatts promised by the government whereas we needed 20.000 megawatts to function effectively well by the year 2020. In South Africa of 49 million population, 35,200 megawatts of electricity is being generated, South Korea generated 3 million megawatts of electricity with a population of 48.6 million people. We need to understudy them with a view to improving our electricity generation and the power supply, since power is the pivotal of any economy growth. N 1.56 trillion is spent annually to fuel the generators according to the latest statistics quoted recently by the Central Bank of Nigeria. While the Power supply is not steady for manufacturing sector and using the alternative has increased the cost of

production by additional 40%. This had resulted and accounted for a fall in the capacity utilisation of the manufacturing sector to 29%. That was the major reason why Dunlop and Michelin Tyres manufacturing companies closed in Nigeria.

The following steps should be taken in order to improve power supply in the Country:

- Power sector should be privatized and deregulated.
- No fund should be released into this sector unless 2005 Power Sector Reform is fully implemented.
- Private sector initiative must be fully supported by the Government.
- Power generation focus must be encouraged so that there will be enough for transmission and distribution.
- There is need for total reforms in the sector.
- Each state and local government even big multinational companies should be allowed to generate their electricity to power their domestic and industrial consumption.
- There is need to generate regular supply of Gas to our various thermal stations in the country.
- There is the urgent need to build independent power plants by individuals and organization. Other recommendations to improve power supply in Nigeria according to NEEDS are state below:
- "Expediently implement the electric power sector reform programme.
- Generate 20,000 MW a day by 2020, from existing plants, new host generation, and reasonably priced independent power plants.
- Develop the capacity to transmit and distribute the higher level of generation.
- Explore alternative energy sources, such as coal, solar power wind power and hydropower.
- Renew attention to the question of electricity tariffs. "
- Deregulate the power sector to allow increased private sector participation.
- Increase generation capacity from 4,200 MW to 10,000MW.
- Increase transmission capacity from 5,838 megavolt amperes (MVA) to 9,340 MVA, a 60% percent increase.

- Increase distribution capacity from 8,425 MVA to 15,165 MVA.
- Increase tariff collections from 70 percent to 95 percent.
- Reduce controllable costs by at least 30 percent.
- Create 50 semiautonomous business units (profit centers).
- Make the transmission company an effective, efficient and functional semiautonomous unit.
- The commercial Re-Orientation of Electricity Sector Toolkit (CREST) initiative has commenced in some NEPA business units. An extensive metering programme has begun, with a view to metering all customers within the next two to three years.
- Particular attention should be given to industrial and other customers.
- Some short-term external managerial and technical support will be provided to the unbundled entities, Expansion and reinforcement of the distribution network will be carried out to improve the quantity and quality of supply and to reduce losses.
- The government should continue to own most of the major transmission companies but the companies could be operated under a management contract. This will be responsible for electricity transmission and for market and system operations.
- The private sector already participating in electricity generation. The federal government is funding four new stations, with a total capacity of about 1,400 MW.
- Most of the anticipated new capacity will come from the private sector.
- The gas and electricity industries are very interdependent. Reform in both sectors is imperative. Gas producers will need to make gas-gathering investments, while the Gas Company will need to expand or upgrade its transportation infrastructure.
- Preventing vandalism of distribution and transmission infrastructure is a major challenge. (The timely completion of the Abuka-Shiroro line was threatened by vandalism). The high cost of emergency repairs of the power infrastructure as well as lost revenue during periods of repairs are of grave concern and pose threats to the reform process."

INFORMATION AND COMMUNICATION TECHNOLOGY AS A MEDIUM FOR EMPLOYMENT GENERATION

- Make telecommunications accessible to a wider range of ns regardless of where they live.
- Develop a national communication and telephone, including a national multimedia super corridor.
- Use a combination of fiscal and financial incentives in service provision in the industry,
- Enforce intellectual property rights, and promote entrepreneurship, training and partnerships,
- Pursue a local content policy in the manufacturing of electrical and electronic equipment and communications and telecommunications equipment, including handsets, accessories and components.
- Facilitate access to special financial support for private sector-driven wireless telephony and internet connectivity development in rural areas.
- Foster an enabling environment for developing software capacity.
- Provide incentives to develop industrial parks in information and communications technology."

TOURISM; As an Avenue for Job Creation

- "Concession existing tourist attractions and provide support infrastructure for tourism,
- Encourage private sector investment in the tourism sector, and participation in the management of national parks.
- Improve security to encourage foreign tourists to visit.
- Launch an awareness campaign within and outside the country on the benefit and potentials in the sector.
- Re-orient visa officials to a pro-tourism approach,
- Establish a tourism database.
- Establish a private sector-oriented institute for hospitality and tourism regulated by the government.
- Pursue an aggressive environment policy that supports and encourages the tourism industry."

CREATION THROUGH FINANCIAL SERVICES;

- “Embark on a comprehensive reform process aimed at substantially improving the financial infrastructure.
- Restructure, strengthen and rationalize the regulatory and supervisory framework in the financial sector.
- Address low capitalization, the poor governance practices of financial intermediaries that submit inaccurate information to the regulatory authorities and the consequent costs to the financial system.
- In collaboration with banks and other financial institutions. work out a structured financing plan that ensures less expensive and more accessible credit to the real sector.
- Direct government policy towards financial deepening and financial product diversification filling the missing middle for commercial financial services for small and medium-size based on best-practice technologies for cash flow financing leasing and so forth.”

Solid Minerals and Employment Generation.

- “Implement the existing legal framework for small and artisan operators in the sector.
- Complete the upgrading of the sector, empower the Geological Survey Agency to become the industry regulator, and provide a comprehensive database of the locations and estimated reserves of all known solid minerals in that could be mined.
- Promote and ensure a systematic and orderly allocation of bitumen and tar, sands blocks in the vast terrain of bitumen belt which stretches from Edo State to Lagos State.
- Compile a cadastral register of all available mining rights, licenses and leases of known minerals.
- Codify a system of incentives to attract private sector investments in the sector.
- Simplify the process of issuing licenses.
- Review the Land Use Act to facilitate entry into the sector.”

EMPLOYMENT GENERATION THROUGH REGIONAL INTEGRATION

- Harmonize trade and investment codes as well as port and customs clearance procedures across West African countries in order to increase market integration within the sub region
- Facilitate the establishment of a regional, private sector-driven stock exchange through ECOWAS; the government will encourage harmonization of the operations of the financial and payment systems within the region,
- Promote regional trade associations. such as the Federation of West African Manufacturers Association.
- Encourage the private sector to build refineries and distribute refined petroleum products in West Africa as part of the deregulation of the downstream sector.
- Promote the concept of regional security integration to provide security and facilitate business linkages.
- Continue to encourage the learning of a second language (French) by all to enhance the integration of the people of West Africa.
- Stipulate minimum domestic value added for commodities and manufactures to be traded within ECOWAS under existing protocols and strictly enforce the rules of origin clauses in intraregional trade.

Trade Policy and Development for Employment Generation in Nigeria

- "Drastically reduce the domestic cost structure - especially infrastructure cost- to provide a competitive investment climate as a necessary foundation for production and exporting.
- Aggressively promote exports and economic diplomacy, It is the responsibility of all Nigerians, the private sector, and government agencies and missions abroad to promote commercial interests abroad.
- Harmonize tariffs with the Economic and Monetary Union of West Africa (UEMOA) and other countries to create a common ECOWAS external tariff.
- Continue to use special levies and import restrictions in particular circumstances to protect domestic industries and critical sectors against unfair competition to protect the health, culture, and environment of Nigerians: and to ensure food security .
- Rationalize and strengthen institutions responsible for promoting and facilitating trade.

- Tasks forces should ensure that fully harnesses the potential benefits of concessionary trade arrangements, such as the US. Africa Growth and Opportunity Act and the EU, Cotonou Agreement.
- Cooperate and collaborate with other African and developing countries to ensure that the WTO and interests of Africa. Provide leadership in the negotiation of the Europe as required under the Cotonou Agreement. to ensure that it promotes rapid economic development in West Africa.
- Continue to actively strengthen links with other Africans in the Diasporas to deepen technical and business ties with the rest of the world, and improve export market penetration, especially in textiles, food, and cultural artifacts.
- Reform customs and ports to drastically reduce turnaround time in the ports. Enhance prompt and effective collection of government revenues and ensure customs clearance within 48 hrs.
- Develop a deep-sea port, inland container depots, free trade zones, and a shipbuilding facility to enhance coastal shipping, international trade, and regional integration, are well positioned geographically to serve as a major hub for regional trade and distribution network in a rapidly expanding global market."

HOW TO FUND JOB CREATION IN NIGERIA

- For the government to succeed in the areas of job creation in Nigeria the following sources of revenue should be looked into;
- All unremitted internally generated revenue from the local and foreign banks should be deposited into the federal government covers without further delays,
- All funds recovered from the sales of federal government properties both at home and abroad must be remitted to federal government immediately so that it can be used for job creation.
- Any current projects that have no immediate benefits to the people of Nigeria should be suspended and the funds rechanneled to jobs creation.
- All forms of corruption in both private and public sectors should be addressed immediately to provide enough funds for job creation.

- Take home of our political office holders should be reduced by 50% to reflect what is obtainable in America and whatever that will be realized should be spent on jobs creation.
- All the funds recovered by NDLEA from drug baron should be channeled towards jobs creation.
- All cases of inflated contracts that had eroded the purse of Government by a few individual in the society should be subjected to Criminal Prosecution and funds recovered should be utilized for jobs creation.
- All the funds recovered by EFCC should be used to create jobs for our Youth in Nigeria.
- All unspent funds from our annual Budgets in all the ministry departments and agencies of the government should be collectively added together for creation of jobs for our youth in the country.
- Since we have education task fund, we should also introduced Employment Task Fund to finance, support and assist in the area of job creation.

The Embassy of Nigeria in Paris France for instance, collected #271,810,955.20 within the year but failed to remit the amount to the said Account as a matter of urgency this fund should be sent to appropriate government treasury to enable the government finance job creation in Nigeria. Lisbon and Portugal Embassy collected #32,756.822.73, 2009 while that of Moscow realized US\$94,819.00 as revenue neither of the two accounted for the revenue collection this is another source of revenue for the government which was not remitted we need this money to enable government create jobs for Nigerian youth. Between 2003 and first quarter of 2008 # 3.6 trillion was collected by ministries, departments and agencies of the federal government of Nigeria according to the findings by the Three House of Representatives Committee on Finance, released on July 22, 2008. Of the amount #1.5 trillion was not paid into the Federation Account and was unaccounted for .This type of money is required to finance job creation in Nigeria. In September 2007 the FAAC accused the Nigerian National Petroleum Corporation, the Department of Petroleum Resources, Federal Inland Revenue Services and Nigeria Customs Services of withholding the sums of #660 billion being the revenue that should have been remitted to the Federation Account, otherwise known as Distributable Pool Account

Hundreds of thousands of barrels of crude oil sold daily by the NNPC from allocation for domestic refining have not been accounted for since 2000 despite repeated protestations by the FAAC in the memoranda sent to The Presidency and the National Assembly. No attempt has been made by the Federal Government to compel NNPC to account for the proceeds this kind of trapped fund in the account of few individuals in Nigeria is needed to assist, support and fund employment generation in Nigeria. US\$209 million stolen from the signatory bonus for Oil Prospecting Lease 245 as alleged in the NEITI Audit Report and confirmed by the Three House of Representative ad hoc Committee that probed the Management of NNPC and DPR in 2008 was yet to be accounted for so we need this money to assist the government in her efforts on job creation.

RECOMMENDATIONS

However and more importantly, some few Nigerians who have piloted the affairs of big multinational companies effectively, efficiently, successfully and profitably should be consulted widely throughout the country, The need for this becomes imperative because we need their wealth of experience, knowledge and their international exposures to address the problem of job creation in Nigeria.

However, for the plan to be successful and for its effective implementation, the following measures must be put in place. '

- Monitoring Groups must be honest and transparent,
- Due process must be followed in award of contracts.
- Regular meetings of the stake holders to get feedback.
- State Government must be involved in the plan and its implementation/execution.
- Local Government must be directly involved in the execution of the project.
- Oil companies must be involved in the plan implementation /execution.
- Private investors must be involved in the plan.
- Topography of the area must be studied so as to ensure that appropriate projects are allocated to the right geographical environment,
- Socio-economic activities of the people must be understood.
- Socio-cultural life of the people must also be known very well.

- Different organization and their structures must be monitored.
- Planners and beneficiaries of the plan must have common objectives.
- This plan must be people oriented and it must be adjusted where and when necessary,
- Funds must be made available at the right time to the right people to execute the right projects.
- Professionals must be involved in the execution of the projects.
- All forms of middlemen must be eliminated in process if implementing job creation policies in all the Regions.
- Credible and Reputable Construction Companies locally and internationally must be involved to participate in project execution.
- International Donors with technical and financial supports could also be invited to participate in projects execution,
- Direct Labour for few skill and plenty unskilled personnel should be encouraged to reduce unemployment in the region.
- The plan must be of human development orientation in outlook totally incorporated the host communities in projects, conception, implementation and monitoring.
- Provision of business skill acquisition training to encourage all workers in the country to have a loan of N1million to start small-scale business.
- Provision of Cargo Boats for all the fisherman and women in order to empower them economically.
- Above all, fear of God and consistent prayers from the stakeholders in Nigeria as a whole is needed for peace, stability and successful implementation of job creation in Nigeria.
- Production of Half-Baked Graduate by Our Various Higher Institutions
- Tourism centres not fully utilize across the country
- Job Creation through Financial Services
- Solid Minerals and Employment Generation
- Trade Policy and Development for Employment Generation
- Employment Generation through Oil and Gas Sector
- Training and retraining should be given to staff that are about to retire in both private and public sectors so that retirees can start some businesses after retirement.

- Reduce the number of political office holders to a manageable size as well as number of ministers at federal level and commissioners in each state. America with population of 300 millions operated on only 21 cabinet members with about 14 departments while each department is equivalent to our ministry in Nigeria in terms of functions and responsibilities. Britain is having only 22 cabinet members even Nigeria of yesteryears; General Adeyinka Adebayo retired ruled the whole western states comprising five present states in the south west with only 12 commissioners.
- It is not the number of political appointees that will determine the efficiency and service delivery but, the seriousness of the political office holders. Today, in Nigeria we have about 17,450 political appointees while, their salaries and allowances formed 30% of our total budget of Nigeria leaving only 70% for other people in Nigeria to manage but the balance is inadequate to provide enough for; energy, power, roads, employments, wealth creation_ poverty reduction, railways, waterways and aviation; that can lead to job creation in the country. It is recommended that the remunerations of our legislators should be at par with their counterparts in America so that excesses that will be realized can be channeled towards job creation in Nigeria.
- Reputable credible, trusted and tested indigenous investors like, Alhaji Aliko Dangote the chairman and CEO of Dangote group of companies and a few others which are not more than ten in Nigeria should be given special recognitions and honours, by establishing a manufacturing bank for them, to service their operations with little or no interest. These are focused, purposeful, useful, Progressive, intelligent, hardworking and principled industrialists who engaged millions of Nigerians in the operations of their multinational companies. This will encourage them to set up more companies in Nigeria with multiplier effects of job creation.

RECOMMENDATIONS FOR FURTHER STUDIES

All the necessary facilities like storage facilities, Tractors and Equipment as well as Fertilizers should be provided by the government free of charge to the Agricultural sector, This will encourage many people to take that advantage into farming. The effects of this goodwill shall lead to jobs creation in the country.

- It is recommended that all forms of imports duties on all agricultural inputs, machinery and equipment should be abolished immediately.
- There should be effective monitoring of developing institutions such as NACB, FEAP and community Banks to ensure them actively and adequately play their role in agricultural development in rural areas.
- There is the need to review 1978 land use decree to confer Hee holding interest in the land and enhance better access to land by prospective agricultural investors.
- It is recommended that great incentives to rural farmers to finance their projects in order for them to enjoy economic of large scale,
- There should be great incentive to entrepreneurs who finance infrastructure such as rural roads, rural water scheme or agro allied industries,
- Government should create provisions for such needed incentives for the promotion of agriculture in rural areas as Well as laying down appropriate legislation and policies that will encourage tree planting for re-a forestation.
- There is the need for cooperative farming to be encouraged. This will create employment opportunities for the young teeming population and school leavers as well as checkmate rural-urban migration.
- There is the need for government to add value to all agricultural output for export so that many people will be encouraged to go into agriculture.
- There is the urgent need to provide storage facilities for all agricultural output. This will improve supply during dry seasons, which will automatically bring down the prices and improve the inflationary situation in the country,
- Greater attention should be paid to human resources development in the agricultural sector.

- This will not only improve their knowledge and expertise, it would also have impact on the quantity and quality of Agricultural output in the country.
- Government should provide funds for all our research institutes and universities where agronomist and evaluating officers can update their status and become abreast with current development in the field in line with vision 2010 goal of sustainable economic development.
- Government should formulate a policy whereby development of high viable. Highly motivated, socially and environmentally responsible private investors are involved and integrated into agricultural activities in Nigeria.
- There is need for urgent completion of the on-going irrigation projects of river Basin Development authorities and maintenance of our existing dam,
- Government should put in place some security measures Where the life and properties of everybody will remain safe, Disturbances, strange killings. kidnapping. communal clashes and general instability should be prevented by our government.
- Government must ensure that erratic supply of petroleum products should be minimized because they served as inputs to some agricultural equipment. There is the need for government to redirect our resources particularly agricultural output to match goals and aspirations of our viable agricultural exports.
- There is the need to create export research and standard organizations for all our agricultural outputs .This will ensure quality production and enhance reliability of the product from the market.
- Government should restructure the existing export promotion agencies because they have not been doing their duties as expected.
- There should be provision for vibrant financial packages from government for whoever is ready to engage in farming activities.
- Government should be consistent in their policy formulations and implementations as regards agriculture in order to have continuity in the execution of formulated programmes for development of agricultural sector.
- All non-performing agricultural agencies must be scrapped immediately and replaced with more functional highly coordinated,

highly controlled and highly organized agencies that take agriculture to the next millennium.

- There is need for re-introduction of commodity exchange board, to enable the farmers obtains better prices for their outputs and has positive knowledge about future market.
- This will be a step toward improving the export profile of the nation's agricultural commodities.
- Government should encourage non-traditional agricultural exports such as fruits, vegetables and flowers. This will provide another source of income for our rural farmers.
- There is the need for government to establish employment oriented agricultural programme to stop the rising tide of unemployment in the country.
- There is need to empower our youth economically through the actualization of their entrepreneurial skills. Incidentally, these avenues can be provided by micro and small scale enterprises. Consequently, they will not have time to look for over-elusive white collar job.
- The effects of Economic meltdown, economic recession, globalization, information and communication technology, liberalization, privatization, commercialization had really affected many workers so, there is need for reforms generally that will have human face in line with our country peculiarities that, can be converted into opportunities for job creation. The reforms that will lead to labour lost should henceforth be stopped in fact Yar'dura Jonathan government implemented the stoppage of this type of reform.
- The rural based micro and small scale enterprises should be encouraged because they can increase the level of unemployment by 10% because the entire population of Nigeria is having 70% from the rural areas.
- Sufficient credit facilities should be given to the farmers in the rural areas so that. They can generate enough jobs for the rural people. Most of our banks are urban based and refuse to grant credit facilities to rural farmer because of the fragile nature of the agricultural products. This attitude should be stopped."
- According to an article "Fresh global concern on youth unemployment" written by Dele Fanimu and Collins Olayinka; The Guardian, Tuesday, August, 24, 2010; "Relevant educational qualification is very key to job creation, there is mismatch between

education and relevant skill required to fix the jobless youth. There is need for relevant educational curriculum, which will match the required skill demanded by the employers. This factor is responsible for highly educated persons who could not use their certificates to work because of the lopsidedness in the nature of the certificates and skill required of them.

- There is need to activate the non-oil sector of the economy because these are areas where employment opportunities can be largely derived,
- The non-oil products like cocoa, kolanut, groundnut, palm oil, Rubber and hides and skin are good for both local consumption and exportation. The net effects of this policy will lead to wealth creation, poverty reduction, employment generation and job creation.
- There is need to establish ward-based employment information centers in all the political wards across the country. These centers will be used to disseminate information on rural employment, available training opportunities, sources of credits and information about marketing opportunities.
- There is need to introduce more labour based methods of job creation. This can reduce the rate of unemployment by 40%, South Africa was able to generate 100,000 jobs between 2004 -2007, from building and construction companies. Construction like roads, laying of pipes, drainage, dams and irrigations etc, required large number of workers on sites, with about 200,000 roads network in Nigeria of which 67% of it are feeder roads and in poor conditions Federal government can exploit these areas for job creation.
- Small scale and micro enterprises in the rural areas will lead to employment generation in the rural areas, equitable distributions of National Income, an effective mobilization of resources of capital and skill which could have remained untapped or unutilized It will reduce rural urban migration in the country and reduce both semi, and urban areas congestion as a whole.
- Micro and small scale businesses are more conducive and suitable for people with limited resources but, this will lead to better distribution of incomes and ability to put idle resources into productivity uses. This can only be achieved if there is a credit facility, availability of raw materials energy and power, marketing, commodities prices, provision

for exportation, technical know-how and decline in sickness and mortality rate.

- Cassava and rice plantation with large scale fishing production are necessary for jobs creation. Functional and effective multipurpose credit scheme for both urban and rural areas in Nigeria are needed urgently for jobs creation”.

CONCLUSIONS

This paper examined and analyze the causes of unemployment in Nigeria, with a view to providing possible, acceptable, achievable and practical solutions to the already identified fundamental causes and challenges of employment generation in Nigeria. It is advisable for Nigeria University graduates or other tertiary institutions to add values to themselves for further studies. We have over 170 Universities in Nigeria looking for Ph.D. and Master Degree holders to lecture. We have only 10% of the total required Ph.D. holders in Nigeria; therefore demand for Ph.D. holders is high than supply. After all, the story of Zacheaus in the Bible who wanted to be seen by Lord Jesus, by climbing sycamore tree in order to be seen by Lord Jesus and eventually, his aim was achieved. This a lesson for our young graduates who are looking for jobs in the labour market. Furthermore, our graduate should be jobs creators and not job seekers. They should develop an entrepreneurial mindset for the success they intend to achieve in life. The mindset should be of a calculated risk. An entrepreneurial mindset is not averse to sales rather; it is a problem solving mindset. They should develop sales communication skills, they should have focus and desire to learn with serious commitment in their area of choosing careers, skills and entrepreneurial development.

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