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Editorial

This issue of KIU *Journal of Social Sciences* focuses on Development Administration, Social Psychology, Social Philosophy, Business Administration and Communication Studies.

The first part of the Journal addresses issues in Development Administration such as Governanance, Election Administration, Crime Control, Social Security and so on. It is argued in one of the papers that absence of police legitimacy is responsible for the inability of the police to get assistance from the public in the area of crime control because they see the police as being corrupt, using force illegitimately, lacking integrity, and bereft of trust and accountability. From the findings of the study, the adoption of human factors approach as a means of redressing police legitimacy crisis in Nigeria is therefore recommended. The human factors approach entails the police frantically building and gathering integrity, trust, accountability, responsibility and other virtues to itself. It is strongly believed that the development and adoption of human factor features among the police will go a long way in redeeming their battered image, and thus repositioning the force on the part of efficiency in crime control in Nigeria

Section two explores issues in Social Psychology such as Job Commitment and Satisfaction, Emotional Intelligence, Motivation, Marketing Strategies as well as Health Counselling. Based on the findings that there is a significant positive relationship between work commitment and work efficacy, job satisfaction, emotional intelligence and motivation, it is revealed in one of the papers that employers of labor must make it a point of duty to formulate policies and create programmes that would strengthen these factors among their workers in order to ensure commitments.

In the Section on Social Philosophy, one of the papers raises significant issues about ethical relativism and the environment, and interrogates them stage by stage to enable adequate attention and instantaneous response to the issues raised. The study adopts the conceptual and critical methods of philosophical analyses. It concludes that since environmental crises and challenges transcend individual cultures, the solutions to these challenges cannot be localized or laid in the ambient of a particular culture.

Papers in Section Four highlight the important issues in Business and Industrial Relations such as Bargaining Strategies, Enterprenurship, Cash Flow Optimization Strategies, Strike Actions and so on. One of the papers establishes that there is a significant relationship between strike action and quality service delivery of manufacturing companies and therefore recommends that governments should enforce and ensure that labour laws are complied with, by all company's management or executives. Also, management should prioritize the setting up of good negotiation panel or communication network concerning terms and conditions of employment to avoid strikes.

Papers in the last section are on Communication Studies. Using Nigeria's National Film and Video Censor's Board as a Case Study, one of the papers in these sections reveals that many stakeholders in the movie industry see their involvement as an avenue to improve on the lot of their economic wellbeing, and thusly, attempt to control their activities can be entirely troublesome. It therefore recommends, among others, a strong collaboration among relevant bodies such as; the police, the Nigeria Customs, the Nigerian Communication Commission, the Nigerian Immigration Service and so forth, would go a long way to protect the works of both local and international artists and ultimately encourage them to produce more creative works. Aside from protection, such technical cooperation would also help mitigate the incidence of litigation.

In all, this edition of *KIU Journal of Social Sciences* features many interesting research papers. Some of these papers are empirical in nature while others have theoretical base. Each of them focuses on one specific social and management problem or the other; trying to proffer solutions to them. Readers are therefore advised to make proper use of the ideas presented by the various authors.

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Part One

Development Administration

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COVID–19 Pandemic Lockdown: A Comparative Analysis of Government Intervention between Palliatives in Nigeria and Stimulus in United States of America (USA)

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Abstract. Coronavirus or COVID – 19 pandemic has caused a crisis of monumental dimension for the global economy with an escalating number of confirmed cases on a daily basis. The declaration of the virus by the World Health Organization (WHO) as a global pandemic is an indication that it will have a sustained global impact. Thus, in response to this, governments of many nations have embarked on several and different initiatives to counteract the disruption caused by coronavirus as well as providing for those affected by the pandemic. This paper did a comparative analysis between what the governments of the United States of America (USA) and that of Nigeria rolled out to neutralize the negative effects of the pandemic. While Nigeria represents the developing nations, the USA represents the advanced nations of the world. The paper draws on a desk–based review of secondary data and literature. Also, individual comments were analyzed to understand the contents of the series of relief initiatives by governments. The paper concludes that while the advance nations, represented by the USA, provide their citizens with economic stimulus, the developing nations, represented by Nigeria provide palliatives. The difference between the two is that; palliatives are meant to lessen the pains inflicted by the pandemic while stimulus causes growth and activity. Therefore, the paper recommends that what Nigerians need is stimulus as against the various palliatives which cannot eradicate but lessen hardship.

Keywords: Coronavirus, Pandemic, Palliatives, Stimulus, Economy.

1. Introduction

The prevailing COVID–19 pandemic has led to the shutdown of the world economies. The entire global village is faced with an unprecedented crisis that has defied all practical and theoretical solutions. Lives are being lost on a daily basis on large number. According to the WHO, as at 3rd of September, 2020, 216 countries and territories around the world have reported a total of 25,884,895 confirmed cases of COVID–19 that originated from Wuhan in China. The deaths out of this figure is 859,130 while 17,922,218 of the infected case have recovered (www.worldometers.info).

Countries like the United States, Italy, Spain, Germany, China (where COVID–19 originated), France, Iran, the United Kingdom and Switzerland have the highest cases of COVID–19 as well as highest number of recorded deaths (www.ey.com). The pandemic locked down the whole world as various measures put in place to halt its spread include closure of all the borders; land, air and sea, of all the nations of the world.

The enormous price the citizens have continued to pay since the incursion of the pandemic is an indication of the attendant degree of socio–economic and political disruption and distortion. Economic lockdown and deliberate policies of business transactions running at the lowest ebb, coupled with other measures to curb the spread of the scourge has redefined virtually all facets of human endeavours (Oderemi, 2020). Citizens were ordered to stay at home so as to avoid physical contacts. In response to the attendants implications which are the fallouts of the lockdown occasioned by the pandemic the World Health Organization (WHO) through its Director General (DG) strongly advised that any government imposing lockdown restrictions should provide resources for their citizens to enable them to comply to the safety directives by the government (apps.who.int. COVID–19). The DG queried how one would survive on lockdown who depends on daily labour to eat. He specifically mentioned countries with large poor populations, particularly in Africa, Asia and Latin America, that the stay–at–home order used in some high income countries may not be practicable. It is in line with this advice that governments around the world are acting decisively to protect their citizens and their businesses from the economic disruption being caused by the COVID–19 virus pandemic. Worldwide, nations have rolled out policies and programmes to cushion the effects of the pandemic on the people in and outside of their countries.

These interventions are of varying types and degree, whether cash benefits, tax cut or delayed, investment incentives or changes in filling deadlines. There are also loan facilities of different types and categories for targeted sectors and individuals. All of these are to cushion the effects of the pandemic on the citizens as well as to stimulate the economy of these nations. Two of these nations are the United States of America and Nigeria both representing the developed nations and developing nations respectively.

2. COVID–19 in Nigeria and Government's Palliatives

The first confirmed case of COVID–19 in Nigeria was announced on the 27th of February, 2020. An Italian citizen based in Lagos was tested positive for the virus (COVID–19ncdc.gov.ng). The second case of the virus was reported on the 9th of March, 2020 in Ewekoro, Ogun State, a Nigerian who had contact with the first case (http://pmnewsnigeria.com). Since then, Nigeria has been recording cases on a daily basis just like other countries and territories of the world. The record has been in three major categories of new cases of infected person, total number of death cases and those who have recovered. As at the 3rd of September, 2020 the total number of infected persons in Nigeria are 54,588; 1,048 deaths and 42,627 recovered cases (www.aa.com.tr).

The Federal Government had imposed targeted lockdown measures in areas with rapid increase of COVID–19 cases to curb its spread. The areas are Lagos State, Ogun State and Federal Capital Territory (FCT) Abuja. Likewise, other state governments followed suit to halt the spread of the pandemic. Thus, the whole system was shut down except those on essential duties. As a way to cushioning the effect of the lockdown, the government rolled out what is called palliative measures for certain groups. These included three months interest holidays for those holding Tradermoni, Marketmoni and Farmersmoni loans.

Tradermoni is a Government Enterprise and Empowerment Programme (GEEP) initiative designed for petty traders to expand their trades. The loans are collateral free and repayable over a period of six months. The beneficiaries can get access to a higher facility ranging from ₦15,000 to ₦50,000 after they repay the initial ₦10,000 within the stipulated time (startcredit.com). Marketmoni is another scheme under GEEP created to provide financial assistance for individuals of low – income status through the provision of easily accessible, fast and interest – free loans. It ranges from ₦10,000 to ₦100,000 with 5% administrative charges (www.loanspot.ng). Farmermoni is also under GEEP of the Federal Government payable within six months and the loan ranges from ₦300,000 to ₦2,000,000 collateral free (startcredit.com). The three schemes are under The Bank of Industry management software which validates the loan application.

Also, the House of Representatives, on the 24th of March, 2020 passed the Emergency Economic Stimulus Bill 2020. The bill is meant to provide support to businesses and individual citizens of Nigeria. The proposed law aims to provide 50% rebates to businesses registered under the Companies and Allied Matters Act so they can use the saving to continue employing their current workers. On the 1st of April, 2020 the government announced that it will make a cash transfer of ₦20,000 ($52) to poor and vulnerable households registered in the National Social Register (NSR). The register currently has only 2.6 million households (about 11 million people). However, the government hopes to increase it to 3.6 million household in view of the COVID–19 crisis.

Additionally, the Central Bank of Nigeria (CBN) introduced what it called stimulus package. It offers a credit of ₦3 million to poor families impacted by COVID–19. The loan requires collateral and is not interest free. It consists of (i) ₦50 billion credit facility to household and small and medium enterprises (ii) ₦100 billion loan to health sector, and (iii) ₦1 trillion to the manufacturing sector. In addition to all of these, the interest rates on all Central Bank of Nigeria (CBN) interventions were reviewed from 9 percent to 5 percent and a year moratorium in all CBN intervention facilities introduced from March 1, 2020. All of these to support those affected by the COVID–19 pandemic. Apart from the ₦50 billion credit facilities which outlined its accessibility others are without specific guidelines. The ₦50 billion credit facility, through which households can potentially got up to ₦3 million, requires proof of collateral such as personal property. It comes with five percent initial interest and nine percent after March, 2021, six – month statement of account, a business plan, two guarantors and a three year audited report (www.cbn.gov.ng).

On April 1, 2020 the Nigerian Electricity Regulatory Commission (NERC) suspended the payment of new electricity tariffs scheduled to commence on April 2nd, 2020. The body cited poor electricity supply, under metering gap and the impact of the COVID–19 pandemic. The National Assembly postponed the effective date of the new tariff to the first quarter of 2021. Also, the Federal Government slashed the price of Premium Motor Spirit (PMS) to ₦123:50 per litre, with effect from April 1st, 2020 due to the continued trend in oil price (home-kpmg). Not only these, on the 8th of April, 2020, the government announced that 77,000 metric tons of food will be distributed through the Federal Ministry of Humanitarian Affairs Disaster Management and Social Development to vulnerable households in those states where the Federal Government declared lockdown. Some other states of the federations were given bags of rice by the federal government to cushion the negative effects of the pandemic.

Also, on the the 18th of September 2020, the Federal Government of Nigeria announced a ₦75 billion Survival Fund for Micro, Small and Medium Enterprises (MSMEs) (Azeez, 2020). According to the Minister of State for Industry, Trade and Investment, the programme is aimed at tackling the economic challenges faced by small business as a result of the outbreak of coronavirus. The programme according to the Minister, would run for an initial duration of three months and would be opened for 1.7 million entities and individuals across the country. It has provisions for 45 percent female-owned businesses and five percent for those with special needs. The requirements from accessing the facility are: (a) employees' company must be registered in Nigeria under the Corporate Affairs Commission (CAC), (b) must have Bank Verification Number (BVN) by the company CEO, (c) must have a staff strength of no less than three persons, and (d) must be owned by a Nigerian. Also, self-employed individuals in the following categories; (i) service providers in the transportation sector, that is, Bus drivers, Taxi drivers, Ride share drivers (Uber, Bolt, Taxify, etc) and Mechanics (ii) Artisans; Electricians, Plumbers and their likes.

3. United States of America (USA)

COVID–19 pandemic pushed the United States stock market, the world's largest, into bear market territory in March 2020. While the market regained much of the losses, unemployment remains high and the Gross

Domestic Product (GDP) growth shows that the virus will severely impacted the world. Thus, the USA government took practical steps to combat the negative effects of COVID–19 virus (http://www.federalreserve.gov/newsvent/pressr eleases/ monetary.2007289.htm). The United States of America (USA), the world largest economy, entered into recession in February 2020. In the light of this, the government has taken a wide range of steps to contradict the negative effects against the nation's economy by COVID–19.

Throughout March and April 2020 the US lawmakers passed three major relief package and supplemental one, totaling nearly $2.8 trillion. The phase one is named Coronavirus Preparedness and Response Supplemental Appropriation Act 2020 which was signed into law on the 6th of March, 2020. It allocated $8.3 billion to fund research for a vaccine, give money to state and local governments to fight the spread of the virus and allocate money to help with the efforts to stop the spread of the virus to overseas countries (congress.gov). The second phase, the Families First Coronavirus Response Act (FFCRA) was signed into law on the 18th of March 2020 with allocation of $3.4 billion as relief package. It is meant to provide money for families who rely on free school lunches in the light of widespread closure of schools. Also, it mandated companies with fewer than 500 employees provide paid sick leave for those suffering from COVID–19, as well as providing a tax credit to help employers cover those costs.

Additionally, $1 billion as a plus for unemployment insurance money for states, as well as loans to states to fund unemployment insurance. Lastly, it is meant as funding and cost waivers to make COVID–19 testing free for all (http://www.investopedia.com). The Third Phase and by far the largest relief package was signed into law on the 27th of March 2020 as the largest, so far, single relief package in the history of the United States. It is called the Coronavirus Aid, Relief and Economic Security Act nicknamed CARES Act. It appropriated $2.3 trillion for many different efforts. A supplementary stimulus package named Phase 3.5 was signed into law in the 24th of April, 2020. It appropriates $484 billion mostly to replenish the Paycheck Protection Programme Flexibility (PPPF) and Economic Injury Disaster Loans. It also contains additional funding for hospital and COVID–19 testing (https://www.ed.gov.coronavirus). In line with CARES Act, the Federal Government launched the Payback Protection Programme Lending Facility on April 9, 2020. CARES is an acronym for Coronavirus – C, Aid – A, Relief – R, and Economic – E and Security – S.

It should however be noted that the US Federal Authority expanded its repurchase agreement operatives on the 12th of March, 2020, by $1.5 trillion. It then added $500 billion on the 15th of March, 2020 (https://www.newyorkfed.org/ markets/opolicy/operating_ policy_200316). All of these were to ensure that there was enough liquidity in the money markets. Repo operations allow the Federal reserve loan money to banks by purchasing treasury from them, and selling them back to the banks at a later date (https:/www.newyorkfed.org /markets/opolicy/ operating-policy-200312a). On the 9th of April 2020, the Federal Government announced the Main Street Lending Programme which set–up an SPV–Special Purpose Vehicles that will purchase up to $600 billion in small and medium–sized business loans. The Federal Government will only purchase a 95% state of each loan, with the bank keeping 5% (https://www.federalreserve.gov/newsevents/ pressreleases/monetary20200409a.htm)

The congress passed trillions of dollars in fiscal programmes, while the US Central banks, the Federal Reserve, added trillions of dollars in monetary stimulus. On July 28, 2020, the Federal Reserve extended the duration of its lending programmes that would have ended on September 30th, 2020 till December 31, 2020 (https://www.arcgis.com/apps/opsdashboard /index.html/bda7594740fd/ fd40299423467b4809eaf6). The Federal stimulus measures fall into three basic categories; interest rate cuts, loans and asset purchases and regulation charges. All of these in a bid to counter the negative effect of the pandemic and to stimulate the economy of the

US (https://www.federalreserve.gov/newsevent/pressrelease /monetary20200728a.htm).

In specific terms, several programmes were set–up that opened up new specific lines of credit to financial institutions. On March 20, 2020 a great recession – era programme, the Primary Dealer Credit Facility was relaunched. The purpose is to give loans to primary dealers backed by a wide variety of securities as collateral (https://www.federalreserve.gov/newsevents /pressreleases/ monetary/20200317b.htm). There is no set limit to the amount of credit it will issue, but it will only run till December 31, 2020, unless it is further extended. Also to add more liquidity to money markets, the Money Market Mutual Fund Liquidity Facility was launched on March 18, 2020. The aim is to lend money to financial institutions so they can buy money market mutual funds. It has no specific lending limit, but scheduled to end by December 31, 2020. The sum of $10 billion of debt credit protection was released by the treasury department (https://www.federalreserves.gov/newsevents/pressreleases/files/monetary/20200318a1.pdf). Provisions were also made for small businesses operators. The programme lends money to bank so that they can in turn, lend money to small businesses through the Paycheck Protection Programme. There is no limit to the facility, but it is supposed to end by December 31, 2020 except there will be an extension (https://www.federalreserve.gov/newsevents/ pressreleases/files.monetary/202004 09a6.pdf).

However, the sum of $2 trillion tagged Coronavirus stimulus bill was provided under the scheme through the US lawmaker. Thus, at over $2 trillion, the provision is the largest reserve package in the history of the United States of American (USA). The law is expected to have a major impact on the US economy and the effort to combat coronavirus.

Many economic stimulus have been introduced by the government of the US. In specific terms, $367 billion loan and grant program provision for small businesses and expansion of unemployment benefits to include people furloughed, gig workers and freelancers, with benefits increased by $600 per week for a period of four months. Also, direct payment to families of the sum of $1,200 per adult and $500 per child for households making up to $75,000 and $130 billion to hospitals health care systems and providers. Additionally, $500 billion fund for loans to corporate America, called slush fund, overseen by an Inspector General and a congressional panel, with every loan document made public. Not only these, there is provision for cash grants of $25 billion for airlines (in addition to loans) $4 billion for air cargo carriers, $3 billion for airline contractors (caterers, etc) for pay-roll support. The sum of $150 billion was given to state and local governments to activate and stimulate the economy of the USA (www.investopedia.com).

In addition, the CARES Act established the Pandemic Emergency Unemployment Compensation Programme. It allows workers who have exhausted their employment compensation benefit to receive 13 more weeks of benefits, if they are able to work. Also, the Pandemic Unemployment Assistance extends benefits to self–employed, freelancers and independent contractors. The stimulus makes provision to fund 100% of the shortfall for workers with reduced work hours. There is borrowing from retirement plans opportunity. It allows people to take special disbursements and loans from tax–advantaged retirement funds of up to $100,000 without facing a tax penalty. These measures apply to anyone directly affected by the disease itself or who faces economic hardship as a result of the pandemic.

Another provision is the creation of a new Employee Retention Credit against employment taxes to encourage employers of labour to retain and pay their employees during any quarter when business operation is partly or fully suspended due to the coronavirus. This is different from Small Business Interruption loans as they are excluded from this facility. Employer payroll tax payments for 2020 will be due in 2021while the other 50% due in 2022. While excise taxes on alcohol used to produce hand sanitizer are suspended for 2020 business operating losses for 2020 can be carried back for up to five years.

President Trump, on the 10th of August 2020, signed four executive order to provide additional COVID–19 relief. Firstly, the government would roll out a $460 per week payment to those already receiving more than $100 a week in unemployment benefit, $300 of this would be paid by state governments. The programme would be paid for by the federal government while the remaining $100 paid for by state governments. The programme will be retroactive through August 1, 2020 while the $600 unemployment benefit expansion ended. The programme slated to last through December 6, available immediately.

Secondly, the executive action extended the moratorium on payments and interest accrual on student loans held by the government till the end of 2020. The moratorium was previously expected to expire September 30th, 2020 (USA Today, 2020). The third action directed the Treasury and the Department of Housing and Urban Development to help provide temporary assistance to home owners and renters, as well as for Housing and Urban Dealers to promote the ability of renters and home owners to avoid eviction or foreclosure. It also instructs Federal Housing Financing Agency (FHFA) to review all existing authorities and resources that may be used to prevent evictions and foreclosures for renters and homeowners. The fourth executive order defined payroll taxes for Americans earning less than $100,000 per year for the period beginning September and ending December 31, 2020. These taxes will be paid back in 2021 (Wall Street Journal, 2020).

4. Discussion

Nigeria and the United States of America are though practicing the Presidential System of Government under Federalism the COVID–19 pandemic has shown that the difference is clear in operation and practise. There is a whole lot of different between a palliative and a stimulus. While Nigeria tagged its own measures against COVID–19 pandemic Palliative the USA and other advance nations of the world refer to it as Stimulus. Palliative is something that makes a problem seem less serious but does not solve the problem or make it disappear. Stimulus on the other hand is something that causes growth or activity (https://dictionary.combridge.org). Thus, the Nigerian government has no intention of solving the problem of poverty and inadequacy in the country but rather wants to perpetuate the reign of hardship. Meanwhile, the American government is determined to spirit its people off lack and wants. This stance is established in the various measures in tackling the outbreak of COVID–19 pandemic and its concomitant effects.

Complaints and criticisms are trailing the palliative measures in Nigeria. Though, the government said they are for the most vulnerable in the society, there is no laid down parameters for determining the beneficiaries. It was left to the Ministry of Humanitarian Affairs, Disaster Management and Social Development under the leadership of Hajiya Sadiya Umar Farouq, to handle. She claimed all Nigerians benefited from the palliatives except the children. However, she had to recant when pressurized to come out with the list of beneficiaries and the criteria adopted. A consortium of anti–corruption organizations under the ageis of Upright for Nigeria, Stand Against Corruption Campaign called on the Federal and State Governments to publish the names of all beneficiaries of government palliatives to ensure transparency in the distribution of the COVID–19 palliatives (nigeria.acttionaid.org). Meanwhile over 120 million qualified Americans have already received their stimulus package without much ado. Also, while what Nigeria plans to give is barely enough to see the beneficiaries through a week, what each recipient of the American government’s stimulus package gets is enough to see them over the period of the lockdown and help them to get back on their feet post COVID–19.

Additionally, the best the Nigerian government can offer is ₦20,000 ($52) to those on the national social register, the US government gave every American taxpayer who is not a millionaire a cheque of $1,200 as part of its stimulus package. The American Congress also billed a monthly payment of at least $2,000 for at least six months for those who are sixteen years and above who are making less than $130,000 per annum. The Nigeria cash transfer measure is even shrouded in mystery. The cash payments reached only a fraction of the poor. This is because 87 million Nigerians live in less than $1.90 a day. Also, the country does not have a robust national information management system which has made electronic payments difficult. The resultant effect is that many people in the NSR did not receive the money promised by the government (www.boi.ng).

In another dimension, most of the stimulus measures of the USA government are legally established while Nigeria's palliatives are by mere pronouncements without legal backing. The Economic Stimulus Bill 2020 by Nigeria House of Representatives is yet to see the light of the day. Even at that the proposed bill focuses on providing relief to formal sector businesses. Meanwhile 65% of Nigeria's total Gross Domestic Product (GDP) comes from the informal sector which also employs more than 90% of the nation's workforce. These workers need support to survive. Many businesses in the informal sector are unregistered thus, it will be difficult for them to get those benefits, even if the bill is eventually passed. Meanwhile, provisions are made for all of these by the government of US.

In Nigeria there is no provision or recognition for the family which is the basic unit of any society. The African culture recognizes family as an important nucleus of the society. Nigeria government did not give any consideration to the institution. Meanwhile the second phase of American government in countering effects of COVID–19 pandemic is the Families First Coronavirus Response Act (FFCRA) which was signed into law on the 18th of March 2020 with allocation of $3.4 billion as relief package. The food distribution system in Nigeria, to the vulnerable households was marred by corruption and opaque accountability. Thus, the government has not been able to support those who need it. Moreso, the inability of the government to disclose key details of beneficiaries cast doubt on how many people benefited from the palliatives.

The failure of Nigeria government to provide Personal Protective Equipment (PPE) to health workers is another indication that the government is not serious about solving any problem. In other words, the government just wants to keep up the appearance of addressing the issue. It took a strike by the members of National Association of Resident Doctors, during the pandemic, before government deemed it fit to attend to some of their demands. The government wants this category of Nigerians to attend to suspected COVID–19 patients, yet, the same government has failed to provide them with the basic requirement to function in their role. The fallout of this is the increase number of health workers infected with COVID–19 virus. The frustration made some of the medical doctors to wanting to seek greener pasture in the United Kingdom during the lockdown. No provision has been made for the health sector in the country. This is contrary to what happened in the USA where the Federal Government specifically made over $130 billion to hospitals, health care systems and providers. This shows that the Nigerian government is not interested in fighting COVID–19 virus head on. Nigerian government has no intention of solving the nation's health-care problems. That is why over the years, health facilities in the country have degenerated from clinic to consulting rooms and eventually departure rooms. This is why infant and maternal mortality rates in the country rank among the highest in the world. On the other hand, those in government fly out of the country to check their blood pressure, until COVID–19 pandemic forced every nation to close its air, water and land borders. In other words, the Nigerian government does not solve problems, it merely offers palliatives. The agenda is to keep the people barely alive but not to thrive. That is why the country, in some quarters, is considered the global headquarters of poverty.

The US government made specific allocation of funds to the federating units and the local government councils to tackle COVID–19. This is not the case in Nigeria as the Federal

Government gave funds to some states while others did not benefit. Those who did not benefit are reading political affiliation as the reason behind their being excluded. Also, to underscore the determination of the Nigerian government penchant to keeping the vast majority of its citizens below the poverty line, the Federal Government sent 1,800 bags of rice to many states. Some of the states, particularly Oyo, Ondo and Lagos complained that the rice had expired and not good for consumption. Even at that, one wonders how 1,800 bags of rice would be shared in Lagos State populated by almost 20 million residents.

The US government made provision for the unemployed through the pandemic unemployment assistance which extends to the self–employed, freelancers and independent contractors. In Nigeria the government stopped the salaries of university teachers due to irreconcilable differences. The Academic Staff Union of University (ASUU) has been clamoring for better funding of education in Nigeria but the federal government would have none of that as the government is used to palliative rather than stimulus. The government has no plan to offer qualitative education hence students are kept in ramshackle buildings without modern equipment. The best Nigerian government could give the citizen, in line with its palliative tradition, in the midst of the crises of COVID–19 pandemic is the approval of an increase in the electricity tariff. Also, government increased the pump price of Premium Motor Spirit (PMS) while the citizens are already groaning due to the deadly blow and the attendant sufferings from the lockdown occasioned by COVID–19 pandemic. These two government induced actions are manifestations that there is no intention on the part of government to solve the problem of poverty in Nigeria. This is why, while China has been able to take over 30 million of her citizens out of poverty over a period of thirty years, the Nigerian government has tripled the number of poor in 40 years.

The United States of America is not alone in the provision of stimulus. In the United Kingdom, government paid those who lose their jobs as a result of COVID–19, 80% of their wages. Cash grants are granted to small businesses (https://www.gov.uk./government/news/ chancellor-announces-workers-support-package). Also, in Australia, the government paid small businesses to keep their workers in employment and makes payment to those on government benefits including the elderly, the poor and veterans (https://www.theguardian.com/ business/2020/mar/is/what-australian-governments-coronavirus-stimulus-package-means-for-you -explainer). In Germany, government raised $55 billion for small business, self employed people, freelancers and farmers. These categories of people and companies can apply to receive up to $16,200 to cover operating costs. It also increased spending on PPE, vaccine research and other public health measures. Provisions are made for Child care benefits for low income parents and easier access to welfare for the self employee (https://www.bundesfinanzministerium.de/Conte nt /EN/Presscommitteilungen/2020/2020-03-23-supplementary-budget.html).

5. Conclusion

This paper has been able to establish the difference between palliatives and stimulus which lies in what each of the two concepts is out to serve. The conclusion is that while stimulus packages are human in all its entirety palliatives are ingredients provided by government for the survival of the citizens and not for better living. The paper also concluded that while provisions are made for almost all the sectors by the government of the United States of America, through appropriate legislations, to attack the negative effects of the impact of COVID–19 pandemic in and out of the country vide stimulus packages, Nigeria government employed an haphazard approach through what is called Palliative package which hardly has any impact in the lives of its citizens. In actual fact the palliatives are not backed up by any known law thus uncoordinated with criticisms and complaints trailing the exercise. Therefore, for developing nations seeking to grow and develop the potentials of their citizens palliatives can never bring them out of poverty talkless of meaningful development. This is because it is the cumulative outputs and effects of individual contribution in a nation that translate into what the nation becomes. And, without the provision of a conducive environment and appropriate stimulus by the government of a nation, especially Nigeria, in this regard the country will continue to lag behind in the area of growth and development in the comity of nations. In other words, the study concluded that the main aim of the Nigerian government is not to lift its citizens out of poverty but to provide relief materials to sustain some of the citizens during the COVID–19 pandemic. However, the implementation of the programme is not only faulty but lacking in strategy for success.

6. Recommendations

Having established that palliatives are not in any way the best option if a nation is really interested in moving its citizens out of poverty dungeon, the following recommendations are suggested for consideration:

- Government should provide appropriate stimulus for the citizens so as to believe in their fatherland and be committed to the Nigerian project. This would make them to contribute positively to ensure the transformation of the country into a world power.
- There is the need for a total and general overhauling of all the COVID–19 related policies with the aim at moving them beyond the level of being palliatives.
- There is the need for internal regeneration of the leadership mentality which is anchored on provision of palliatives.
- Specific legislation should be promulgated to cater for the different sectors of the economy in order to give them appropriate attention and provisions.
- The different types of loans should be available at a low interest rate with long moratorium and repayment period. This is because not many poor households and businesses in the informal sector know about the availability of the economic packages and policies by the government.
- Government should do away with middlemen who, are not directly involved on issues related to the masses, who in most cases interface with the people on behalf of government.

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Covid 19 and the Acts of Good Governance in Nigeria's Fourth Republic

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Abstract. The Covid-19 pandemic in Nigeria like in all parts of the world has affected all aspects of governance in Nigeria. The Corona disease according to world health organization is caused by severe acute respiratory syndrome called corona virus 2 (SARS-coV-2). It has really taken the world by surprise. Even the most developed and advanced nations are not spared. Covid-19 was reported in Nigeria in February where it spread to the other parts of the country rapidly thereby forcing the government to a total lockdown. The Federal Government responded to it by commissioning a presidential task Force responsible for updating the public about the disease which has exposed the federal government inadequacy in its accountability and transparency of governance, which are among the two elements of good governance. This paper will seek to address the strength and weaknesses of the federal government during this pandemic.

Keywords: Good Governance, Leadership Responsiveness, Transparency and Accountability.

1. Introduction

Nigeria's current transition to democracy commenced on May 29, 1999, at the end of General Abubakar's short transition from military to civil rule, when President Obasanjo assumed power as an elected civilian head of state and government. Two and a half years into Obasanjo's presidency, it can be said that Nigeria still requires very strong pillar for the sustenance of its democratization before it can, ultimately, attain democratic consolidation. For example, it still requires strong democratic institutions and democrats with the appropriate democratic value, orientations, commitment, patience and resilience to make these institutions sustainable. The efforts to build these pillars are daily confronted and challenged by substantial threats, which manifest themselves. There is of course a strong relationship between good governance and democratic consolidation. It can be said that the more purposeful, focused and concerted the more towards good governance under a civilian dispensation- Defined in terms of transparency and accountability of public officials, responsible conduct, as well as their responsiveness to the demands, needs and aspirations of the governed, the greater the chances of successful democratic transition and consolidation. (Jega, 2007, 141-142).

2. Concept Clarification

2.1 Good Governance

The concept of governance is not new. It is as old as human civilization. Simply put governance means the process of decision-making and the process by which decisions are implemented (or not implemented). Since governance is the process of decision-making and the process by which decisions are implemented, an analysis of governance focuses on the formal and informal actors involved in decision-making and implementing the decision made and the formal and informal structures that have been set in place to arrive at and implement the decision. Government is one of the actors in governance, other actors involved in governance vary depending on the level of government. Good governance has 8 major characteristics. It is participatory, consensus, oriented, accountable, transparent, responsive, effective and efficient, equitable and inclusive and follows the rule of law. It assures that corruption is minimized, the views of minorities are taken into account and that the voices of the most vulnerable in society are heard in decision making. It is also responsive to the present and future needs of the society (Sheng, 1).

Good governance is said to require that the laws of the land are enforced impartially. It has been observed and reported that Nigerian leaders, military or civilian do not respect the rule of law particularly the constitution and count decisions. This has seriously affected the rights of individual citizens and the independence of the judiciary (Lawal and Awolabi, 2012). Accountability or transparency is another important element of good governance. It emphasizes accountability in the public, private and voluntary sectors of the society (Ekundayo, 2017).

In Nigeria, it has been observed that there is no accountability as well as its twin element of transparency by political; leaders in particular. when government leaders are accountable, its means that such a government is a listening government and is always prepared to meet the yearnings and aspirations of the citizens or accountable to them for its actions and inactions Unfortunately, it has been observed that no government. in Nigeria whether military or civilian has been responsive, accountable or transparent (Lawal, Imokhuede and Johnson, 2012) corruption free is another important index. This is because corruption is said to be antithetical to good governance. It has been revealed that the two words are opposites, the presence of one means the absence of other (Ekundayo, 2017).

Unfortunately, Nigerian's leadership since independence has often been said to comprise individuals most of whom are stingingly corrupt and completely enmeshed in corruption. It is also generally acknowledged that there can be no good governance in Nigeria, if corruption is firmly rooted and well cultured in the country. It has been posited that corruption is everywhere in the world but the magnitude seems to be ridiculous in Nigeria and that it appears in the form of kickbacks, pay offs, bribery among other (Nwagboso and Duke, 2012). Good leadership is another key index, it is more or less a truism that the key factors to good governance is good leadership. Unfortunately, development of the society seems not well imbibed and acceptable by a greater number of Nigerian leaders as their major responsibility. Therefore, leadership and governance crisis in Nigeria since independence is said to be traceable to poor leadership. Absence of visionary leaders in Nigeria has been observed as the strongest factor militating against good governance in the country (Nwugbuso and Duke, 2012).

Elements of Good governance include:

- Participation
- Rule of law
- Transparency
- Responsiveness
- Broad Consensus
- Equality and inclusiveness
- Effectiveness and Efficiency
- Accountability
- Strategic Vision

2.2 Transparency

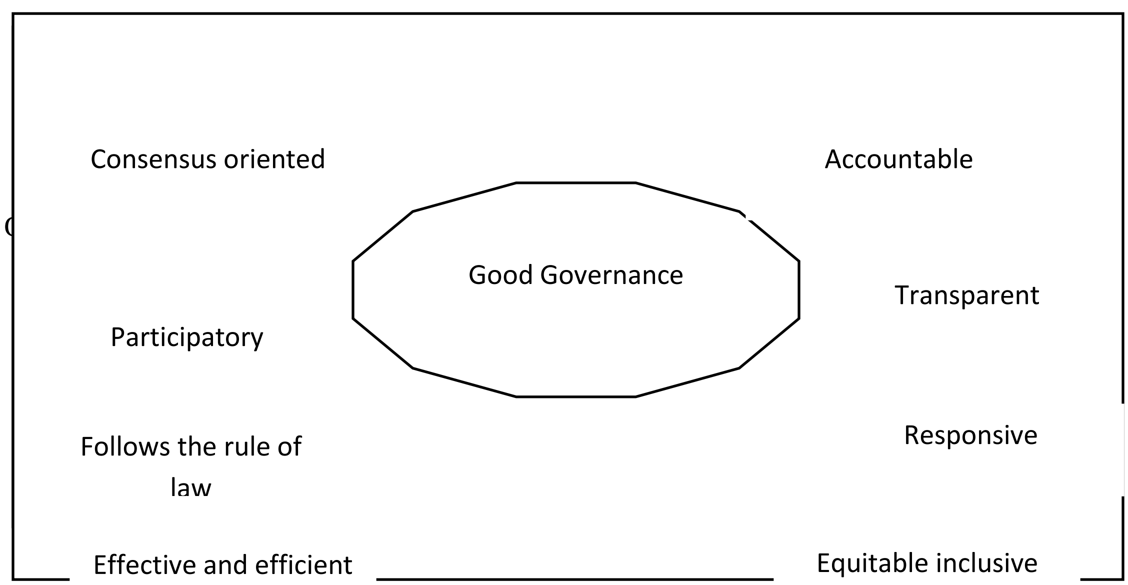
Transparency means that decisions taken and their enforcement are done in a manner that follows rules and regulations. It also means that information is freely available and directly accessible to those who will be affected by such decisions and their enforcement. It also means that enough information is provided and that it is provided in early understandable forms and media (Sheng: 2).

The principle of transparency is predicated and built on free information flow and dissemination. Institutional processes and information are to be made easily available to the people affected and adequate information in particular should be accessible in understandable and monitorable form. To guarantee good governance practice, therefore, government policies are to be openly disseminated to the entire citizenry and the policies should be such that citizens can easily develop confidence in their intentions. In fact, the processes of decision making, the ultimate decisions reached and government actions taken are expected to be made open and subject to check by other organs of government and other non-governmental organizations (Andrews, 2008, Apaza, 2009, GisselQuist, 2012).

2.3 Accountability

Accountability is a key requirement of good governance. Not only governmental institutions but also the private sector and civil society organizations must be accountable to the public and to their institutional stakeholders who is accountable to whom varies depending on whether decisions or actions taken are internal or external to an organization or institution. In general an organization or an institution is accountable to those who will be affected by its decisions or actions. Accountability cannot be enforced without transparency and the rule of law (Sheng, 2). The principle is the cornerstone of good governance's theory. It emphasizes that all actors, particularly those in government business, voluntary agencies, and societies, civil societies among others are to be made answerable to the society (Rotberg, 2004, Rothstein and Teorell, 2008).

This principle differs from organization to organization and depends on the source of the decision which could be within or without. The principles stipulates that political actors and civil servants are to be made answerable to the society for their actions hence, public officials including elected and appointed, are to be accountable for their political actions and answerable to the source or organ from which their power originates. It also emphasizes that public officials invested with political power are to be answerable for their actions to the source or organ from where their mandate is derived (Williams, 2009). The principle of accountability in the real sense, emphasizes answerability for the use of state resources and arrests ear marked for specific purposes, subject to the laws, and their requirements (Grindle, 2004, Harrison, 2005, Kurtz and Schrank, 2001, Nanda, 2006). This principle is the degree by which political actors have the ability and willingness to demonstrate consistency between their activities and the constitution (Gisselquist, 2012).



3. Theoretical Framework

Good Governance Theory is a governance theory that sets some basic principles according to which a good government. Such principles include accountability, control, responsiveness, transparency, public participation re-economy, efficiency etc. In sum, the theory of good governance is created to reflect all the principles enunciated above and many more (Minogue, Polidano and Hulme, 1998). In view of the foregoing and in line with the World Bank principles and policy interventions in third world countries, good governance involves an efficient public service, an independent judicial system and legal framework contracts and responsible administration of public funds. Other requirements for good governance include an independent public auditor responsible to a representative legislature, respect for the law and human rights at all levels of government and a pluralistic institutional structure. Good Governance is predicated on three segments of the society which have direct effect on governance as highlighted. The type of political regime, the process by which authority is exercised in the management of the economic and social resources with a view to development and the capacity of government to formulate policies and have them effectively implemented (world bank, 1992:3)

UNDP (2007) also espouses eight attributes: political participation, rule of law, transparency, responsiveness, consensus equality and inclusiveness, efficiency and effectiveness and accountability. From the various principles, ideas and conditions enunciated by the above mentioned international organization, the theory of good governance originated. Today, the theory is very relevant in that the normative question of how to create or ensure good governance remains a central concern in considering governance. This is based on the assumption that the quality of governance can be enhanced by adopting the principles of good governance as enunciated above and by reducing the role of the state in governing. It is also important to note here that several of the strands of thinking in governance have been deliberately introduced in order to achieve enhanced good governance (Khan, 2008: Peter, 2010). As a result of the World Bank policy, all ideas enunciated by the IMF, UNDP and scholars constitute the principles of good governance theory in addition to independent judiciary, accountability, transparency, rule of law, human rights, among others. Therefore, good governance theory is aimed at achieving efficiency in public service to key private suppliers among others (Williams and Young, 1994). Furthermore, it will be duly emphasized that good governance theory is geared towards enhancing ways and means by which state bureaucracies carryout state activities and utilize state resources so as to protect individual and personal liberties (Sheng, 2008).

4. Research Method

The study made use of the secondary source of data to collate data through available document, books, articles, web sites, data collected from previous researches. Since secondary research is a systematic investigation which solely depend on existing data, the study involved collating, organizing and analyzing from already existing literatures. Secondary research is also known as desk research is a systematic procedure and evaluative steps to collect and interprets data.

5. Covid-19 in Nigeria

The coronavirus disease of 2019 (Covid-19) pandemic gripped the world with a shock, thereby overwhelming the health system of most nations. The world health organization (WHO) declared the novel human coronavirus disease (COVID-19) outbreak, which began in Wuhan, China on December 8, 2019, a public health emergency of International Concern (PAEIC) on January 30, 2020 (WHO, 2020) with over Seven million cases globally as of June 7 (2020): United States (over two million cases) Brazil (over 700,000 case), Russia (over 500,000 cases) and in Africa, South Africa (over 54,000 cases) and Egypt (over 38,000 cases) bear the greater brunt. Following the WHO declaration, the coronavirus preparedness group was constituted on January 31 in Nigeria, a country with 36

states and a Federal Capital Territory (FCT). WHO categorized Nigeria as one of the 13-high risk African countries with respect to the spread of COVID-19? Nigeria is also among the vulnerable African nations, given the weak state of the healthcare system (Marbot, 2020). In Africa, there are still communities without healthcare facilities, apart from the scarcity of health workers (Amzat, 2011).
The projection is that Africa could bear the final burden of the Covid-19 pandemic if the countries do not institute effective measures to combat the pandemic (Amzat, Aminu, Kolo, Akinyela, Ogundairo and Danjibo, 2020, 218).

In efforts to mitigate the spread of the virus, many countries including Nigeria have used a combination of various measures such as restriction of movements, physical/social distancing, and ban of public gatherings and place of worships, self-isolation and a 14-day quarantine period for returnees from some high-risk countries. Others include aggressive campaign for good personal hygiene, regular hands washing with soap under running water, use of alcohol-based sanitizers and use of face-masks. In addition, schools, companies and other public buildings were closed down to prevent community transmission of the disease. The president of Nigeria in a nationwide address on March 29, 2020, imposed a total lockdown in Ogun, Abuja and the country's commercial capital Lagos, for an initial period of two weeks so that the Federal Ministry of Health and Nigerian Centre for disease control (NCDC) and other stakeholders in the public health sector can make available the resources needed to control the spread of the disease. According to the president, the 14-day initial period of lockdown will also be used to identify, trace and isolate all individuals that had come in contact with confirmed cases, ensure the treatment of confirmed cases and prevent further spreads to other states (Ilorin, 2020:2).

The outbreak of Covid-19 Pandemic in Nigeria is hinge on conspiracy theories, one of such belief is that Covid-19 is non-existence but a means for the government to divert public fund to private pocket. This position pervades public domain since public trust in government is low (Odema, 2020). Another belief is that Covid-19 is a disease for the elites and wealthy individuals. This position seem catchy resulting from news from government officials, business leaders, celebrity, social and media personality who tested positive for the virus or died from coronavirus related illness (Campbell, 2020). Thus, despite public awareness on preventive measures of Covid-19, the lower class in the society perceived government regulations as a sham, thus increasing the rate of community transmission of the virus in Nigeria (Campbell and McCaslin, 2020).

5.1 Covid-19 and Acts of Governance in Nigeria

Leadership accountability and transparency are buzzwords in today's Nigeria society. The press is full of stories detailing the sordid affairs of leaders, organizations and agencies that have betrayed the confidence and trust if the public. Accountability and transparency are central to the art and science of governance of developed nations. The term describes a collective set of actions of leaders in all spheres of human endeavor, to account for actions taken, to be answerable to those that bestowed authority and to accept responsibility for the decision and the outcomes of activities under taken. (Nkechi, Nzewi and Augustine, 2020:24)

Transparency in government actions denotes increasing reliability and having a well-informed public (Agburuga, 2018; Doyle, 2005). It is, however, important to note that the concepts of accountability and transparency have a long tradition in both political and financial disciplines and they mean different things to different stakeholders. The central idea, however, remains that when decision-making powers are transferred from a principal (e.g. the citizens) to an agent (e.g. the government), there must be a mechanism in place for holding the agent to account for their decision and if necessary, imposing sanctions, ultimately by removing the agent from power. In accounting, accountability refers to financial prudence and accounting with regulations and instruction (Lindberg, 2009), while transparency stands for responsive communication that incorporate various stakeholders in the communication process and justification to the citizens, of decisions taken by the government (Fairbanks, Plowman, and Rawlins, 2007).

The imminent challenge for government in Nigeria is to make citizens trust government agencies for there appears to be a nexus between citizens' satisfaction and the execution of government policies and programmes. This was captured by Doyle (2005) who opines that if the citizens are satisfied with government actions, they will also be satisfied with the government and its representatives. It is a known fact that public trust in government and political institutions has been declining in Nigeria over the years, behind which lies many reasons such as lack of citizen's satisfaction in government policies and diminished expectations. Other reasons are lack of transparency, accountability and poor government performance. (Mahmood, 2016).

Accountability involves stewardship and the obligation to accept responsibility. Leadership, accountability and transparency are detailed in the interplay between the governed and the government, people in power and how they answer for, or account for one action to some authority by reference to a defined benchmark. Nation Building which is understood as the practices and meaning that serve to create a shared cultural identity within governed state and further aims at the unification of the people within the state so that it remains politically stable and viable in the long run. (Beumar, 2019). Therefore, government policy progress depends on its ability to secure citizens' buy-in of the policies and programmes of government. Nation building is a process which lends to the formation of a country in which citizens feel a sufficient amount of commonality of interests, goals and preferences (Alesing and Reich, 2012, cited in Onuoha and Ugwueze (2014).

Nigeria is particularly vulnerable & inefficiencies and losses from corruption because it involves the complex mix of actors with diverse responsibilities. Government actions continue to find themselves under the microscope of public scrutiny, leading to issues of governance, accountability, transparency and nation building. There exist loss of trust which have insurmountable ramifications for a nation in attracting and establishing relationships with other sovereign nations and fostering legitimacy. Lack of accountability and transparency in leadership and governance leads to non-fulfilling of government obligations, profligate use of public finance, increased private interests, law leanness and ineptitude, loss of will by public workers and loss of meritocracy and promotion of mediocrity in the public sphere and administration (Agburuga, 2018) Anne, Deirdre, Tanryn, Jillian and Giller, 2018).

Countries cannot ignore corruption during the Covid-19 response. Even in ordinary times, research has shown that corruption in the health sector causes loses of US$455 billion per year and, according to OECD estimates up to US$2 trillion of procurement costs could be lost to corruption. How do we consider this reality during a global pandemic, when there are increased opportunities for corruption to take place, while at the same time not compromising an effective public health response? Experiencers has shown that applying a risk-based prioritization framework is a crucial first step tailored to each content, the framework should determine which governance, transparency and accountability mechanisms must be integrated into all Covid-19 public health response planning and design. This framework should prioritize deterring those forms of Compton that stand to most severely undermine both the equality and speed of the public health response. Indeed, there may be time when works and mitigating measures identified during ordinary times are deprioritized during an emergency response (Clark, wierzynska, DiBase, Timilsina, 2020).

The adoption of a multi-stake holder and multi-sectoral oversight body, involving government. Civil society, academia and anti-corruption, audit and oversight institutions, will help to raise awareness, and to bridge the health and anti-corruption communities promoting dialogue and cooperation to mitigate corruption risks and make the most of available resources (Clark, wierzynska, DiBiase, Timilsina, 2020)

Community led monitoring mechanisms which place greater reliance on bottom up social accountability from the public itself are central to a robust response. Measures to increase transparency of data and decision making, as well as channels for citizens to safely report instances of potential corrupt acts are paramount. For example, use of digital technology to report falsified medical products, shortages in supplies and other irregularities related to procurement or asserts, should be encouraged. (Clark, wierzynska, DiBiase, Timilsina, 2020)

The issue of transparency and Accountability of the Nigerian Government have been an issue of mistrust and in competence by the government to its citizens. Citizens believe that the irresponsible and undemocratic attitude of the government is the cause of all the crises in Nigeria. Covid-19 Pandemic period was not an exception. The masses accused the government. Of making life difficult for it citizens and the government officials in charge of the Covid-19 funds were just enriching themselves. Thus, how did the government respond to the Covid-19 pandemic in Nigeria? These include:

Lockdown and movement restriction: The Federal Government announced a lockdown on 30th March, 2020 in Lagos and Ogun states, as well as Abuja (Federal Capital Territory) and later Kano state, which are considered as the epicenter of Covid-19 pandemic in Nigeria (NCDC, 2020). This was followed by similar directive by some states government culminating in to closure of schools, religion, social and sport gathering as well as movement restriction and interstate travel ban. The Federal Government also institute the presidential task force (PTF) to keep update with the management of Covid-19 I Nigeria (NCDC, 2020. This is coupled with the establishment of emergency operations centers as a rigid response strategy to flattening the curve of Covid-19 pandemic in Nigeria (NCDC, 2020)

Distribution of palliative: Another major response by the government cushion the effect of Covid-19 pandemic in Nigeria was the distribution of palliatives such as food items and conditional cash transfer to the poor and vulnerable citizens. The beneficiaries of the conditional cash transfer were estimated to cover 3.6 million citizens who depend on daily wage and persons with disabilities, whose means of livelihood has been negatively affected by Covid-19 lockdown and movement restrictions (Njoku. Ebiri, Olumide, Musa and Agboluaje, 2020). Private individual and civil society organizations also supported the government through cash donations and distributions of parcels of food items to the needy (Abara, 2020). Similarity, the government also continued the home-grown school feeding programme amid at addressing malnutrition and ensuring provision of food ration to school children amid Covid-19 pandemic (Onwuzoo, 2020).

Fiscal Stimulus Measure: Fiscal stimulus such as interest rate reductions, tax cuts and tax holidays were implemented to mitigate the effect of covid-19 pandemic on small and medium scale enterprises for instance, the government. Implemented tax holidays for small business against company income tax while tax rate for medium businesses were revised downwards from 30% to 20% (Nnanna, 2020). The CBN also approved uniform exchange rate system for inter-bank market to ease pressure on foreign exchange rates (Onyekwena and Ekeruche, 2020). Other stimulus measures include the establishment of #50 billion interactive fund to improve health facilities in the country (Nnanna, 2020, Onyekwena and Ekeruche, 2020).

Human right Abuse: The enforcement of lockdown, movement restrictions and curfew by the security agents were met with human right violation, degrading treatment, illegal confiscation of properties, extortion and unlawful asserts. The National Human Rights Commission (202) reveals that security forces used excessive or disproportionate force leading to deaths in Kaduna, Abia, Delta, Niger, Ebonyi and Katsina State. The NHRC (2020) also identifies the Nigeria police force, the Nigeria Army and Nigeria Correctional service to be responsible for the highest cases of human right Violations during Covid-19 lockdown and movement restrictions. In the same vein, various cases of gender-based violence including rape and domestic violence such as spousal violence and parent- child abuse were largely reported during Covid-19 pandemic lockdown in Nigeria (Amnesty International, 2020; NHRC, 2020).

Poor coordination of palliative: Palliative aid to the poor and vulnerable was characterized by coordination problems. The eligibility criteria for the Federal Government Covid-19 palliative aid includes inability to recharge mobile phone with ₦100, bank balance not more than ₦5000, and referral by community leader (Njoku,et al, 2020). These criteria fall short of standard indications (disability status, income, employment and education) for measuring household poverty (World Bank, 2014). Therefore, palliative aid meant to cushion the effect of Covid-19 lockdown on the poor and vulnerable may not achieve its intended objectives moreover, in what could be seen as party politics affairs, palliatives and were given to party loyalists at the expense of the poor and vulnerable in the society (Njoku et al, 2020).

Inadequate Fiscal Policy: The Conventional fiscal policy measures (Interest rate reductions, tax cuts and tax holidays) introduced by the government to mitigate the effect of Covid-19 pandemic on small and medium scale enterprises may be effective when a decrease in aggregate demand is met with an increase in supply and vice-verse (Al-Ghwell, 2020; Bjornland, 2000; Oladipo and fabayo, 2020). However, the outbreak of covid-19 pandemic causes a decrease in both demand and supply in the global economic chain (Al-Ghwell, 2020). The demand factors include limitations in spending and declining consumptions due to movement restrictions, curfew and social distancing occasioned by covid-19 pandemic. The supply factors include low productions, layoff, and the risk of factory shutdown due to economy downturn of Covid-19 pandemic. The combinations of these two factors will manifest in Nigeria's unemployment rate and low GDP.

Ineffective coordination of Covid-19 lockdown across the state: Although the Federal government announced a lockdown in Lagos and Ogun states, as well as Abuja (federal Capital Territory) and later Kano state which are considered as the epicenter of Covid-19 pandemic in Nigeria (NCDC, 2020). Corresponding response were not enforced by sub national government across the states Policy inconsistency on the implementation of lockdown creates a lacuna for movement of people and goods as well as nonobservance to the WHO Covid-19 protocol. Since the virus is highly contagious, ineffective coordination of Covid-19 lockdown and protocols in one part of the state will aggregate the spread of the virus in the country.

The Socio-Economic rights and Accountability project (SERAP) filed a law suit against Dr. Osagie Ehanire, the minister of health and Dr. Chikwe Ihekweazu, Director General, Nigeria Center for Disease Control (NCDC) over their alleged failure to account for the public funds and other resources so far spent to combat the spread of Covid-19 in Nigeria. SERAP is also seeking an order of mandamus to direct and compel the Federal government to disclose information on the exact number of texts that have been carried out for high ranking public officials and politicians, the number of any such high ranking, public officials and politicians now in self-isolation or quarantine, an as well as the exact number of texts that have been carried out for the country's poorest and most vulnerable people. SERAP said that transparency in the use of Covid-19 money would help to reduce the risk of corruption or opportunism, build trust and engage Nigerians in the fight against coronavirus as well as safe lives (Bamgboye, 2020)

6. Conclusion

Needless to say that the crisis of the Nigerian state far from being managerial has always been structural and it has its roots in the relations of exploitation, unjust domestic class structures, external dependency and distortions of the neo-colonial social formations (Ake, 1986:72). Jega (2002) write that to ensure a sustainable democracy and good of governance in the fourth republic, the three arms of government namely: the legislature, judiciary and the executive must be restructured to make them amenable to propose political and socio-economic restructuring. There cannot be democracy without a viable state just as good governance cannot be attained in the midst of prebendalism, piracy, indolence and ineptitude.

The elements of good governance i.e. transparency and accountability is what the government. lack and that is the major causes of incompetence and irresponsible acts on the part of the government coupled with the unexpected trauma of Covid-19 has caused the Federal government to exhibit some loopholes in their polices and implementation regarding their performing in curtailing and acting on the Covid-19.

The lack of stable rule of law has always been the major structure lacking in the acts of good governance in Nigeria's fourth republic which has mounted to the question of our democratic, institutions.

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Election Administration in Nigeria: Analyses of 2007 and 2011 National Assembly Elections in Taraba State

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Abstract. Election administration into the National legislative houses of Nigeria from the Taraba state senatorial districts and constituencies in 2007 and 2011 has so much to be desired in the context of credibility of the electoral process which was characterized by corruption in vote buying and physical, and psychological violence under a scenario of poor voter education. The paper used structured questionnaire to gather primary data and found that electoral umpire at the national and state levels lack the power and will to enforce electoral law on offenders to the latter in order to deepen election credibility and indeed democracy and democratization based on social contract theory. The paper recommends strong voter education, open and transparent electoral process to be monitored by local and international observers, and enforcement of all electoral laws despite threats of corruption.

Keywords: Election, Management, Bodies, Democracy, Taraba and Nigeria.

1. Introduction

Elections are processes that allow citizens of a country or organization to vie for an office and to be involved in the process of selection, nomination or voting by poll or lot in order to occupy public office as provided by law. Election is the most important tool of democracy and democratization, a system of government where people rule themselves through elections directly or through their representatives. For an election(s) to be credible and admissible, it should start from registration to voting or officially show of interest for an elective office, through display of voters register, internal democracy of political parties in the selection or as an independent candidate, campaigns, polling, and declaration of results, and also resolution of electoral contestations in a tribunal or the courts. The role of election management bodies in the state's polity and democracy, and democratization is critical and indeed central to elections which allows for an umpire to manage elections that would deepen good governance in an open and transparent manner that is fair to the greatest number, thus, craving for itself credibility and legitimacy. By the process aforesaid, it is directly opposite to any form of rule or government that opposes popular rule of a democracy and thereby becomes largely authoritarian. The problematic, therefore, is the declining of electoral credibility with the return of democracy in the study area.

2. Review of Selected Literature

One basic framework of contemporary liberal democratic theory is the efficient analyses of management of elections as a fundamental prerequisite for democratic order. Yet, the problematic history of election administration in Nigeria has been an unpleasant one. As a matter of fact, the period under study, has been characterized by series of electoral fraud and violence, though of varying magnitude. Indeed, there has been a linear relationship between Nigeria's history of election administration and the inability to enthrone a democratic order in the country. However, the implications of Nigeria's electoral history for the enthronement of a democratic order are yet to be exhaustively explored. Hence, it is not incontrovertible to say that elections are sine qua non to the success of liberal Democracy. Indeed, to say that the two are intricately linked is to state the obvious, for the proper functioning and viability of democracy, elections must be free and fair and provides significant choices for voters, precise counting of votes and accurate reporting of same devoid of sadism and intimidation (Udogu, 2005:230).

Nevertheless, elections remain the basic ingredient of democracy and voting occupies a central place in the democratic practice. Thus, elections are generally seen under liberal democratic government as the defining institutions of democracy. Although it is possible to have elections without democracy, you cannot have democracy without elections. That is to say that, while elections and democracy are not synonymous, election remain fundamental not only for the installation of democratic government, but for broader democratic consolidation. Hence, the importance of Election Management Bodies (EMB) cannot be overemphasized, since elections as central as they are, cannot take place in a vacuum. Thus, in Nigeria and indeed across the globe, EMBs have been responsible for all elections been conducted.

Since returning to civilian rule in the fourth republic, the quality of elections had progressively declined.

Although the country has managed to transit from one administration to another, hardly any election conducted has been insulated from one form of fundamental irregularity or the other, ranging from electoral malpractices, violence and various degrees of disruptions. The independence and impartiality of the country's election management bodies, that is, both the Independent National Electoral Commission (INEC) and State Independent Electoral Commission (SIECS) and other institutions involved in election administration are at best controversial. The same perception of partiality, ineffectiveness and inefficiency affects other institutions, especially the security agencies, critical for the successful conduct of credible election that meets international standards and best practices. It is in this regard that the 2007 elections were nationally and internationally adjudged as the most acutely "unfree" and unfair in Nigeria history (Ibrahim, 2007; International Crisis Group, 2007; Rawlence and Albian-Lackey, 2007) in (Aluigba, 2009:24). While other scholars and analysts (*African Research Bulletinn*, 2007; Rotberg 2007; Suberu 2007. Oshodi, 2007; Odion-Akhaine, 2008) in (Aluigba, 2009:24) were unanimous in its assessment as the worst in the county's political history. The Uwai's report succinctly and aptly sum up the scenario when it states that: The 85-year old history of Nigeria on elections shows a progressive degeneration of outcomes. Thus, the 2007 elections are believed to be the worst since the first elections held in 1922. It is on record that the 2007 was the first-third consecutive election in the country. Both the First and Second Republics were overthrown by the Military after a heavily rigged and tumultuous second consecutive elections. The third Republic was aborted with the annulment of the election by the Military in June, 1993. Thus, from the foregoing, scholars have posited that Nigeria has a history of problematic second round elections, but has never had a successful third round in a republic's checkered election history. The Nigeria Constitution imposed a two term limit on the president and state Governors and there was desperate bid to amend the constitution to pave way for their third term ambitions. Hence, the prevailing atmosphere became politically charged and volatile. President Obasanjo further attested to this when he personally declared that the 2007 election was a "do or die affair" (Ojo, 2011:1).

However, at the other end of the spectrum, most available literature and commentaries on elections since the dawn of the 4th Republic overwhelmingly suggest that the 2011 general elections, even though by no means a 'perfect Elections', were seen as a departure from this successive deplorable, unwholesome negative trend. Credible International and Domestic Observer Groups noted that despite various challenges as a "significant improvement" over previous election, while the "Economist Magazine" called it "the first credible election in Nigeria since the end of military rule 12 years ago. In similar vein, Johnnie Carson, the then U.S Assistant Secretary of state for African Affairs opined that "it is off to a good start" we have acknowledged the good work of Jega and the work of Nigerian Youth Corps members. Nigeria should be extraordinary proud of these young men and women who managed this process in a fair way". These encomiums by International and Domestic Observer Groups are by no means an extraordinary break, thought, to be unprecedented in the political experience of election administration during the fourth Republic dispensation. From 1999 - 2007, the 2011 elections no doubt saw a remarkable improvement in election administration in Nigeria.

The Independent National Electoral Commission according to Ujo, (2012:119) (Ajayi 2007:46) and (Likoti 2009:31) is an organization or body which has the sole purpose of, and is largely responsible for, managing some or all of the elements that are essential for the conduct of elections and of direct democracy instruments such as referendums, citizens initiatives and recalled votes if those are part of the legal framework. Thus, the administrative institutions responsible for conducting elections are known as Election Management Bodies (EMBs). Although, the foregoing definitions of electoral administration emphasize the existence of an independent electoral body upon which the administration of elections is incumbent, it should be noted that experience in some countries across the globe indicate that election administration is not necessarily incumbent on an independent body. Indeed, despite the popularity of independent EMB's across the globe, in some countries election administration is the responsibility of government agencies. Thus, the Election Management Bodies (EMBs) enter into contract with the people that they will discharge their responsibilities impartially. The essential elements of EMB comprised of:

- Determining who is eligible to vote
- Receiving and validating the nominations of electoral participants
- Conducting polling
- Counting the votes; and
- Tabulating the votes.

Thus, from the foregoing, the functions of the EMB is well encapsulated as all-encompassing from the pre-election arrangements to the conduct of the election and the declaration of results and winners. Similarly, (Ujo, 2012:120) opined that there are essentially three major models of EMB's which are:

- Independent Model
- Government Model
- Mixed Model

2.1 Independent Model

Under this typology, the EMB is instructionally independent and relatively autonomous from the executive arm of government. The EMB manages its own budget. The EMB is not accountable to a government ministry or department but accountable only to the National Assembly or judiciary or the Commander in Chief. Examples of countries with Independent model include: Nigeria, Ghana South Africa, Australia Bosnia, Georgia, India, Indonesia, Burkina Faso, Canada, Thailand and Uruguay.

2.2 Government Model

Under this system, elections are organised and managed by the executive branch of government through ministry or local authorities. Countries which use this model include: Denmark, New Zealand, Singapore, Switzerland, Tunisia, UK and United States.

2.3 Mixed Model

The features of the mixed model include:

- The existence of dual structure composed of policy, monitoring of supervisory EMB, which is Independent of the executive branch of government.

- Implementation of EMB located within a department or local government. Countries currently using this model are; France, Japan, Spain, Mali and Togo

Ajayi (2007) further identified four core elements of Election Management Bodies (EMBs) as:

- Receiving and validating the nomination of electoral participants
- Conducting polling,
- Counting the votes,
- Tabulating the votes.

In the same vein, Elklit (2006:6) in Moveh, (2007:42) categorized Election Management Bodies (EMBs) into three, these are; an office or agency within the civil service or governmental structure, most often in the ministry of Home Affairs or its equivalent. This model is primarily found in older democracies in western industrialized countries, and it is of numerous categories.

A model similar to (1) above but under some supervisory authority. A more or less independent and self-contained Election Management Bodies (EMBs) often term Electoral Commission. This system is usually established under a Board of Directors with an implementing Secretariat under a Chief Electoral Officer. This type is usually prevalent in most new democracies (Nigeria inclusive).

In similar vein, (Ujo.2012:121) classified EMB based on structure as:

PERMANENT EMBs: This type exist whether election is been conducted or not. The staff enjoys permanent tenure while the members of the board enjoys a fixed tenure. Countries under this typology include Nigeria, Ghana, Brazil, Canada, Indonesia, Mexico, South Africa, Thailand and the Philippines.
TEMPORARY EMBs: This category exist only during elections. Civil Servants are deployed from other ministries to the electoral institution to conduct elections. Examples of countries with temporary EMBs are Bulgaria and Romania.

CENTRALISED EMBs: This type is peculiar to the unitary system of government. Hence all Decision making power is centralised including election matters. Costa Rica, Ghana and the Philippines are typical examples.
DECENTRALISED EMBs: This type exist in most federal system of government. The power to conduct election is decentralised. Nigeria is a typical example where INEC and SIEC co-exist with clear mandate awarded to each by the constitution.

Finally, Ujo, (2012:122). The guiding principles of all EMBs are:
- Independence
- Impartiality
- Integrity
- Transparency
- Efficiency
- Professionalism
- Service mindedness

Therefore, the EMBs no doubt occupies a central and strategic position in the electoral process and as such is sine qua non to the success of democracy and democratization in Nigeria in particular and the world at large. Since they are constitutionally saddled with the responsibility of election administration Thus, The most desired free, fair and credible election that meet international standard and best practice will remain a mirage unless and until a proper diagnosis and X-ray of the intricacies and challenges surrounding the august body is squarely address. Independence, impartiality, integrity and professionalism remain the core pillars of EMBs Hence, the need for the necessary mechanism to be put in place that will guarantee and ensure that this aforementioned attributes are observed enforced for efficient and effective functioning of EMBs in Nigeria.

The social contract theory as propounded by Thomas Hobbes, John Locke and Jean Rousseau constitute the framework of the paper. They conceives governance on the basis of popular contract between government and ‘the Govern’, the people who becomes its followership. In the treatise, they see the followership as an active and responsible larger group of society to be able to operationalized democracy as its ‘life line' in which the hallmark of democracy of transparency and accountability is there for the people to gauge through its process of election for support in voting into power or voting out.

3. Discussion

The nationwide poll conducted in 2007 and 2011 was at best a formality. There was unprecedented rigging, ballot stuffing, falsification of results, intimidation of voters and direct assault on the people. In some extreme cases, voting did not take place. (European Union: 2007, Human Rights Watch: 2007, Transition Monitoring Group: 2007). The contestation resulting from this and the near worldwide condemnation largely informed the decision of the number one beneficiary, Alhaji Musa Yaradua, President elect to personally admit publically that the process of the election that brought him to power had been flawed and that the INEC had been culpable. (Ojo, 2011:2).

Similarly, president Yaradua was also reputed to have bluntly said:
"No matter the legislations, no matter the efforts we put at electoral reforms, unless we the political leaders change our attitude towards election, we will continue to have problems. ... "Now that journalist have left and all of us are politicians, we should be able to speak the truth," he began. "If we will be honest with ourselves, we all know how we rig elections in this country. We compromise the security agencies, we pay the electoral officials and party agents while on the eve of the election we merely distribute logistics all designed to buy the votes…." (Adeniyi, 2011:115-116)

Against this backdrop, the situation was not any different in Taraba State. However, In this regard, and in line with Elkit and Raymond Model of analysis adopted as a frame work of analysis in this study, which opined that any dispassionate and meaningful analysis of any serious election administration could be broadly grouped into three, namely:

- Pre-election conditions.
- Elections period and
- Post elections period (which is employed in this study).

Pre-election Period: The basic Pre election requirements globally endorsed and accepted standard of a leveled field election environment includes that the will of the people shall be the basis of the authority of the government as expressed in periodic elections. While ICCPR emphasised that every citizens shall have the right and the opportunity to vote and to be elected at genuine periodic elections. International convention has also imposes on nations two broad standards namely Universal Equal Suffrage of a citizens and a Secret ballot. Thus, from the foregoing, the Pre-election period entails; Universal suffrage, freedom to register as a voter or run for public office as well as the quality and genuinely of the voters registers and freedom of information among others. Voter expectation is remarkably uniform and transcends party and political affiliation. Indeed, what electorates seek are modern, efficient and responsive administrative performance. Hence, for democracy to function properly, local, states and Federal Government must foster an election administration system that achieves the highest standard of accuracy, convenience, efficiency and security.

In this regard, during the period under review, while it is on record that both the 2007 and 2011 general elections guaranteed adult suffrage, where all eligible adult , 18 and above, were given the chances to vote or be voted for, but the 2007 elections witnessed mass rigging and imposition of candidates and under age voting. Indeed, in some cases, results were declared even before collation of results were completed, (TMG, EU and Common Wealth Observer Groups). Similarly, the 2007 voters registers was a sham as many eligible voters were disfranchised through harp hazard, ill equipped and hasty process of bio metric registration introduced. Skepticism and apprehension about the feasibility of a successful transition are engendered by the prevailing difficulties in terms of growing violence and failing electronic voter registration exercise which was widely believed to be artificially and officially created obstacles designed to ensure that the 2007 election fail (Kunle 2007:142). This defects disfranchised voters who were otherwise prepared to discharge their civic responsibility and made false results declaration as coming from those polling stations before official declaration. In addition, equality of campaign opportunities was largely compromised. Indeed, the Obasanjo government used the anti-corruption agencies and INEC itself to witch hunt perceived enemies or potential threat to his political interest as attested to in the case of Atiku Abubakar as well as Mr Danladi Baido the PDP duly elected gubernatorial flag bearer of the party in Taraba State who was illegally disqualified by the INEC. As a result, Pharm. Danbaba Suntai, who was not even among those that contested for the PDP primaries, was imposed as the PDP gubernatorial flag bearer. He eventually emerged as the governor of the state in the 2007 election.

However, in 2011 election there were an appreciable improvement in the process with the introduction of biometric voters register which allows for appreciable break through both in terms of the transparency and coverage. INEC in the 2011 voter registration system had virtually photographs of all registrants as well as other biometrics details such as finger prints, age and other physical features. More than 120,000 direct data capture machines were deployed in the in the 120,000 designated polling units across the country. At the end, a total of 73, 528, 0480 were registered. This development, if improved upon and sustained, will indisputably create a virile foundation for future credible elections in the country. (Electoral magazine, 2011.6)

Election Period: The ability of the INEC to be impartial and just to all and sundry as well as the enabling environment for the independent domestic and international monitors and observers to discharge their responsibilities with diligence. Accessible polling places that do not discriminate against voters' preference, with transparent ballot boxes and ballot papers as well as Secret ballot to ensure confidentiality and a transparent polling stations and counting and recounting procedures before party agents and the voting public. In this aspect too, the 2011 election was far better than the 2007 in terms of the transparency and confidentiality of the entire voting process including counting and recounting process. In this regard too, the 2011 indicates an appreciable break from the past in terms of transparent polling and counting and recounting procedures before party agents and the voting public as well as active presence and participation of independent monitors and above all in terms of the relative neutrality of the INEC.

Post-election Period: The post-election period is essentially predicated on whether there is clear rules for challenging the outcome of vote counts and contestation at appellate levels as well as the extent to which mechanisms are put in place to punish electoral malpractices or offenders. In addition, the proceedings at the Electoral tribunals or Courts must be speedy, fair and transparent. In this regard, during the period under review, the volume of litigations recorded sum up the post-election scenario of 2007 and 2011. The 2007 elections were so contested that it generated an astonishing 1,750 petitions and 6.180 electoral litigations at the courts across the country as compared to the 733 filed at various petition Tribunals across the country post 2011 elections (Jide, 2011:2). Nevertheless, both the 2007 and 2011 elections witnessed the inability or unwillingness of the INEC to prosecute and punish electoral offenders.

In similar vein, the character of the 2007 and 2011 Taraba state National Assembly general elections differ fundamentally when viewed within the prism of INEC results of the period under study below.

National Assembly Election 2007

Summary of Results (Fed. Constituency)

Name of State: Taraba **Code:** 34
Name of Fed. Const: Bali/Gassol **Code:** FC/340/tr

S/N	NAME OF LGA	CODE	TOTAL NO. REGD.	VOTERS RECEIVED BY PARTIES				TOTAL VALID VOTES	REJECTED VOTES	TOTAL VOTES CAST
				AC	ANPP	NDP	PDP			
1	BALI	02	90,756	2,077	9,793	309	72288	84,470	1195	85662
2	GASSOL	05	123,916	8,708	53,350	67	49,632	9280	2106	113863
	TOTAL		214,672	10,785	63,143	376	121,920	93,750	3301	199525

Source: Independent National Electoral Commission (INEC) obtained through survey (2014).

ACN =5.4%, ANPP =31.6%, NDP =0.1% AND PDP =61.1%
Total Votes Casted = 199,525

National Assembly Election 2007

Summary of Results (Fed. Constituency)

Name of State: Taraba **Code:** 34
Name of Fed. Const: Ibi/Wukari **Code:** FC/342/TR

S/N	NAME OF LGA	CODE	TOTAL NO. REGD.	VOTES RECEIVED BY PARTIES					TOTAL VALID VOTES	REJECTED VOTES	TOTAL VOTES CAST
				AC	ANPP	NDP	PDP	PPA			
1	IBI	06	47793	3202	1545	117	34518	5122	44505	417	44921
2	WUKARI	14	111933	19655	15259	3500	32602	356013	427026	938	427964
	TOTAL		159,726	22,857	16,804	3,617	67,120	361,135	471,531	1,355	472,885

Source: Independent National Electoral Commission (INEC) obtained through survey (2014).

AC = 0.4% ANPP = 4.0%
NDP = 0.7% PDP = 76.3%
PPA = 14.1%
Total Votes Casted = 472,885

National Assembly Election 2007

Summary of Results (Fed. Constituency)

Name of State: Taraba **Code:** 34
Name of Fed. Const.: Jalingo/Yorro/Zing **Code:** FC/343/TR

S/N	NAME OF LGA	CODE	TOTAL NO. REGD.	VOTERS RECEIVED BY PARTIES						TOTAL VALID VOTES	REJECTED VOTES	TOTAL VOTES CAST
				AC	ANPP	PDP	PPA	MDJ	PRP			
1	YORRO	07	78640	8808	16,065	16,042	384	114	74	41,487	983	42,470
2	JALINGO	15	32,781	721	1,233	29,202	65	45	8	31,274	352	31,626
3	ZING	16	55,734	6,475	1,930	35,798	175	70	39	44,487	1,806	46,293
	TOTAL		167,155	16004	19,228	81,042	624	229	121	117,248	3,141	120,389

Source: Independent National Electoral Commission (INEC) obtained through survey (2014).

AC = 13.2% ANPP = 15.9%
PDP = 67.3% PPA = 0.5%
MDJ = 0.1% PRP = 0.1%
Total Votes Casted = 120,389

National Assembly Election 2007

Summary of Results (Fed. Constituency)

Name of State: Taraba **Code:** 34
Name of const.: Taraba South **Code:** SD/100/TR

S/N	NAME OF LGA	CODE	TOTAL NO. REGD.	VOTERS RECEIVED BY PARTIES							TOTAL VALID VOTES	REJECTED VOTES	TOTAL VOTES CAST
				AC	ANPP	DPP	MDJ	NDP	PDP	PPA			
1	USSA	13	53,627	451	28	-	-	1	51,550	510	52,540	226	52,766
2	USSA II	5A	18,529	250	23	7	3	8	15,019	392	15,702	84	15,786
3	IBI	06	47,793	850	898	122	12	78	21,567	20,845	44,372	443	44,815
4	WUKARI	014	111,933	7,947	4760	1175	8	247	63,445	28,312	1O5,894	1,100	106,994
5	TAKUM	012	98,847	5,102	1,301	50	-	9	73,751	12,625	92,837	341	93,178
6	DONGA	03	100,455	6,925	2,121	105	3	10	82,194	1,161	92,519	327	92,846
7		TOTAL	330,729	21,525	9131	1459	26	353	307,526	63,845	403,861	2,521	406,382

Source: Independent National Electoral Commission (INEC) obtained through survey (2014).

AC = 5.2% ANPP = 2.2% DPP = 0.3%
MDJ = 0.0%, NDP =0.1 PDP = 75.6% PPA = 15.7%
Total Votes Casted = 406,382

National Assembly Election 2007

Summary of Results (Sent. District)

Name of State: Taraba **Code:** 34
Name of Const.: Taraba North **Code:** SD/102/TR

S/N	NAME OF LGA	CODE	TOTAL NO. REGD.	VOTERS RECEIVED BY PARTIES						TOTAL VALID VOTES	REJECTED VOTES	TOTAL VOTES CAST
				PDP	ANPP	PPA	NDP	AC	DPP			
1	ARDOKOLA	01										
2	JALINGO	07	32,781									
3	K/LAMIDO	08										
4	LAU	10										
5	YORO	15	78640									
6	ZING	16	55,734									
	TOTAL			225,781	30,744	1,464	501	21,466	583	280,727	6,578	287,305

Source: Independent National Electoral Commission (INEC) obtained through survey (2014).

PDP= 78.6%, ANPP = 10.7%, AC = 8.34%
PPA = 0.51 NDP = 0.17% and DPP = 0.20%
Total Votes Casted = 287,305

National Assembly Election 2011

Summary of Results (Fed. Constituency)

Name of State: Taraba **Code: 34**
Name of Fed. Const.: Yorro/Zing/Jalingo **Code:** SD/344/TR

S/N	NAME OF LGA	CODE	TOTAL NO. REGD.	VOTES RECEIVED BY PARTIES							TOTAL VALID VOTES	REJECTED VOTES	TOTAL VOTES CAST
				CAN	ANPP	CPC	LP	NSDP	PDP				
1	JALINGO	07	141378	10981	517	2611	795	9062			24161	6193	303554
2	YORRO	15	52686	7895	670	35301	738	185	15665		60454	5937	66391
3	ZINGO	16	58697	6794	481	3885	332	282	8582		20356	5177	25533
	TOTAL		252761	25,670	1,668	41,797	1,865	662	33,309	0	104,971	17,307	122,278

Source: Independent National Electoral Commission (INEC) obtained through survey (2014).

ACN = 20.9%, ANPP = 1.3%
CPC = 34.1%, LD = 1.5%
NSDP = 0.6 % and PDP = 27.2%
Total Votes Casted = 122,278

National Assembly Election 2011

Summary of Results (Sent. District)

Name of State: Taraba **Code:** 34
Name of Sen. District: Taraba South **Code:** SD/100/TR

S/N	NAME OF LGA	CODE	TOTAL NO. REGD.	VOTERS RECEIVED BY PARTIES					TOTAL VALID VOTES	REJECTED VOTES	TOTAL VOTES CAST
				CAN	CPC	LP	NTP	PDP			
1	DONGA	03	87935	9431	1601	2639	56	10506	24233	1570	25803
2	IBI	06	54411	28036	6125	5241	133	29177	68712	4407	73119
3	TAKUM	12	111675	11700	217	13	14	9980	21924	937	22861
4	USSA	13	60911	19891	655	43	38	22701	43328	2936	46264
5	WUAKARI	14	151134	11198	1624	106	26	33808	46762	1194	47956
	TOTAL		466066	80,256	10,222	8,042	267	106,172	204,952	11,044	216,003

Source: Independent National Electoral Commission (INEC) obtained through survey (2014).

ACN = 3.8%, CPC = 4.7%
LP = 3.7%, NTP = 0.1% and
PDP = 47.1%
TOTAL VOTES CASTED = 216,003

National Assembly Election 2011

Summary of Results (Taraba Sent. District)

Name of State: Taraba **Code:** 34
Name of Sen. District: Taraba North **Code:** SD/102/TR

S/N	NAME OF LGA	CODE	TOTAL NO. REGD.	VOTERS RECEIVED BY PARTIES							TOTAL VALID VOTES	REJECTED VOTES	TOTAL VOTES CAST
				ACN	CPC	LP	NTP	PDP	PRP	SDMP			
1	ARDOKOLA	01	71758	10,711	1,011	524	116	13133	100	83	25678	2594	28272
2	JALINGO	07	141378	17681	4019	277	160	40713	126	99	63075	3587	66662
3	K/LAMIDO	08	123642	21985	3903	1077	161	29483	161	116	56886	4436	61322
4	LAU	10	61832	9830	2190	332	121	17033	124	76	29076	2743	32449
5	YORO	15	52686	12764	1354	238	170	7730	207	165	22628	3160	25788
6	ZING	16	58697	19033	882	303	145	40713	117	143	61336	4037	65373
	TOTAL		509993	92,004	13,359	2,751	873	148.805	835	682	259,309	20,557	279,866

Source: Independent National Electoral Commission (INEC) obtained through survey (2014).

ACN = 32.8%, CPC = 4.7%
LP = 0.9%, NTP = 0.3%
PDP = 53.1%, PRP = 0.2% and SDMP = 0.2%
Total Votes Casted = 279,866

The peculiar characteristics of the 2007 elections was the land slide or rather the overwhelming victor of the ruling party, the PDP. The percentage scored ranges from 76.3% of the total votes cast to 61.1 and 67.3% respectively. The 2011 National Assembly Elections in the State indicates an improved performance of the opposition as attested to the percentage scored compared to the 2007. To be specific, the ruling party scored 61.5% to 47.7% to win the two of the Three House of Representative under study. While the opposition party, CPC won one of the Three House of Representative in a highly contested elections with only 34.1% while the ruling party scored 27.2% and ACN scored 20.9% while the other percentage goes to the remaining minority opposition parties.

In similar vein, the Senatorial elections of the 2007 further asserted the pervasive dominance of the ruling party in the elections, for instance in all the three Senatorial Zones of the state, the ruling party had a landslide victory with 75.6% to 78.6% and 85.1% of the votes cast respectively. This one party trend and dominance during the 2007 election was in conformity with the prevailing trend of “do or die” of the ruling party. As a result of which many electorates became apathetical towards the elections as well as the mass rigging perpetrated. On the other hand, the 2011 indicates that the ruling party won the election in a keenly contested environment scoring 47.1% and 53.1%. One peculiar character of this election is the improved performance of the opposition where they scored 38.8% to 32.8% percent respectively in the 2011 Senatorial elections.

Therefore, on the whole, the change in the trend and character of the election might not be un-connected to the enabling environment created by the Jonathan administration whose electoral reforms impacted on the Election Management Body, (INEC) the polity and the entire democratization process during the 2011 and which in essence, created an appreciable leveled field for both the ruling party and the opposition to thrive in a relatively competitive, free and fair environment. In other words, the ability of the PDP Jonathan Administration to uphold its social contractual agreement with the people can be situated within this context, which in turn, invariably informed the modest brake through recorded during the 2011 as compared to the 2007 environment which was largely perverted by the incumbent Obasanjo’s desperation for third term re- election.

4. Findings

The paper found the following:

- That there is a significant relationship between the quality of election administration and credible election as clearly attested to by the outcome of the 2011 election which was adjudged by both domestic and international Observer Groups and other stake holders as far better than the 2007.
- A very high percentage of respondents strongly agreed that there is a correlation between quality of leadership at governmental level and the attempt to enthrone genuine democracy.

The following were identified as some of the negative tendencies of election administration and democratization in Nigeria:

- Corruption;
- Lack of formidable opposition;
- Lack of profound electoral reforms;
- And lack of proper voter education and sensitization before, during, and after elections

5. Conclusion

It is on record that developing countries who faces challenges of poverty may not likely to have a robust democracy and democratization since true elections are based on ideology and conscience of the voter to be able to vote for his/her candidate of choice against other negative intervening variables that compromises evolution of quality leadership through elections but for ascension of corrupt money bags who undermine development of strong institutions for security and prosperity of all.

6. Recommendations

With the use of electronic instrument in voting in the 2011 election there was an appreciable improvement in the process which introduces biometric voters register that allows for appreciable break through both in terms of the transparency and coverage. INEC in the voter registration system had virtually captured photographs of all registered voters as well as other biometrics details such as finger prints, age and other physical features where more than 120,000 direct data capture machines were deployed in the in the 120,000 designated polling units across the country. At the end, a total of 73, 528, 0480 were registered. This development was used in the 2015 general elections, if improved upon and used in the 2019 general elections will indisputably create a virile foundation for future credible elections in the country, thereby deepening democracy.
Also, important, the paper recommends enforcement of electoral laws to the latter so as to deepen democracy and democratization in the study area and indeed the country at large.

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Youth Paramilitary Organizations and the Security Initiatives of ECWA, Gombe District Church Council, Nigeria

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Abstract. Christian youth paramilitary organizations are youth movements which train boys and Girls to become socially, physically, educationally and spiritually fit for service in areas such as security and social services tagged as *"Four Square Programme for Youths"* derived from Luke 2:25, which read: "And Jesus increased in wisdom and statue, and in favor with God and man." This paper therefore, examines the contributions of these organizations with emphasis on the security initiatives amidst the growing threats of insecurity in North-Eastern part of Nigeria. Five ECWA churches were selected within Gombe metropolis; these include ECWA Federal Low-cost, ECWA Gospel off Ashaka Road, ECWA 3, Tudun Wada, ECWA Tunfure and ECWA Zion. Data was collected over the period of twelve months (October 2019 to October 2020). A structured questionnaire was used to obtain information from 100 purposively selected respondents. In-depth interviews were conducted with 25 selected respondents. Findings revealed that members of the youth paramilitary organizations are deeply committed in ensuring the effectiveness of security initiatives for the safety of the church and its members. However, findings shows that more efforts is needed, especially through other means like adopting the usage of modern security gadgets, i.e. surveillance cameras, setting of night patrol vigilante groups and forming intelligence units for first-hand information. Also, majority of the respondents (66.0%) expressed their satisfaction on the security initiatives of the church, while others (34.0%) believes more is needed to be done.

Keywords: Youth Paramilitary Organizations, Boys/Girls Brigade, ECWA, Insecurity, Security Initiatives.

1. Introduction

Christian Youth Paramilitary Organizations are organizations that have military structures and perform or mimic military-like activities. They are mostly youthful oriented organizations with a clearly spelt-out mission, objectives and responsibilities to its parent bodies or establishment. They play the roles of traffic duties during events at schools and places of worship. Youth Paramilitary Organizations also carry out security duties at establishments and render social and humanitarian services. Due to the deplorable security situation in Nigeria such as Boko Haram menace in the North-East, criminal marauders attacks in the North-West, Farmers/Herders clashes in the Central Middle-Belt, Kidnapping/Cultism in the South-East, Armed robbery and ritual killings in the South-West and Oil bunkering in the South-South made the paramilitary organizations to undoubtedly become a desirable and indispensable religious security outfit, which can be used to supplement other security forces to ensure protection of lives and property for the church and its members.

Security according to Omoyibo and Akpomera is a concept that is prior to the state, and the state exists in order to provide that concept. They further assert that security means the state of being free from danger or threat, and that it is the degree of resistance to or protection from harm (2013:132-134). In the same vein, Sen contends that human security is concern with reducing and when possible removing the insecurities that plague human lives (8:1999). Security of lives and property is the primary responsibility of any responsible and responsive government. The 1999 Constitution of the Federal Republic of Nigeria specifically states that "The security and welfare of the people shall be the primary purpose and responsibility of government" (Constitution of Nigeria 1999). Unfortunately, the Nigerian government has failed to provide a safe and enabling environment for lives and properties as well as economic and religious activities. The alarming level of crimes and terrorist attacks in Nigeria has fueled high rate of insecurity in different parts of the country, leaving unpalatable consequences for the nation's economy and its growth. The most fundamental source of insecurity in the Northern part of Nigeria, particularly in the North-Eastern region today is terrorism which is traceable to religious fanaticism and intolerance (Achumba et al. 2013:79-99). According to Atoi, Nigeria has in recent times been seriously bedeviled by resurgence of the forces of insecurity, cold-blooded terrorism, rampart organized violence and virulent ideological insurgency emanating from religious fundamentalism and fanatics (2013:65-80). These terrorist groups have succeeded in raining down several terror attacks in public places such as; markets, schools and leisure centers as well as places of worship, leaving behind devastating effects of physical injuries, pain, death, mental agony from psychic terror, feeling of helplessness, destruction of properties, damage on government infrastructural facilities and installations. Apart from the killing of innocent citizens, these terrorists have succeeded in causing psychological trauma and a breakdown of law and order. Their activities have also weakened government resolve and ability to govern effectively, discouraging both domestic and foreign investors, as well as threatening national unity and productivity. Despite the plethora of security measures taken to address the daunting challenges, government efforts have not produced the desired positive result. This therefore calls for a concerted effort to minimize the effects of these insurgencies in other to foster peaceful and harmonious co-existence in our society.

The various constitutions that Nigeria have operated including the 1999 constitution make provisions for the rights of citizens to include; right to life, right to social security, right to work, right to livelihood, right to freedom of religious affiliations and worship; well-being of individual and his family, including food, clothing, housing, and right to education (Ali and Bako 2013:1-7). Regrettably, previous and present governments have failed to guarantee these rights and thus, the onus is on individuals, groups and organizations to ensure the safety of their families and organizations. In this regard, the Boys and Girls Brigade being a Christian youth paramilitary organization are in good position to help minimize the danger of insecurity in the church. It is against this backdrop that the church, which has been at the receiving end of Boko Haram menace and other related threats, needs to look inwardly and step up its security outfits by repositioning and redirecting the activities of these organizations to ensure the maximum security and safety of its members and the church.

This paper therefore, seeks to study the security initiatives of these youth paramilitary organizations within ECWA Church Gombe District Church Council, with the aim of exploring other avenues that can be used to redirect their efforts. There is no doubt that each category of these groups has special roles, hence, the need to explore adequately, and expose them to what they can do and can achieve as vanguard of security in the church.

2. Materials and Method

This study adopted the phenomenological method of research and a combination of qualitative and quantitative method was utilized for data collection in the course of the study.

Primary data was collected within the period of one year (October 2019 to October 2020). This combined approach of data gathering was employed because of its ability in expediting access to ample and holistic understanding of the subject matter. Five selected branches of Evangelical Church Winning All, Gombe District Church Council were used for this study. Purposive sampling was used in the course of the primary data gathering. The research instrument adopted for the purpose of primary data collection included questionnaire and in-depth interview method.

A structured questionnaire was used to elicit information from hundred (100) purposively selected respondents in the five selected branches; twenty (20) copies in each branch. In-depth interviews were conducted with twenty five (25) selected respondents, five in each branch. The secondary data was obtained through the review of textbooks, journal articles, bulletins, pamphlets, diaries, as well as Nigerian newspapers among others.

At the stage of analyses, data was subjected to simple percentages, content analysis and ethnographic summaries. Data generated through the use of questionnaires were analyzed through frequency counts and simple percentages. The qualitative data was processed through content analysis and ethnographic summaries, which involved detail description and interpretation of tape-recordings and field notes. These methods were utilized to explain and evaluate events that borders on youth paramilitary organizations and the security initiatives of ECWA, Gombe District Church Council, Nigeria.

2.1 Study Area

The study was conducted within Gombe metropolis. The city is located in the center of North-Eastern part of Nigeria on latitude of approximately 9°30’ and 12°30’N, Longitude 8°5 and 11°45’E. It is bordering Bauchi, Yobe, Borno, Adamawa and Taraba states, with a land area of approximately 20,265 Square Kilometers (Gombe State Government). The population of the state rose to 2,365,040 according to 2006 census. The choice of ECWA Gombe District Church Council in this study is because it is the church with the largest congregation in the state comprising of different ethnic nationalities across the country. More so, it is a church with branches in all parts of the country, and the location of the selected churches of study – North-Eastern Nigeria makes it more interesting, reason being that, it is a region bedeviled by cases of socio-religious turbulence and Boko Haram menace in recent decades.

3. Results and Discussions

The socio-demographic characteristics of respondents from the five branches of ECWA Gombe DCC are presented in the table below.

Table 1: Socio-Demographic Characteristics of Respondents

Demography		**Frequency**	**Percentage**
Sex	Male	70	70.0%
	Female	30	30.0%
Total		100	100.0%
Age	18-25	51	51.0%
	26-35	34	34.0%
	36 and above	15	15.0%
Total		100	100.0%
Marital Status	Single	47	47.0%
	Married	39	39.0%
	Divorced	0	0.0%
	Widowed	0	0.0%
	Others	14	14.0%
Total		100	100.0%
Level of Education	OND	18	18.0%

	NCE	41	41.0%
	First Degree	32	32%
	Post-Graduate	9	9.0%
Total		100	100.0%
Ethnic Group	Tangale-Waja	63	63.0%
	Hausa-Fulani	7	9.0%
	Yoruba	9	7.0%
	Igbo	8	8.0%
	Others	13	13.0%
Total		100	100.0%

Source: *Primary data (October 2019 to October 2020)*

The above table shows the socio-demographic information of the respondents. The sex distribution of the respondents shows that, males constitute 70.0%, while females constitute 30.0%. As regards age, respondents who were between the ages 18-25 (51.0%) were mostly represented, followed by those who fell within the ages of 26-35 (34.0%), and finally, those between the ages of 35 and above 15.0%. Concerning Marital status of the respondents, the table indicates that respondents who were single (47.0%) were more than the married (39.0%), others were 14.0% while divorced and widowed were 0.0% respectively. The level of education distribution reveals that NCE were the highest (41.0%), followed by First Degree (32.0%), OND 18.0%, and Post-Graduate 9.0% in that order. In the ethnic group category, Tangale-Waja account for the majority (63.0%), followed by others (13.0%), then Yoruba (9.0%), while Igbo account for 8.0% and Hausa-Fulani were 7.0%

3.1 Security Initiatives of Youth Organizations in ECWA, Gombe DCC

The focus in this section is directed towards investigating the initiatives of youth organizations as vanguards of security in ECWA DCC, Gombe. This decision was premised on the necessity to ascertain the efforts of these youths in ensuring the safety of the church and its members. The responses of respondents as captured in both the interview and questionnaire on the questions that bothers on whether security issues are of great concern to the organizations; whether respondents have experienced any form of insecurity in their places of worship like the Boko Haram attack, socio-religious or ethno-political crisis, and the question that seeks to inquire whether the respondents are satisfied with the effort of youth paramilitary organizations in securing their places of worship are the focus of this section. Below is the table from the respondents involved in the study.

Table 2: Is security issue a great concern to your organization?

Label	Frequency	Percentage
Yes	89	89.0%
No	9	9.0%
No Response	2	2.0%
Total	100	100.0

Source: Primary data (October 2019 to October 2020)

The responses from the questionnaire on whether security issue is a great concern to youth paramilitary organizations in the church were very interesting because the majority (89.0%) of the respondents answered affirmatively. Those that responded otherwise (9.0%) were in the minority, and 2.0% of the respondents were silent on that particular question. This result is interesting and unique because it aligned with one of the in-depth-interview respondent who asserts that they do security activities and they do it to the best of their abilities. He further added that they often come as early as possible every Sunday morning to sweep the compound security-wise to ensure there are no security threats before members starts coming for Sunday Service (IDI, BB Member, ECWA Zion, October, 2020). This was also supported by another respondent who asserts that:

During Sunday service, we manned the gate and make sure the vehicles are intact and safe. Likewise with the members, we search them thoroughly to ensure they are not carrying objects that can be injurious to people. During crisis or unrest, whether political, ethnic or religious, we swiftly deploy our youths to the *church environment for protection until everywhere is calm* (IDI, BB Member, ECWA Tunfure, October, 2020).

This has validated the understanding of paramilitaralism by Louise and Leslie who assert that paramilitary organizations are civilian semi-militarized movements whose organizational structure, tactics, training, subculture, and (often) functions are similar to those of a professional military, but which is not included as part of a state's formal armed forces (1964:230). In furtherance to this, a respondent added by asserting that "…security activity is one of their major functions in the Church, that every Sunday, youths are placed at strategic places within the church environment to watch against elements that are bend on bringing calamity to the Christendom" (IDI, BB Member, ECWA Gospel off Ashaka Road, October, 2019). While another respondent says such function by the Boys/Girls Brigade is not restricted to the church alone, but that government and other organizations sometimes seek their services during other functions, but usually the ones that has to do with Christian civil gatherings (IDI, BB Member, ECWA Zion, October, 2020). On the other hand, another respondent point out that "…youth should step up such efforts by organizing programmes and seminars in which government agents like the Police, DSS will be invited to assist them in training and awareness" (IDI, GB Member, ECWA Gospel off Ashaka Road, October, 2020). This means that they are not leaving any stone unturned to ensure they are well guided on security issues. This is necessary because a historical experience of inter-communal, religious, ethnic and political violence appears to have been a catalyst for self-defense strategies by most people in North-East Nigeria. It evidently explains why Boys and Girls Brigade members are seen in fierce looking nature during Sunday services in all parts of the city; vigilantly standing and moving around the church premises, resisting trespasses from all and sundry because you never can tell from where the threat will come from. As noted by Omoyibo and Akpomera, security means the state of being free from danger or threat. It is the degree of resistance to protect from harm (2013:132-134). Such can only be achieved through the vigorous effort of the Christian youth paramilitary organizations. As rightly posited by Aliyev, "Paramilitary organizations are very much products of their own environment, and their roles and functions tend to be defined within the domestic context (2016:3), all the more reason why Christian youth movements like the Boys and Girls brigade must step up their efforts security-wise.

Table 3: Have you experienced any form of insecurity such as Boko Haram, Religious Crisis or other related crisis in your Church?

Label	**Frequency**	**Percentage**
Yes	39	39.0%
No	61	61.0%
Total	**100**	**100.0%**

Source: *Primary data (October 2019 to October 2020)*

The above table presents the responses of respondents on the question that seeks to inquire whether at anytime they had the experience of Boko Haram and, or other related religious crisis in their various churches. Majority of the respondents (61.0%) responded negatively, while 39.0% responded affirmatively. This finding is not surprising as it has earlier been established that, of the six States in the Northeastern geopolitical zone with the presence of Boko Haram activities, Gombe State is the least hit by the activities of the insurgents. According to Dunn, Gombe, Bauchi and Taraba are described as "the least conflict affected states" compare to Yobe, Borno and Adamawa (Dunn, Conflict and Health). This does not mean to say there are no evidence of isolated cases, however, most of the reported cases affecting the church in Gombe are majorly ethno-religious and socio-political crises. This fact is supported by the in-depth-interviews as follows: A respondent asserts:

Yes, we have other security issues sir, but Boko Haram is not one of it. However, other ECWA branches like Tudun Wada had the first experience of it in January 2015. The major problem we are facing in this church is religious crisis, because, whenever there is such a crisis, our Muslim brothers aim to burn our churches. Another thing I personally consider as a security challenge is the lack of original security *equipment such as electronic detectors, CCTV cameras, etc.*, (IDI, BB Member, ECWA Gospel off Ashaka Road, October, 2019).

Siding the above respondent on the lack of modern equipment, another respondent has this to say:

The security challenges we are facing is lack of equipment, and also how people usually refused to reason with us when we block the road during Church activities. With this we are appealing to the Masu Angwa (area chiefs) to support what the youths are doing by giving awareness to their wards. Our aim is not to frustrate people but to give protection to the people and the church. Although, we are equally facing other threats like the attack of Boko Haram insurgency, because our church is situated by the road side, this made it easier to attempt the bombing of the Church in 2015, but was contained due to the prompt response of the Boys and Girls Brigade. The aftermath left behind many casualties, which include my husband who was taken abroad for eyes surgery (IDI, GB Member, ECWA 3. Tudun Wada, November, 2019).

The above respondent's response came from the Girls Brigade Captress herself. She added that "…her husband, a captain of his company at that time was among the victims of that bombing." Confirming the incident, her husband responded thus:

As I speak to you, I am one of the victims of Boko Haram attack in this church. I was taken to India for eye surgery in 2015 because of a bomb attack in my Church by the Boko Haram insurgents. This happened on 1st January 2015. The attack injured three of us, mine was more severe. However, we thank God for everything. I am healed, and committed to serving God in this capacity like always (IDI, BB Member, ECWA 3, Tudun Wada, November, 2019).

His assistant also noted that, "The worst security challenges we faced was back in January 2015 when terrorists attacked the church leaving many injured. But we thank God there were no fatalities. The captain had to be transported to India for eyes surgery. So far, apart from that incident, we have not had any major security threat (IDI, BB Member, ECWA 3. Tudun Wada, November, 2019). Another respondent complaint about the porous situation of the church fence, to him, it has made the church vulnerable and open to any form of attack. He states: "You will notice that the wall of the Church is porous. The doors are not strong and they are not big enough to cover the place. Thieves or hoodlums can easily cross over and attack people during Church service…" (IDI, BB Member, ECWA off Ashaka Road, October, 2019). Others assert that their problems are with some members and passers-by who instead of abiding by simple instructions would rather argue that the Boys Brigades are maltreating them. A respondent responded thus:

You can see that our church is directly close to the road, and this road also leads to another church. So, during Sunday service, we usually block the entire road, this has caused a lot of problems with our members, other church members and adherents of other faith who feels we are oppressing them by blocking the roads. I could remember there was an incident of fighting between our youths and some Muslim youths who came to pass through and wants to do so by all means. This almost resulted to serious religious crisis, if not for the intervention of security agents (IDI, GB Member, ECWA Tunfure, October, 2020).

The issue with blocking of roads during processions along major roads has also generated a lot of controversies overtime between the Boys/Girls Brigades and other religious adherents of Gombe metropolis, especially the one experienced during the Easter Procession of April 8th, 2019. This was captured in a respondent's response as follows; "…Christianity is facing threat in Northeastern Nigeria like never before. Our innocent members, mostly children were willfully massacred during Easter procession of last year just because they were exercising their constitutional rights of freedom of religious affiliation (IDI, BB Member, ECWA Zion, October, 2020). This fact is well represented by Umeagbalasi (2020) in Genocide Watch article. According to Pogu (Cited in Umeagbalasi 2020), Nigeria has become a killing field of defenseless Christians. He wrote:

In many communities in Northeast Nigeria, the killers (Fulani and Boko Haram jihadists) take over ancestral lands and communities that for generations belonged to Christians. The majority of Christian-dominated areas in southern Borno have been taken over by terrorists. In the area, only southeastern Damboa presently has large Christian settlements…Many of the Christians living there have been killed. The remnant who attempted to go to their farms were shot and killed, so the place is empty now. The area of Askira Uba, where Christians were dominant has all been deserted. In Gwoza, you will hardly find one Christian in all the settlements. Any Christian who goes home would see what happened there and run away.

This fact was substantiated in the in depth interview by a respondent who asserts that, "…the recent happening calls for serious security concern by all and sundry. We cannot continue to watch helplessly while our churches are being destroyed, our members maimed and properties taken over by marauders (IDI, GB Member, Tunfure, October, 2020). Some of the respondents decry the lack of modern gadgets as a challenge that must also be addressed. One responded notes that, "…we do not have CCTV cameras around the Church environments. The metal detectors and the car scanners we are using are not even the original. In a world where technology is fast growing we are left behind. We are therefore calling on the church leaders to look into these needs and make some efforts towards ensuring they are provided for us (IDI, BB Member, ECWA Gospel off Ashaka Road, October, 2019).

All the comments from respondents covered in the in-depth-interviews agreed with the survey questionnaire responses. This confirms the dangers lurking against the church in Northern part of Nigeria. It therefore necessitated the importance of the security initiatives in the Church. The above in-depth interview analysis was further substantiated with the survey questionnaire analysis as follows:

Table 4: Can you say you are satisfied with your contributions as vanguard of security in your church today?

Label	Frequency	Percentage
Yes	66	66.0%
No	34	34.0%
Total	**100**	**100.0%**

Source: *Primary data (October 2019 to October 2020)*

The responses of the respondents as captured in the table above indicated that majority (66.0%) of the respondents were satisfied with the security initiatives of youth paramilitary organizations in the church. Nevertheless, 34.0% of the respondents maintained they were not totally satisfied due to periodical experiences of attacks against the church. What can be deduced from these findings is that although the youths are doing exceptionally well in their efforts to protect the church, more of such efforts are needed. Furthermore, the question in the in-depth interview on whether the youths were satisfied with the security initiatives of youth paramilitary organizations in ensuring the security of their respective churches garnered varieties of responses. The responses given to this effect were well captured in the in-depth-interviews conducted amongst the Boys and Girls Brigade members as follows: According to a respondent, "I am very well satisfied sir; this is because I have confidence in the ability of the Boys Brigade that is ever ready to use their training and experience for the protection of the church. It is pertinent that the security personnel like the Police, Civil Defense, army, etc. also lend their helping hands in training us (IDI, BB Member, ECWA Tunfure, October, 2020). Towing the same path, another respondent content that "…even without the help of the Police and other security agencies, we have been doing great. We are no longer depending on the government who seems to be bias about the problems bedeviling us. This makes us to put more effort in securing our churches (IDI, BB Member, ECWA Gospel off Ashaka Road, October, 2019). One other respondent submitted:
I am very satisfied, without the youths who intervened on the day the Boko Haram attacked our church, the situation would have been worse. So yes, I am very satisfied with our activities in securing the Church. Although we

can do more by organizing and attending security seminars, reading related security materials and inviting formal security personnel like the police, DSS for orientation, etc (IDI, BB Member, ECWA 3. Tudun Wada, November, 2019).

And another asserted that:
Well, I am not completely satisfied with the youths' efforts. Not to say they are not trying, but more effort is needed honestly. The Girls and Boys Brigade in collaboration with Policemen are doing their possible best every week, but we need more training, awareness, and modern equipment to compliment our efforts (IDI, BB Member, ECWA F/Low-cost, January, 2020).
These findings have clearly demonstrated the need and necessity of youth paramilitary organizations in the Church for self-defense in a country like Nigeria where human life is no longer valued as sacred. This has validated the views of scholars such as Tobias, Bohmelt and Govinda on "self-defense. According to them, self-defense is a grassroots way of trying to achieve the normality and security that a state is expected to provide (2018:197-237). Therefore, security is an essential part of human existence, which must be taken seriously, hence it should be provided by private organizations if the government fails to do so. This was the reason why Tobias, Bohmelt and Govinda posit that without security, meaningful and sustainable development is impossible. Stewart also contends that people may have the potentials to do things, however, such potentials may be cut off, or people's sense of well-being may be adversely affected with high levels of insecurity (3). This means that lack of security and sustained peace may lead to the breakdown of families, communities and forced migration. Thus, individual and community security is an important dimension of growth and development. There is no question that without security, there will be a serious negative impact on many people's lives. It is in this effect that youth paramilitary organizations like the Boys and Girls Brigade in the Church must restrategized the initiatives of its security outfit in other to meet the growing threats of insecurity in Nigeria.

4. Summary and Conclusion

This paper has examined the security initiatives of youth paramilitary organizations of ECWA, Gombe District Church Council, Nigeria. Results confirmed the commitment of youths' paramilitary organizations in ensuring the security of the church and its people amidst growing threats of Boko Haram and other socio-religious and ethno-political crisis in Nigeria. However, there was no general consensus as to how these initiatives should be carried out. Overwhelming majority of respondents express their satisfaction with the security initiatives of youths in securing the church, but a minority others believe more efforts is needed for the church to be totally secure. A sizeable number of respondents expressed preference for the adoption of covert operations and adoption of modern security gadgets for effective policing of the church. Majority however, believed they are comfortable with the current security arrangements. Conclusively, it can be deduced from the emerging issues that the youth can put in more effort to curb insecurity in the church. This they can do by restrategizing their tactics through adopting modern techniques of dealing with insecurity, especially the threat of Boko Haram insurgency and other related security issues.

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Appendix

List of In-Depth-Interviewed Respondents

S/N	Description	Designation	City	Age	Date
1	Male member of the Boys Brigade	Captain & Elder, ECWA Gospel off Ashaka Road, F/Low-cost	Akko LGA	36	15/10/2019
2	Female member of the Girls Brigade	G.B Captress, ECWA Gospel off Ashaka Road, F/Low-cost	Akko LGA	34	15/10/2019
3	Male member of the Boys Brigade	B.B Lieutenant, ECWA Gospel off Ashaka Road, F/Low-cost	Akko LGA	21	15/10/2019
4	Male member of the Boys Brigade	Snr. Staff Sgt. Member, ECWA Gospel off Ashaka Road, F/Low-cost	Akko LGA	22	15/10/2019
5	Female member of the Girls Brigade	G.B Member, ECWA Gospel off Ashaka Road, F/Low-cost	Akko LGA	37	15/10/2019
6	Male member of the Boys Brigade	Associate Pastor, ECWA N0: 3 Tudun Wada	Akko LGA	37	27/11/2019
7	Male member of the Boys Brigade	B.B Captain, ECWA N0: 3 Tudun Wada	Akko LGA	39	27/11/2019
8	Female member of the Girls Brigade	Captress G.B, ECWA N0 3, Tudun Wada	Akko LGA	28	27/11/2019
9	Male member of the Boys Brigade	B.B Lieutenant, ECWA N0 3, Tudun Wada	Akko LGA	29	27/11/2019
10	Female member of the Girls Brigade	Captress, G.B, ECWA N0 3, Tudun Wada	Akko LGA	30	27/11/2019
11	Capt. Joseph Ezekiel	B.B Captain, ECWA F/Low-cost	Gombe LGA	22	11/01/2020
12	Female member of the Girls Brigade	G.B Captress, ECWA F/Low-cost	Gombe LGA	27	11/01/2020
13	Male member of the Boys Brigade	B.B Member, ECWA Church F/Low-cost	Gombe LGA	22	11/01/2020
14	Male member of the Boys Brigade	B.B Member, ECWA F/Low-cost	Gombe LGA	16	11/01/2020
15	Male member of the Boys Brigade	G.B Member, ECWA F/Low-cost	Gombe LGA	10	11/01/2020
16	Male member of the Boys Brigade	Captain &Elder, ECWA Tunfure	Akko LGA	57	02/10/2020
17	Male member of the Boys Brigade	B.B Captain, ECWA Tunfure	Akko LGA	30	02/10/2020
18	Female member of the Girls Brigade	G.B Captress, ECWA Tunfure	Akko LGA	49	02/10/2020
19	Female member of the Girls Brigade	G.B Member, ECWA Tunfure	Akko LGA	13	02/10/2020
20	Male member of the Boys Brigade	B.B member, ECWA Tunfure	Akko LGA	30	02/10/2020
21	Female member of the Girls Brigade	Elder & Captress, ECWA Zion Tunfure	Akko LGA	32	22/10/2020
22	Female member of the Girls Brigade	BB Warrant officer, ECWA Zion Tunfure	Akko LGA	23	22/10/2020
23	Male member of the Boys Brigade	BB Lieutenant, ECWA Zion Tunfure	Akko LGA	25	22/10/2020
24	Male member of the Boys Brigade	BB Lieutenant, ECWA Zion Tunfure	Akko LGA	22	22/10/2020
25	Male member of the Boys Brigade	Captain & Elder, ECWA Zion Tunfure	Akko LGA	52	22/10/2020

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The Impact of Proliferation of Small Arms and Light Weapons on Nigeria's National Security: A Case Study of Kogi State (2015-2018)

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Abstract. This study examined the impact of proliferation of small arms and light weapons on Nigeria's National security, with specific focus on Kogi State (2015-2018). This study investigated the impact of proliferation of small arms and light weapons on security wellbeing of Kogi State. Survey research design was used for this study. Both primary and secondary sources were used for the collection of data. Simple percentage and frequency were used for the presentation and analysis of data collected from the field. The article argued that the availability and use of illegal arms increases the frequency of violence in Kogi State of Nigeria which results in the destruction of lives and properties. It is important for the government to check the spate of conflicts in the state or else street gangs, lawlessness individuals would create condition for anarchy in Nigeria. Government's monopoly of arms and the security forces would be overwhelmed and unorganized groups and armed militias will constitute threat to the development of citizens of not only Kogi State But Nigeria as a whole.

Keywords: Small Arms**,** Light Weapons, Proliferation, National Security.

1. Introduction

Possession of small arms and light weapons has posed a serious threat to National security and especially Kogi State of Nigeria. There is no reliable and accurate data on the number of arms and weapons in the country, security experts reckon that there is a large quantity of infantry weapons and civilian style rifles including pistols and revolvers in the hands of private citizens which are used during elections. States in Africa, Asia and Latin America, have been experiencing the challenge of illicit transfer of small arms and light weapons (SALW). Nigeria faces security challenges linked to the proliferation of illicit small arms. Abiodun, Ayo-Adeyekun, Ifeoluwa and Nwannenaya (2018) observed that even though, there is no accurate data on the quantity of small arms in Nigeria, reports have shown that out of 10 million illicit small arms in West Africa one to three million are in circulation in Nigeria. Bashir (2014) has reported that, over 70 percent of the total illegal small arms in West Africa are in Nigeria and that the regular interception of illegal small arms trafficking within and across the border by security agencies in Nigeria was worrisome.

The relationship between small arms and light weapons and insecurity has remained a contentious debate among scholars. They have generally agreed that the proliferation of small arms and light weapons poses serious challenge to national security. It was also agreed that the availability of small arms have direct influence on the escalation of insecurity. This was further brought to the fore in his famous year 2000 millennium report to the United Nations General Assembly (UNGA) by the then Secretary General, Kofi Annan who asserted that the death toll from small arms dwarfs that of all other weapons systems and in most years greatly exceeds the toll of atomic bombs that devastated Hiroshima and Nagasaki (Okeke and Oji, 2014).

The proliferation of small arms and light weapons (SALW) is of strategic concern to most societies as the acquisition of SALW by non-state actors always facilitates violent conflict and in some instances renders the state powerless due to the efficacy of the non-state actors. The availability of these weapons is bolstered by the presence of existing and new stock of weapons in the global market as armed brokers shift these weapons to existing and emerging markets. Weapons proliferation is a signature of post-cold-war African phenomenon that led to the difficult choice of weapons transfer in form of patron-client network that saw to the proliferation of weapons in most parts of Africa which gradually led to state collapse as experienced in Liberia, Sierra Leone, Rwanda, Libya, Mali to mention a few (Bashir, 2014).

Kogi State faces serious security threat because of proliferation of small arms and light weapons. This is seen in the high rate of robbery, kidnapping, assassinations and political thuggery experienced in the state. The inflow of small arms and light weapons has caused a lot of havoc to the people of Kogi State. It made the state to persistently experience ethno-religious conflicts, armed banditry, kidnapping and political violence. When crisis break out and spread they are given religious or ethnic interpretation which usually generates hatred between the adherents of two major religions (Islam and Christianity). It is against this background that this study examines the impact of proliferation of small arms and light weapons on Nigeria's National security, with specific focus on Kogi State (2015-2018).

1.1 Research Questions

The following research question will guide the study:

- What are the factors that embolden the proliferation of small arms and light weapons in Kogi State?
- In what ways are small arms and light weapons threat to national security and particularly to Kogi State?
- What is the role of the proliferation of small arms and light weapons in the escalation of diverse security threats to Nigeria and Kogi State in particular?

1.2 Objectives of the Study

The objectives of this research are:

- To investigate the factors that encourages the proliferation of small arms and light weapons in Kogi State
- To examine the ways in which small arms and light weapons are threats to national security and particularly to Kogi State
- To identify the role of the proliferation of small arms and light weapons in the escalation of diverse security threats to Nigeria and Kogi State in particular.

1.3 Research Hypotheses

This research work will be guided by the following propositions:

- Small arms proliferation constitutes security threat to Kogi State
- Small are and light weapons proliferation escalates fragile security atmosphere experienced in Kogi State.
- Small arms and light weapons proliferation hamper socio-economic development of Kogi State.

2. Review of Related lLterature

2.1 Concept of Small Arms and Light Weapons

There is no generally accepted definition of Small Arms and Light Weapons (SALW). According to Wezeman (2003) small arms are broadly categorised as those weapons intended for use by an individual; they are weapons designed for personal use. Small arms are those weapons used by one person that are particularly firearms and other destructive devices such as incendiary bombs, gas bombs, and landmines that include pistols, machine guns, light machine guns and rifles (Gerald and Caleb, 2015). Riviere (2016) sees small arms as anything from pistol to light machine guns, classified as weapons of choice for criminal activities, suicide, and a constant motivator to violence and crimes. According to the United Nations Panel of Experts on Small Arms (cited in Anna, 1997), small arms include revolvers and self-loading pistols, rifles and carbines, sub machine guns, assault rifles and light machine guns. While light weapons on the other hand include heavy machine guns, hand-held under barrel and mounted grenade launchers, portable anti-aircraft guns, portable anti-tank guns, recoilless rifles (sometimes mounted), portable launchers of anti-aircraft missile systems (sometimes mounted), and mortars of caliber less than100 mm. Ammunition and explosives includes cartridges (rounds) for small arms, shells and missiles for light weapons mobile containers with missiles or shells for single-action anti-aircraft and anti-tank systems, anti-personnel and anti-tank hand grenades, landmines and explosives. This article adopts the definition of the UN panel.

2.2 Concept of National Security

National security is seen as freedom from actual and potential threats to national life that may arise as a result of human actions or inactions, or from disaster such as flood, earthquake, famine, drought, disease and other natural calamities resulting in deaths, human suffering and material damage. The emphasis on national security stems from three fundamental convictions; the sanctity and inviolability of human life, the universality and dignity of human life, and the existential imperatives of the value for individual safety in a world full of multifarious threats. National security is rooted in three basic instincts of self- preservation, self-extension and self-fulfillment. Small arms and light weapons contribution lead to the disruption of the pattern of daily life at the individual, community and societal levels. It plays important role in denying people entitlement to the three core national values that are central to the notion of national security. The United Nations Development Programme (2002), posits that human security (an aspect of national security) refers to freedom of individuals from fear, want, safety from chronic threats such as hunger, disease, and having freedom form repression. It is also protection from sudden and harmful disruptions in the patterns of daily life, be it in homes, jobs or communities (Peterside, 2018).

2.3 Proliferation of Small Arms and Light Weapons

Proliferation of arms and weapons is defined as a method in which arms and weapons are sold to private citizens especially in the conflict zones (Kofi Annan cited in Aver, Nnorom and Ilim, 2014). Hazan and Horner (2007) defined proliferation as the growth or numerous multiplications of illegal arms and weapons in the country. In the context of this paper arms proliferation is defined as sudden increase in the number of arms and weapons beyond those need for legitimate national security. This means when state supplier recipient, does not exercise restraint in the production, transfer and acquisition of such arms and weapons beyond those needed. This act was committed by unidentified groups either for economic or political purposes. These arms and weapons easily get into the hands of private individuals especially politicians and their thugs.

The Constitution of the Federal Republic of Nigeria provides citizens with the right to change their government peacefully through periodic, free, and fair elections held on the basis of universal suffrage. Politicians however, abridge citizens' right through elections that were conducted amid widespread fraud and numerous incidents of violence (Bureau of Democracy Human Rights Practices 2009, Ohanele, 2011). In Nigeria, election victory is not usually determined by the number of votes received by the political parties and their candidates, but by the ability of the political party to acquire, use small arms and light weapons to intimidate opponents and rig elections. Adeyemi and Adeyemi (2003) observed that during the ward congress of the Peoples' Democratic Party's, many politicians went to the congress venue armed with assault rifles and acid containers for possible use on opponents. This act was also witnessed at the federal, state, and local primary elections. For instance, there were bloody clashes in many parts of the country in 2011 general elections. There was massive loss of lives and property across the Country Nigeria. Ten National Youth Service Corps (NYSC) members employed as ad-hoc staff by Independent National Electoral Commission (INEC) to conduct election exercise lost their lives in Bauchi State (Abdullahi and Rauf 2012).

Support Human Rights (2007) also asserted that Nigeria's security services were involved in the underdevelopment of democracy in the country. For instance, police officials were widely accused of failing to do enough to protect voters from violence and safeguard the integrity of the process. In Gombe local government area of Gombe State Independence National Electoral Commission office, three police officers watched while People's Democratic Party agents intimidated an Independence National Electoral Commission official into changing a result sheet. A People's Democratic Party cabinet member of the state government assaulted a candidate of the All Nigerian People's Party while in a police station in Deba, Gombe State and the policemen/officers present simply watched. The country's human rights record remains disastrous, fueled in large measure by the near-total impunity enjoyed by those in political offices and in the security forces. The acts of killing normally resort to wide spread distrust, fear and apathy to the democratic process in Nigeria. On a whole, arms and weapons proliferation have destroyed human lives and physical assets and reduced social welfare of Nigerians. Small arms and light weapons proliferation do not only make the development of democracy difficult, but also polarizes communal groups and leads to the erosion of respect for human rights and dignity.

2.4 The Nigerian Dynamics: Issues of Small Arms and Light Weapons

One of the security challenges to individuals and communities in Nigeria is the proliferation of illegal small arms. In Nigeria, high circulation and illicit use of small arms endangers individual lives and the communities, leading to the massive death, injury and the loss of property worst millions of Naira during conflicts and even in the aftermath of the conflict. On this light, Onuoha (2012) revealed that, the presence of small arms in ethno-religious conflict in Jos has caused serious devastation on human and properties. The Nigeria's challenge of small arms is not new but, its increasing availability has helped in fueling ethno-religious conflict, banditry, kidnapping, armed robbery and other violent crimes (Onuoha, 2012; Edeko 2011). Availability of these forms of arms, prolongs conflict, facilitates internal displacement, disrupts social peace, devastates economic livelihood of individuals and it creates fear (Onuoha 2012; Munir 2011; Boutwell and Klare 2000; Ero and Ndinga-Muvumba 2004).

The consequences of small arms proliferation have been extensive. In spite of its evident threat to the security of people and the community, the consequences of illegal use of small arms have also been felt directly by the people. It is clear to state that, the possession and use of small arms in crimes commitment has increased and becoming a threat to the security of individuals and their communities. The most dangerous and most serious problem is the use of small arms by criminal groups and gangsters which among other things, is associated with a greater incident of violent crimes such as armed robbery, kidnapping, hostage taken and rape.

The circulation of small arms threatens human survival; it intimidates people and poses threat to their freedom of movement in economic activities. However, besides the deaths and injuries, the threat of small arms also caused financial and property losses due to the several incidences of violent conflict and armed crimes in the state. Onuoha (2012) revealed that, substantial amount of money that indeed, could be used in providing basic social services that promotes human lives and development that include clean water, education and healthcare services among others were duly spent on security by the government.

The insecurity caused by the proliferation of illicit small arms also limits health care services, which prevents adequate care for preventable and treatable conditions and diseases. Moreover, conflicts fueled by small arms hinders educational opportunities as schools may not open during the situation of insecurity or cannot reopen after conflicts because of the death or other loss of teachers, the loss of equipment and lack of students who might flee during violence.

The circulation of small arms is a rising problem to community, causes and intensifies insecurity. This perception is in line with the statement made by Banerjee and Muggar (2002) who expressed that, small arms are the major source of insecurity and serveas as massive impediment to sustainable development. Uwa and Anthony (2015) argued that since 1999, more than 10,000, (an average of 1000 people) usually get killed annually in Nigeria due to the proliferation and use of small arms. The proliferation and illicit use of small arms becomes a major threat to human life and socio-economic activities (Adetiba, 2012).

However, in Nigeria, since 1999, substantial numbers of people have been killed as a result of the availability and use of small arms in violent conflict and crimes. It has been noted that the occurrence of ethno-religious armed violence in the northern region has led to extensive killings and material destruction (Ginifer and Ismail, 2005). Similarly, Uwa and Anthony (2015) explicated that, in urban areas of the country, injuries due to small arms have increased as much as ten-fold because, small arms are used in committing most homicides. It has been revealed that, possession and use of small arms are associated with greater incidences of violent crimes, murder, armed robbery and cattle rustling (Emanuel and Ndimbuwa, 2013).

For Small Arms Survey (2002), the possession and use of small arms contributes to a series of humanitarian effects, including forced displacement, declining access to basic needs and increase the scale and pace of killing. Moreover, small arms contribute to deaths and injuries; killing hundreds of thousands and injuring thousands more every year (Stohl and Hogendoom, 2010). Hence, it has been reported that, due to the proliferation of small arms in Nigeria, there are millions of people that are internally displaced (Onuoha, 2012). Furthermore, Hagendoom (2010) stressed that, in addition to death and injuries, small arms contribute to the forceful separation of families and also undermines traditional family structures, and support systems. Small arms are used in carrying out forced disappearance, torture, sexual violence (particularly rape) and forced prostitution.

2.5 Challenges to Effective Control of Small Arms and Light weapons in Nigeria

There are several factors that contributed to the proliferation of small arms in the region, these includes the nature of small arms and light weapons, internal factors, as well as structural factors. In the first place, there is a general lack of transparency around the arms trade. Most Sub-Saharan African states consider their arms policies to be secret, which makes them hard to assess. Similarly, arms dealers promote corruption by involving some African states in illegal activity. Insecurity in the region also makes it easy for small arms to enter illicit circulation through theft, leakage or re-sale (Okafor, Okeke and Aniche, 2015).

Secondly, small arms and light weapons by virtue of their several characteristics make them very attractive to paramilitary and irregular forces and even untrained civilians thereby assisting in their proliferation. Apart from governments increased their demand for small arms and light weapons to counter political insurgency and suppress domestic opposition movements, a number of different factors account for their high desirability on the region. Their simplicity makes them easy to operate even by people who have had very little or no military training (Florquin and Berman, 2015).

The failure in governance to provide the needed security was a factor that compelled citizens to look for an alternative. Studies indicates that lack of confidence in security forces, understaffing or sometimes simply the inability of security agencies to carry out their duty effectively in many African countries informed the strong need by citizens to acquire arms in order to protect themselves and their property from armed violence. The crude nature of Nigerian politics is one key factor driving the process of small arms and light weapons proliferation. Electoral politics in Nigeria is perceived by politicians as a warfare. The stakes in politics are incredibly high, making politicians desperate in the struggle to win elective positions. Many of them recruit specialists of violence, cultists, gangs and thugs for the attainment and to retain political power (Onuaha, 2014).

The failure to provide basics of life, effective and justly sharing of resources ensuring human security were also responsible for the explosion of small arms and escalation of violence. The mismanagement of public resources, as well as abuse of public trust resulted in far reaching and devastating impact ensuing rising poverty level, high unemployment and poor/failed delivery of basic services, not least security. Due to frustration and deprivation, many have taken to criminal activities such as piracy, armed robbery, kidnapping and militancy, which contribute to the demand side of arms penetration and circulation (Nathan, 2014). The vicious cycle of low salaries and corruption creates breeding grounds for the proliferation of small arms and light weapons among the civilian population. Customs officers are bribed by weapons dealers, while soldiers, police officers and security forces are known to have sold government weapons to criminals (Ayissi and Sall, 2015).

The challenge of porous borders is another factor. Nigeria has 770 km of shared land border with the Republic of Benin to the west, about 1500 km with Niger to the north, 1700 km with Cameroon to the east, 90 km with the Republic of Chad to the north-east and 850 km maritime border on the Atlantic Ocean. The border is about 4910 km and has to be secured. Each of these entry points, along with the airports, has been used to smuggle arms into the country. The porous borders made it easy for weapons to be smuggled into inflaming and protracting violence (Ngang, 2017).

The forces of globalization bring along opportunities and challenges, the elimination of state enforced restrictions on exchanges across borders and the increasingly integrated and complex global system of production and exchange that has emerge as a result further complicate the challenge of containing small arms and light weapons proliferation. The idea of globalization and its advocate for free market forces with minimum economic barriers and open trade for world development provides ground for illicit trade in arms by minimizing custom regulations and border control, trafficking of small arms becomes easier.

Malhotra (2015), stressed that, a miniscule percent of container ships have cargo checks, therefore making arms movement smooth. Faking documents, bribing officials and concealing arms as humanitarian aids are common practices. Malhotra (2015) identified globalization as one of the factors that facilitate proliferation of illicit trade in arms: (a) Political and economic integration are coupled with lesser restrictions in migration and human movement. This helps the arms dealers to fortify their present business connections and tap new ones. Dealers migrate to various regions, motivated by business expansion or reduced operational risks. (b) Banking reforms and capital mobility have aided the black market to spread its trade internationally, utilizing every angle of the well linked financial market. This also gives rise to offshore markets and tax shelters. An illustration of banking innovation is E-money. Banks have introduced cards bearing microchips, which are able to store large sums of money. These cards are portable outside conventional channels or can be easily bartered among individuals. (c) The linkage of banks with the internet has posed a new challenge in combating illegitimate activities in the financial sector. E-banking has digitized money making it prone to criminality. Even though, it has numerous benefits for the world at large, it is misused for money laundering, credit card scams and check-kiting (Nathan, 2014). In addition, economic integration among regions helped arm brokers with more opportunities to shelter their money, by investing in different stock exchanges. Numerous other illegal practices are a by-product of a deregulated financial sector, but money laundering is at the apex. Money Laundering or cleansing of money is an unlawful practice of concealing the point of origin, identity or destination of the funds, when performing a particular financial transaction. The criminals maneuver money across borders gaining from banks in countries with lax anti-laundering policies. (d) Profound expansion of commercial airline and freight industry (making transport cheaper and easier) are instrumental in increased penetration of arms in conflict zones. Global merger of airline companies, supply chains, shipping firms make it tough to supervise unlawful practices in air and water. (e) The growth of global communication in the past two decades has been unfathomable. This has enhanced the ability of arms dealers to communicate internationally through the web at a cheap rate (Ocheche, 2015).

In April 2018, several lives were lost in Kogi state following attacks by yet to be identified gunmen in Kpanche community of Bassa local government area of Kogi state. The Nigerian Customs Services said recently that it had seized arms and ammunitions imported into the country from the United States and Europe on 17 different occasions at various points of entry between 2012 and 2016. In October, 2016, another round of heavy weaponry was harvested in Rivers State when 22,430 militants, agitators, criminals, cultists and sundry characters embraced the amnesty offer of the state government and surrendered 1,000 fire arms, 7661 rounds of ammunition, and 147 explosives (Peterside, 2018).

2.6 Theoretical Framework

There are a number of theories that explain the origin of proliferation of small arms and light weapons. This study adopted conflict theory. Conflict theory emphasizes the role of coercion and power in producing social order. This perspective is derived from the works of Karl Marx (1818-1883) who saw society as fragment of groups that compete for social and economic resources. Social order is maintained by domination. Power is always in the hands of those in control of political, economic, and social resources. When consensus exists, it is attributable to people being united around common interests, often in opposition to other groups. Inequality exists because those in control of a disproportionate share of society's resources actively defend their privileges. The masses are not bound to society by their shared values, but by coercion in the hands of those in power (Anderson and Taylor, 2009). This perspective emphasizes social control, not consensus and conformity. Groups and individuals advance their own interests, struggling over control of societal resources. Those with the most resources exercise power over others with inequality and power struggles resulting. There is great attention paid to class, race, and gender in this perspective because they are seen as the grounds of the most pertinent and enduring struggles in society.

In Mill's view, social structures are created through conflict between people with differing interests and resources. Individuals and resources in turn, are influenced by these structures and by the distribution of resources and power in the society (which are not done equally). The powerful elite in society have emerged through the fusion of the corporate elite, the military industrial complex and the executive arm of government. Mills argued that the interests of these elite were opposed to those of the people. He theorized that the policies of the power elite would result in scaling up of conflict, paying more attention on the manufacture of arms and weapons for the purpose of mass destruction, and extinction of the humans from the surface of the earth (Knapp, 1994).

Sears (2008) posits that conflict theorists believed that societies are defined by inequalities that create conflict, rather than those that establish order and consensus. These conflicts based on inequality can only be resolved through a fundamental transformation of the existing relations in the society, and is a product of new social relations. The disadvantaged have structural interests that run counter to the status quo, which, once they are assumed, will lead to social change. Thus, they are viewed as agents of change rather than objects one should have sympathy for.

Representation of disadvantaged groups in democratic processes may cultivate the notion of full participation, but this is an illusion. Inequality on a global level is characterized by the purposeful underdevelopment of Developing Countries like Nigeria, both during colonization and after national independence. The global system (i.e., development agencies such as World Bank and International Monetary Fund) benefits the most powerful countries and multi-national corporations, rather than the subjects of development, through economic, political, and military actions. Today, conflict theorists find social conflict between any groups in which the potential for inequality exists (racial, gender, religious, political, economic, and so on). Conflict theorists note that unequal groups usually have conflicting values and agenda, causing them to compete against one another. This constant competition between groups forms the basis for the ever-changing nature of society. Power provides the mechanism for the violent control of the rest of the population. In the course of the struggles, politicians use money to acquire arms and weapons and at the same time buy the agents of the social control such as police, prosecutors, judges and other agencies of social control in order to allow them use the arms and weapons during electoral process.

Critics of the conflict perspective point to its overly negative view of society. The theory ultimately attributes humanitarian efforts, altruism, democracy, civil rights, and other positive aspects of society to capitalistic designs to control the masses, not to inherent interests in preserving society and social order. However, the strength of this theory lies in its recognition that arms and weapons proliferation is a violent crime against democracy and humanity generally. It hinders the effective utilization of human capital for national development. Based on the foregoing assumptions the theory has been adopted as a theoretical guide for the study.

From the above theoretical perspective, conflict theory is of the view that politicians are regarded as enemy of progress in the society. democracy in Nigeria has become multidimensional to the extent that the right people are not allowed to take part in the system. This situation makes the control of the menace of light arms and small weapons proliferation a very difficult task by the appropriate authority. Members of the public cannot understand the complex nature of arms and weapons proliferation as such they do not give the needed vital information to the appropriate authority saddled with the responsibility of controlling the phenomenon. Politicians can muster enough resources not only to bribe the appropriate law enforcement agencies but also to frustrate their investigation aimed at curbing the menace in the society. Similarly, the organized social structure in Nigeria which attaches more importance to wealth acquisition with less attention given to the approved means of acquiring such wealth by the society provide grounds for increase in electoral violence in the country Nigeria.

3. Research methodology

3.1 Research design

Survey research design was used for this study. It investigated the opinion and perception of security personnel and other Kogi State citizens on the proliferation of small arms and light weapons and its threat to security of lives and properties.

The population of Kogi State according to the 2006 census was 3,314,043. The state comprise of 21 Local Government Areas which include Adavi, Ajaokuta, Ankpa, Bassa, Dekina, Ibaji, Idah, Igalamela-Odolu, Ijumu, Kabba/Bunu, Koton Karfe, Lokoja, Mopa-Muro, Ofu, Ogori/Magongo, Okehi, Okene, Olamaboro, Omala, Yagba East and Yagba West

The study used Yamen formula for calculating sample size to draw the sample size for the study. The formula is stated as below;

$$n = \frac{N}{1+N(e)^2}$$

Where n = Sample size
N = Population
e = Level of significance
3 = Constant

n = ?, N = 195,261 and e = 0.05
Substituting the above values into the formula, we have;

$$n = \frac{3314043}{1+3314043(0.05)^2} = 399.997951470332$$

Therefore, n ≈ 400
Thus, equal number of questionnaires will be distributed across the 21 local government areas in the study area.

3.2 Instrument for Data Collection

The instrument used for collecting data in the study was a structured questionnaire. The structure questionnaire was divided into four parts, part A seek the respondent information and part B,C, and D contain research questions aimed to provide answer to the questions considered for the study. The instrument for data collection was structured using the Five rating scale thus:

Strongly Agreed (SA) 5 points
Agreed (A) 4 points
Undecided (UD) 3 points
Disagreed (D) 2 points
Strongly Disagreed (SD) 1 point.

The analysis of data for the research questions was done using frequency counts and mean. Mean, was use to answer the research questions.

4. Data Presentation and Analysis

This section encompasses presentation, analysis and interpretation of the results from the data collected through the questionnaire. The research questions raised and the objectives stated at the beginning of the work were answered through the analysis of the responses to the questionnaire. For accuracy and convenience, the results obtained are presented in tables, the frequency tables illustrate the character and level of responses received during the survey. The presentation and analysis of the results are reflective of the objectives of the study.

Two hundred (400) copies of questionnaires were administered to the respondents, out of which 378 were properly filled and returned, while 217 were not returned and 5 were not valid. Thus, the analysis will be done based on the valid number of questionnaires retrieved.

Table 1: Age of Respondents

Variables	Frequency	Percentage (%)
18 – 25	62	16
26 -35	152	41
36– 45	60	16
46 -55	58	15
56 -65	26	7
66 and above	20	5
Total	**378**	**100**

Source: *Field Work, 2019*

Table 1 above shows the age bracket of the respondents. Information on the table indicates that 62 of the respondents representing 16% are between 18-25 years of age, 152 of the respondents representing 40 are between 26-35 years of age, 60 of the respondents representing 16% are between the age group of 36-45 years, 58 of the respondents representing 15% are between the age group of 46-55. Still on the same table, 26 of the respondents representing 7% are between the age group of 56-65 years, while 20 respondents representing 5% are 65 years and above. This implies that the respondents are between different age categories.

Table 2: Gender of the Respondents

Variables	Frequency	Percentage (%)
Male	196	52
Female	182	48
Total	**378**	**100**

Source: *Field Work, 2019*

Information in Table 2 reveals that 196 of the respondents representing 52% are male, while 182 of the respondents representing 48% are female. This implies that majority of the respondents are males.

Table 3: Respondents Educational Level

Variable	Frequency	Percentage (%)
None Formal Education	16	4
Primary Education	46	12
Secondary Education	76	20
Tertiary Education	240	64
Total	**378**	**100**

Source: *Field Work, 2019*

Table 3 reveals that 16 of the respondents representing 4% have no formal education, 46 of the respondents representing 12% have primary education, 76 of the respondents representing 20% have secondary education, while 240 of the respondents 63% have tertiary education. This shows that majority of the respondents have qualifications such as ND, NCE, HND and B.Sc. respectively.

Table 4: Occupation of the Respondents

Variables	Frequency	Percentage (%)
Farming	58	15
Civil Servant	224	60
Student	26	8
Trading	58	15
Unemployed	10	2
Total	**378**	**100**

Source: *Field Work, 2019.*

Table 4.4 above shows that 58 of the respondents representing 15% are farmers, 224 of the respondents representing 60% are civil servants, 26 of the respondents representing 8% are students. Still on table, 58 of the respondents representing 15% are traders, 10 representing 2% are unemployed. This indicates that majority of the respondents are civil servants.

Table 5: Marital Status of the Respondents

Variables	Frequency	Percentage (%)
Single	64	17
Married	232	61
Divorced	34	9
Widowed	48	13
Total	**378**	**100**

Source: *Field Work, 2019*

Table 5 shows the marital status of the respondents. Information in the table indicates that 64 of the respondents representing 17% are single, 232 of the respondents representing 61% are married, 34 of the respondents representing 9% are divorced, while 48 of the respondents representing 13% are widowed. This implies that majority of the respondents are married.

Table 6: What are the factors that embolden the proliferation of small arms and light weapons in Kogi State?

Opinion							
	Items	**SA 5**	**A 4**	**UD 3**	**D 2**	**SD 1**	**TL**
1	There are illegal small arms in Kogi State	126 31.5%	248 62.0%	12 2.5%	10 1.5%	4 1.5%	378 100%
2	Politicians are the source of small arms and light weapons proliferation	168 42.0%	164 41.0%	28 7.0%	38 9.5%	2 0.5%	378 100%
3	Religious groups are the source of small arms and light weapons proliferation in Kogi State	88 22.0%	142 35.5%	52 13.0%	78 19.5%	40 10.0%	378 100%
4	Ethnic groups are the source of small arms and light weapons proliferation in Kogi State	31 15.5%	72 36.0%	24 12.0%	41 20.5%	32 16.0%	378 100%
5	Military returnees from peace keeping are the source of small arms and light weapons proliferation in Kogi State	70 17.5%	72 36.0%	78 19.5%	78 19.5%	30 7.5%	189 100%
6	Security Operatives sell small arms and light weapons proliferation in Kogi State	82 20.5%	190 47.5%	62 15.5%	50 12.5%	16 4.0%	378 100%
7	Theft of arms from security operatives is the source of small arms and light weapons proliferation in Kogi State	49 24.5%	102 51.0%	24 12.9%	19 9.5%	6 3.0%	378 100%
8	Smuggling from neighboring states/countries is the source of small arms and light weapons proliferation	168 42.0%	174 43.5%	28 7.0%	12 3.0%	6 1.5%	378 100%
9	Arms dealers are the sources of small arms and light weapons proliferation in Kogi State	106 26.5%	100 50.0%	27 13.5%	28 7.0%	12 3.0%	378 100%
10	Defiance Industry Corporation of Nigeria(DICON) is the source of small arms and light weapons proliferation in Kogi State	17 8.5%	49 24.5%	48 24.0%	54 27.0%	32 16.0%	378 100%
11	Local manufacturers (Black smiths) are the sources of small arms and light weapons proliferation in Kogi State	53 26.5%	104 52.0%	44 11.0%	30 7.5%	6 3.0%	378 100%

Source: *Field Work, 2019*

On the sources of small arms and light weapons proliferation in Kogi State, the table above shows that 83% of the respondents strongly agreed that politicians often supply these illegal arms in circulation against 21% of the respondents who disagreed. This may be so because, Nigerian political history has been characterized by use of thugs by politicians to either intimidate their opponents or redress their failures. About 57% identified religious groups as the source of small arms in Kogi State, while 29.5% disagreed.

Also, 5 (1.5%) respondents identified ethnic groups against 36.5% who disagreed. These revelations may not be unconnected with the fact that most of the crises in Kogi State have both ethnic and religious connotations. However, 53.5% respondents indicated military returnees as against 27.0% who disagreed, 68.0% respondents indicated sales by security agents as against 16.5% who disagreed, 75.5% reported theft of security forces weapons as another source as against 12.5% who disagreed. This information may be so because many soldiers and police have often been implicated in illegal small arms transactions across the country.

Other sources as shown in the table indicate that, overwhelming majority 85.5% identified smuggling from neighbouring States and countries as against 7.5% respondents who disagreed, 76.5% identified arms dealers as against 10.0% who disagreed. These may be as a result of the porous nature of our borders, security check-points and lapses on the part of security agents, coupled with the fact that Kaduna State is close to other crises endemic States, such as Plateau and Kano. While 7 8.5% identified local manufacturers (Black smiths) as other source of illegal small arms in the metropolis, only 10.5% of the respondents disagreed. Given the above findings, we can therefore consider all the items listed as the major sources of small arms and light weapons proliferation in Kogi State.

Table 7: In what ways are small arms and light weapons threat to national security and particularly to Kogi State?

	Opinion						
	Items	**SA 5**	**A 4**	**UD 3**	**D 2**	**SD 1**	**TL**
12	Proliferation of illegal small arms	126 31.5%	248 62.0%	12 3.0%	10 2.5%	4 1.5%	378 100%
13	Encouragements violent use of arms	132 33.0%	162 40.5%	42 10.0%	50 12.5%	14 3.5%	378 100%
14	Loss of lives	206 51.5%	152 38.0%	16 4.0%	18 4.5%	8 0.2%	378 100%
15	Destruction of properties	198 39.5%	189 45.5%	6 1.5%	6 1.5%	10 2.5%	378 100%
16	Cause injuries and maiming	182 45.5%	182 45.5%	22 5.5%	10 2.5%	4 1.5%	378 100%
17	Displacement of people	148 37.0%	196 49.0%	26 6.5%	16 4.0%	14 3.5%	378 100%
18	Create general sense of insecurity	168 42.0%	175 49.0%	16 4.0%	10 2.5%	10 2.5%	378 100%

Source: *Field Work, 2019*

The data presented in table 7 revealed several impacts of small arms and light weapon proliferation on security challenges in Kogi State. Out of the 189 respondents, overwhelming majority of 93.0% reported that frequent small arms and light weapon proliferation has led to the insecurity in Kogi State, while insignificant number of ll.0% disagreed. This information implies that little provocation or peaceful protest can easily become violent if large pile of illegal small arms exist in a crises endemic society. Also, about 73.5% agreed that small arms and light weapon proliferation encourages violent use of small arms, 16.0% disagreed. While 91.0% of the respondents agreed that availability of illegal small arms in crises endemic area creates general sense of insecurity and only 5.0% who disagreed. This is closely related to the above. It implies that when there are no crises, these arms may be used to carry out other crimes such as armed robbery and assassination.

Table 8: Way of combating small arms and light weapons proliferation in Kogi State

Opinion							
	Items	**SA 5**	**A 4**	**UD 3**	**D 2**	**SD 1**	**TL**
19	Combating corruption to seal smuggling	126 31.5%	248 62.0%	12 3.0%	10 2.5%	4 1.5%	378 100%
20	Improve the border control measures by sealing the borders	132 33.0%	162 40.5%	84 10.0%	100 12.5%	14 3.5%	378 100%
21	Deploy adequate police officers in areas prone to clashes	206 51.5%	152 38.0%	32 4.0%	18 4.5%	4 0.2%	378 100%
22	Review the legislation in regard to SALW.	180 39.5%	198 45.5%	6 1.5%	6 1.5%	5 2.5%	378 100%
23	Improve infrastructure to enhance accessibility of security personnel	182 45.5%	182 45.5%	22 5.5%	10 2.5%	2 1.0%	378 100%

Source: *Field Work, 2019*

The data presented in table.8 revealed several way of combating small arms and light weapons proliferation in Kogi State. Out of the 189 respondents, overwhelming majority of 93.0% reported that combating corruption to seal smuggling will curb small arms and light weapons proliferation in Kogi State, while insignificant number of ll.0% disagreed. Also, about 73.5% agreed that improve the border control measures by sealing the borders will curb small arms and light weapon proliferation, 16.0% disagreed. While 91.0% of the respondents agreed that deploy adequate police officers in areas prone to clashes 5.0% who disagreed.

5. Findings

This study examines the impact of proliferation of small arms and light weapons on Nigeria's National Security, with specific focus on Kogi State (2015-2018). Findings from the study revealed that:

- Small arms proliferation constitutes security threat to Kogi State.
- Small and light arms proliferation is a major constraint to security of Kogi State
- The impact of small arms and light arms proliferation is averse to National territory defence especially in Kogi State.
- Combating corruption to seal smuggling, improving the border control measures by sealing the borders and deploy adequate police officers in areas prone to clashes are the ways the government can curb proliferation of small arms and light weapons in Kogi State.

Analysis from this study showed that the proliferation of small arms and light weapons affects security challenges in Kogi State, that ethno-religious conflicts, Theft of arms from security operatives, arms dealers and local manufacturers are factors that encourages the proliferation of small arms and light weapons in Kogi State and that combating corruption to seal smuggling, improving the border control measures by sealing the borders and deploy adequate police officers in areas prone to clashes are the ways the government can curb proliferation of small arms and light weapons in Kogi State.

6. Conclusion

From the foregoing, this study reached the following conclusions: the sources of illegal small arms and light weapons in Kogi State cannot be completely detached from the sources in the country. During conflicts, the availability and use of illegal arms increase cases of violence, resulting in destruction of lives and properties. It is therefore imperative to quickly bring the spate of conflicts under control, else in the nearest future, Nigeria as a whole, will become a country of street gangs, lawlessness and anarchy, where organized and unorganized groups and armed militias will erode and undermine government's monopoly of arms, and even the relevance of security forces.

7. Recommendations

Based on the findings of this study, the following recommendations are made:

- Nigeria 's borders are porous and the security agents are poorly equipped to face the challenges Therefore, as an urgent measure to combat smuggling, the government should take steps to ensure proper security of these borders and seaports. To this end, the police and other security agencies should be well funded. Similarly, there is the need to overhaul the security apparatus and personnel as a whole with the overall aim of improving their efficiency and effectiveness.
- Granting of licenses to arms dealers for the importation of small arms should be seriously controlled since some of these arms are often diverted for illegal use. To this extent, the Defense Industry Corporation of Nigeria (DICON) be properly equipped to modern standard and empowered to be the only producer and distributor of small arms and ammunition in the country and their activities closely monitored by relevant authorities to prevent any lapses on their. This will reduce cases of illegal diversion of arms imported legally.
- In addition, government should develop proper programmes for raising public awareness and control of illegal small arms. It should use its media organizations and other informal measures to educate the public on the dangers of illegal use of small arms. To achieve this, engaging civil society organizations and other relevant bodies and agencies to sensitize the public on the implications of imbibing culture of violence is imperative.
- As measure to check the easy loss of arms, security agencies keeping stockpiles of small arms should build more secure armories and develop effective internal systems to ensure regular and accurate accounting for all weapons in their custody and those issued for use to reduce theft and recycling of arms by corrupt officials.
- Some of the arms found to be used during the crises were manufactured locally. To check the increasing production and use of anus, activities of the local manufacturers should be closely monitored. Only credible people who cannot compromise their integrity should be licensed to produce local weapons. Since the workshops of these manufacturers are located in the hinterland, the government should collaborate with community leaders to achieve this.
- States should lead the development of a legally binding arms trade treaty that would establish common international standards at the highest level on the export of conventional weapons, including small arms. The creation and implementation of a clear and coherent national policy on SALW proliferation control should be done through the organization of national conferences bringing together all different levels of society such as governmental representatives, community-based organizations, NGOs and decision-makers. A broad participation would enable the development of integrated and comprehensive policies in tackling SALW proliferation at various levels and through various approaches.

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Re-Inventing Police Legitimacy for Crime Control in Nigeria: A Human Factor Approach

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Abstract. In Nigeria today, the level of crime and criminal activities has phenomenally heightened. This has manifested in the perennial cases of kidnapping, assassination, bombing, bank robbery, homicide, burglary, forcible rape, high-way and low-way robbery, pipe line vandalism, oil theft and ritual killings among other forms of crimes. Owing to this prevailing situation, this study was set out to investigate the issue of police legitimacy crisis and their capacity to control crime. The study relied solely on secondary data and content analysis. This study revealed that the absence of police legitimacy is responsible for the inability of the police to get assistance from the public in the area of crime control because they see the police as being corrupt, using force illegitimately, lacking integrity, and bereft of trust and accountability. From the findings of the study, the researchers therefore recommended the adoption of human factors approach as a means of redressing police legitimacy crisis in Nigeria. The human factors approach entails the police frantically building and gathering integrity, trust, accountability, responsibility and other virtues to itself. It is strongly believed that the development and adoption of human factor features among the police will go a long way in redeeming their battered image, and thus repositioning the force on the part of efficiency in crime control in Nigeria.

Keywords: Re-inventing, police, legitimacy, crime control, human factor, Nigeria.

1. Introduction

There is, no doubt, that two among the major functions of the modern state, following Hobbes' treatise, include the protection of the lives and properties of citizens; and the provision of congenial milieu for meaningful social relations to take place. Globally, the establishment of the police and other security agencies are very important security arrangement every state makes to ensure social order. In Nigeria, however, the police and policing styles adopted have come to be at a crossroads; which has given rise to a heightened state of insecurity in the country. Since 1999 that Nigeria transited from several years of military rule to a civilian rule, there has been an obvious increase in the extent and magnitude of security challenges in the country. The "general security index of the country is mind boggling and it is still grappling with the problem of how to effectively protect the lives and property of citizens and ensure that law and order prevails" (Otu, 2014:231).

In Nigeria currently, because of the heightened level of crime and criminal activities that are going on brazenly the "crime problems" have put the police and policing systems in a very serious crisis. This crisis manifest in the police being daily defeated in the battle against crime control and in their failure to respond to and give effective policing attention to the public when they cry out for help. This inability of the Nigerian police to effectively perform its constitutional mandate has been traced to its lack of legitimacy or general unacceptability (Onoge, 1993; Eke, 1999; Agwanwo, 2009, Okorie, 2012).

Suchman (1967) as cited in Eke (1999:215) notes that, “all social institutions or subsystems are required to provide proof of their legitimacy and effectiveness in order to justify society’s continued support”. The question of the police reinventing its legitimacy presupposes the fact that, the Nigeria police at the moment is suffering legitimacy crisis. This crisis is not just that of their inability to effectively and efficiently perform their legal responsibilities, but that of their being found doing the exact things they were established to correct or fight. This, thus negates the postulation of Deb when he notes that if law represents the collective conscience of society, the policeman, its principal law enforcer must be the staunchest protagonist, defender and keeper of that conscience. Thus, supporting this position, Mallick (cited in Ghosh, 2007) opines that the policeman ought to be an ideal citizen from every point of view; must be on the side of good, everywhere and at all times. But to do good; the policeman must be good himself.

The policeman in Nigeria seems to be quite different from the ideal policeman described by Deb and Mallick. Over the years, some Nigerian police officers appear to represent the staunchest antagonist to the collective conscience of the Nigerian society. Some of their actions have pitted them against the public. Acts of corruption, human rights abuse, aiding and abetting criminals, poor response to distress calls and the use of police as instrument of violence/oppression among other actions, have come be identified as some of obvious deviant acts that have made the public look at them with cynicism and suspicion. This negative impression that the people have of the police has weakened the capacity of the police to effectively discharge their duties. Contending in the same directions, Omale (2014) notes that the increasing unethical police practice is a major obstacle to police legitimacy and effectiveness in crime control.

The public is a resource necessary for efficient policing. Robert Peel, the founder of modern police remarked that the police are the public and the public are the police. This means the police and the public are to work hand in hand to achieve a crime-free society (Aremu, 2019). The public are “legally compelled to aid the police in crime prevention” (Ayling and Grabosky, 2006:28). However, Tyler (2003) noted that, the willingness to help police fight crime (either proactively, or just by complying with law) is more likely to exist if police are seen as legitimate, and that legitimacy judgments are shaped by people’s view about the fairness of the processes the police use when dealing with members of the public. But, on the contrary, the Nigeria police is highly conceived as an illegitimate social institution bequeathed to the modern state by the departing oppressive colonial regime in Nigeria. This is in line with what Osaghea (1989:36) said when he argues that “the colonial state, being essentially a law and order state, as was consistent with colonial enterprise, was built on the monopoly of the instrument of coercion but not the legitimate use of force and violence”. The police as an occupation force, used to subjugate the people to the exploitative motive of the imperialists, their presence since independence in 1960, has often been treated with rejection, and avoidance; and thus, this has made them unacceptable to the masses (Agwanwo, 2009).

In fact, as Ohakwe (1989) as cited in Opolot (1995) observes, one of the primary challenges facing the police today is the necessity to restore the sense of trust to the relationships that exists between them and the public. It is necessary for the police to cultivate a sense of discipline and solicitousness toward the public such that will serve to create the fundamental perception of the police authority as being a service group rather than a repressive arm of the government. Indeed, it is the perception of the public about the police as a repressive arm of the government that has strained the relationship between the public and the police. This eventually has culminated in the police legitimacy crisis that is now frustrating their policing capacity in crime control. Reversing this trend, would require re-inventing their lost image through the human factor approach. However, based on the problem identified, the objectives of this study are to examine the issue of police legitimacy crisis, its negative impact on crime control, and how the adoption of human factors approach would help the police regain their lost image for effective crime control. In order to achieve these objectives, this study relied on secondary source of data.

2. Literature Review

2.1 Conceptual Discourse

Legitimacy is a complex and controversial concept. It is a remarkably complex concept and has been subject of diverse meanings. In modern time, Max Weber was the first sociologist to use the concept of legitimacy for the classification of social phenomena (Eke, 1999). Max Weber's theory of legitimacy formulated a century ago, proved to be very seminal. The three ideal types of legitimacy he identified became classic concepts; and subsequent sociologists, political analyst and philosophers have continued to classify the phenomenon of legitimacy in one or the other of his three ideal types: traditional, charismatic and legal-rational legitimacy (Dogan, 2009) as cited in Haller (2009). As Benn and Peters (1959), (cited in Ojo 2003:19), long observe, to "Max Weber, legitimacy being popularity or general acceptability of governmental authority can have various sources or bases such as tradition, charisma and legal rationality, including mysticism as the source of authority exercised by religious leaders".

Legitimacy is obviously a pivotal term for evaluating and appraising social institution in contemporary society. Tyler (2003) defines legitimacy as a value controlled by an authority, a law, an institution that leads others to feel obliged to obey its decisions and directives. Friedrich (1980), as cited in Eke (1999), submits that legitimacy involves explicit or implicit justification for the authority of an order on the one hand, and the development of a concomitant sense of obligations on the part of subjects or citizens on the other hand. Amuwo (1993) notes that the concept of legitimacy is a salient one which students of politics often seek recourse to. It qualifies power and renders it acceptable. It also makes power a societal possession; it defines and delimits the context, content and contours of state-civil-society relations. And, of course, according to Fucuyama, (2004) while there have been historically many forms of legitimacy in today's world, the only serious source of legitimacy is democracy.

However, in spite of its obvious importance to social order, legitimacy appears to be an elusive concept. As Weiler (1997) notes, legitimacy is suggestive rather than possessing analytically rigorous qualities. For Osaghae (1989) legitimacy is the belief in the normal right of government or any of its agencies to be obeyed. A more comprehensive definition is the one given by Ballamy and Castiglione (2003). According to them, legitimacy is defined as the normatively conditioned and voluntary acceptance by the ruled of the government (or it agencies) of their ruler. For them, it involves both an internal and an external dimension. The internal dimension reflects the ways people within any organization, including a state, relate to one another, and to the institutions governing their lives. Such internal legitimacy arises from a fit between socially-accepted norms, customs and beliefs, and formalized process of authorization through relatively direct or indirect forms of consent. The external dimension reflects a supposedly objective as opposed to subjective point of view, such that could be adopted from the outside. It stems from the justification of these institutions' rationale and their congruence with certain formal and substantive norms, such as legal and human rights respectively.

From the definitions and explanations as seen above, the question about the relational meaning of the concept police legitimacy. What then is *Police Legitimacy*? Police legitimacy is a situation or process by which the institution, powers and roles and functions of the police are being accepted by those that are being policed. It is the acceptance of the legal powers, presence and responsibilities of the police to provide security for lives and property, and for the maintenance of social order in society. Police legitimacy, in other words, is a function of the police (institution and process) ability and capacity to persuade those being policed of their appropriateness so as to be granted wider legitimation (Ayling, 2007). Thus, police legitimacy can be examined based on input and output criteria. Input legitimacy is based on the normative principle that citizens will participate, either directly or indirectly in the process of policing the people, while output legitimacy, is based on the functional principle of the utility of police decision for the people (Haller, 2009).

Franke, Bierie and MacKenzie (2010), observe that a favourable perception of legitimacy can play an important role in the effectiveness of criminal justice network. As confidence in the institution builds up the public would be more disposed to accept the actions of the police, and those of rule of law. But on the contrary, when the confidence in the institution wanes, and the cynicism sets in, practitioners find it difficult to work to ensure the effective application of the rule of law. Citizens are less likely to support, cooperate with, and obey authorities who lack legitimacy in their eyes (Tyler, 2006a and 2006b). At this point of our discussion, it is necessary to ask this pertinent question: Is the Nigeria police a legitimate force or experiencing legitimacy crisis? Flowing from our x-ray on legitimacy, it is apparent that the legitimacy of any system, institution, state or its apparatus is not just based on the justification of its legal existence and its power/role; but on the assessment of the institution's ability or capacity to endear itself to the perceptive sensibility of those for whom such an institution was created to serve. Deriving from this stand point, the legitimacy of the Nigerian police should be based on what Nigerians perceives the police to be. Do the Nigerian public accept and willingly to obey them? Do they see the police as a worthy ally? Conversely, do the police see the masses as their friends? There could be a long list of these posers, but the obvious revelation is that over the years, particularly from their emergence as a force, at the beck and call of the oppressive colonial regime until their inheritance by the post-colonial state in Nigeria, their role as the coercive agent of the state has obviously been conspicuous, and has thus negatively pitted them against the public. Corroborating the above, Aremu (2013) avers that the Nigeria police has a checkered history of unacceptability with the public.

2.2 Factors in Police Legitimacy Crisis

The police in Nigeria remains the foremost law enforcement agent of the Nigerian state. In spite of this fact, the force has been deeply enmeshed in the crisis of non-acceptability or illegitimacy. A lot of factors have been advanced as the reasons for this situation. The history and evolution of the force as a creation of the western imperialism, super-imposed by the British as an oppressive and subjugating force used to suppress the 'locals' who are against their plunderous escapades in the colonies has been one of the strongest factors. As rightly pointed out by Onoge (1993):

The burden of colonial policing was the subordination of the national interest of the people to the political and economic interest of the state. Through armed patrols, raids arrest and detention, the colonial police protected colonial economy by policing labour… The police, in the consciousness of the people, became the symbol of dictatorial establishment rather than the protector of the protectors of the people's rights. As the people had no checks over the arbitrariness of the police, they either avoided "police trouble" or mediated inevitable contacts with bribe offering.

Also, Ake (1991) cited in Opolot (1995:187) states that "citizens see the state and its development agents as enemies to be evaded, cheated and defeated if possible, but never partners". As a result, Nigerians are no friends of the police force. They would prefer to obstruct rather than help policemen to do their duty. Even if a police patrol team arrives in time to prevent a suspect from being lynched, the mobs would always like to have their way and would not even mind lynching the rescuing policemen along with the suspect (Idowu, 1980, in Opolot, 1995).

Besides the factors surrounding its creation serving as a major reason for its legitimacy crisis, the police in Nigeria operate within such a political and social environment that has predisposed to legitimacy crisis. As Agwanwo (2015) notes, contemporary society, with its political system and law enforcement agencies, operate under one form of state system or another. Whatever form it may take, the state occupies a unique and hegemonic position in contemporary social and political system. The Nigerian state, like the formal police are both alien institution created by western imperialist to continue to ties the people and their resources/environment to the needs of the very few nationals and the West. Hence, the state and its law enforcement agent (like the police) are faced with legitimacy crisis as institutions super-imposed on the people; its activities are often confronted with resistance.

Police corruption is another factor that has also predisposed to legitimacy crisis. The perception and attitude of the public toward the police are very negative. In many circles, the Nigerian police is viewed as being synonymous with corruption. Among the security agents in Nigeria, the police appear to be most corrupt (Agwanwo, 2009). Olusanya (2013) notes that corruption and incompetence are bywords for the police. Police corruption, most often is driven by material gains. Police corruption is any proscribed behaviour engaged by law enforcement officers who receive or expect to receive, by virtue of their official position, an actual or potential unauthorized material gain, (Roebuck and Barker, 1974; cited in Aremu, 2014).The level of corruption in the force can only be better imagined than told. Mr. Balogun, the erstwhile Inspector-General of Police, was convicted of corruption for mis-appropriating millions of force funds to himself. Apart from the above cases of corruption, according to Olusanya, "Mr. Ehindero had to sack 10,000 policemen as "bad eggs" in 2006". Indeed, Newburn (1999), as cited in Aremu (2014:47) summarize police corruption thus:

- It is pervasive, in that corrupt practices are found in many police agencies;
- It is also a continuing problem, because there is evidence of corruption at all stages of police history;
- It is not simply a problem of the lower ranks, it cuts across;
- That there certain areas of policing that are more 'at risk' of corruption; and
- Police corruption is not mainly financial; it extends beyond bribery and extortion.

The Nigeria police also suffer from cultural legitimacy. Prior to our encounter with and subsequent immersion in the capitalist world order, the various nations and tribe in Africa and indeed Nigeria had evolved an age-long means of policing their environments which had been proved to be effective and efficient in nature. This pristine form of policing involved age-grades, secret cults, royal guard and messengers, oracles, value, natural law and religions, among others (Agwanwo, 2015). This form of policing was highly cherished because it evolved from within the cultural milieu to serve their specific social, cultural, political, economic, and religious needs. It helped to protect the lives and property of the natives and ensured social order. However, the contact with capitalist order and in the process of time, as noted by Iwarimie-Jaja (2015), the native police system was overtaken by the process of colonization of pre-colonial Nigerian entities (villages and communities). This, then, heralded the beginning of the legitimacy crisis for the formal police in Nigeria.

The lack of cultural legitimacy, according to Eke (1999) has been responsible for much disrespect for the police in Nigeria. Since culture mediates power and acts as framework upon which self-interest is defined and realized in any community, a police force cannot assume legitimacy from the mere fact of its official recognition in existing formal documents. The process through which the Nigerian modern police force system's standards are articulated and adopted do not address questions of cultural legitimacy or the quality or state of its being in conformity with recognized principles or accepted rules and standards of a given culture. Cultural legitimacy is a desired value for the acceptance of police authority. The very absence of it breeds suspicion and contempt for a police force.

2.3 Police Legitimacy Crisis and Crime Problem

A lot of security issues, with varying degrees of negative consequences have confronted the Nigerian state and citizens since the nation's independence till date. Crimes such as armed robbery, kidnapping, politically motivated killings, ethno-religious violence, corruption, drug trafficking, ritual killings, cultism and cult violence, human and child trafficking, smuggling of contraband goods, money laundering, electoral violence, intra/inter community violence, pipe-line vandalism, piracy, arms trafficking, oil bunkering, bank robbery, cybercrimes, ATM fraud, mob justice, rape, herdsmen and farmers crisis, among others have been known to besiege the Nigerian nation. Reflecting on even the ethnic dimension of crime in Nigeria, Ezenwoke (2017:44) as cited in Aremu (2019) avers that:

Beginning with the OPC challenges of the late 1990 in the South west, to the militancy in the Niger Delta, the Boko Haram terror group and the herdsmen in the North, have taken the nation by storm, killing, maiming and destroying of live and property These security challenges have been addressed through many across the country on a regular basis. The IPOB recently joined in the fray, even as commercial kidnapping spread the South east…..in the North Central and North-east, herdsmen have turned the whole geopolitical regions into a theatre of war and blood.

These forms of crime have become so resistant in spite of the police constitutional responsibility to curb crime. In this respect, Akuul (2011:19) has said that:

from the late 1990's to date, the Nigeria Police Force has embarked on several measures of fighting crime, some of which includes: Operation Sweep, Operation Flush, Operation Fire for Fire, Anti-crime Patrol, Operation Dzenda to mention a few…. all these efforts to ensure peace. However, it can be argued that these measures have not been able to attain the desired aims and objectives.

Thus, some scholars have pinned down the inability of the Nigeria police curb crime in spite of the well thought out crime control measures to legitimacy crisis and their deviant behaviours, (Ake, 1991, in Opolot, 1995; Onoge, 1993; Aremu, 2019).

3. Re-Inventing Police Legitimacy through Human Factor Approach

The concept of human factor approach to organizational legitimacy and efficiency, according to Adjibolosoo (1995) has to do with "spectrum of personality characteristics and other dimensions of human performance that enable social, economic and political institutions to function and remain functional over time". Their functionality and longevity of existence depend on how the public perceive its existence in terms of its legitimacy. The main claim of human factor approach is that no organization or institution can sustain its activities and gain public acceptance without human elements in such an organization being reliable, committed, disciplined, skilled, and appropriately qualified. Apart from these characteristics, such elements must believe strongly in the ideals of their society and institutions and affirm them at all times (Mararike, 2003). We shall discussed some of these ideals below.

3.1 Integrity

"Decades ago, the police was renowned for its integrity, honour and service. People were proud to be policemen and the community felt safe and secure. Not anymore because they are rotten" Guardian Editorial, (2003).

The supreme quality for leadership is unquestionably integrity. Without it, no real success of progress is possible, no matter whether it is on a section gang, a football field, in an army, or in an office, Dwight Eisenhower.

Integrity is a state of being honest or being imbued with strong moral principles. It means exhibiting uprightness, innocence, straightness, consistency and moral rectitude. Integrity has to do with one being able to adhere to official, moral and ethical principles of one's job. As Adjibolosoo (2003:14) notes, one is said to have integrity when he/she exhibits a non-compromising tenacity of adherence to ethical and moral principles. Such an individual has a sound moral character and speaks words within the bounds of honesty. Those who have integrity are most frequently true to their words and promises even when it hurts to keep such words and promises.

So, integrity is a necessary ingredient in the performance of organizational duties, especially as it has to do with police duties. Thus, Klockars (2001) sees police integrity as the normative inclination among the police to resist temptation to abuse the rights and privileges of their occupation. A police agency of low integrity cannot resist temptations of their office and so will engage in serious forms of police misconduct. This means it has motivation to be transparent in its works, and definitely cannot be held accountable to the rule of law, and is not concerned with the protection of human rights in the process (Ivkovic and Shelley, 2007). People with a high level of integrity are dependable and perform their duties to the end, and earn respect and support from the public. When the police adopt the principle of integrity, they will naturally endear themselves to the public and this will go a long way to correcting their poor public image, and so enhance their efficiency in service delivery.

The US Department of Justice (2001) observes that for the police to maintain integrity, they must ensure that: 1). they must recognize and respect the value and dignity of everybody, 2) they should show courtesy in all public contacts, 3) they should, at all times, exercise control. In Nigeria, however, the above tenets are not adhered to. Instead, we see many Inspectors General of police being fired for acts of corruption/lack of integrity. As noted by Jike (2009) even the proponent of fire for fire, Mr. Tafa Balogun was relieved of his job as inspector general of police because he became a victim of very profound corrupt practices. Such were the experiences of all IGs after him, including Mr. Sunday Ehindero, Mike Okiro and even the current IG, Mr. Ogbonna Onovo.

3.2 Responsibility

*We demand corporate responsibility for a shoddy product (business) or polluted beach, however, we refuse to require individuals to accept responsibility for their own behaviour. Perhaps it is easier to legislate and regulate spoiled meat than to legislate spoiled people-whether they are from the west side of Chicago or the president of a savings and loans, (*Blanch Brick).

*Whatever failures I have known, whatever error I have committed, whatever follies I have witnessed in public and private life, have been the consequences of action without thought, (*Bernard Baruch, advisor *to* US President).

In any organization, individuals are recruited to perform certain tasks. The employer and the organizational environment expect such employees to perform based on the responsibility assigned them. Covey (1989:29) submits that "human beings are responsible for their own lives. Their behaviour is a function of their decisions, not conditions; they can subordinate feelings to value. They have the initiative and the responsibility to make things happen. They do not blame circumstances, conditions or conditioning for their behavior". To be responsible means to have honour or pleasure to make sure that a task or duty is carried out according to the jobs specification. It stipulates the notion of being in full control, doing what is necessary to accomplish assigned task and also overcome associated challenges, being irresponsible is to be negligent of duty (Adjibolosoo, 2003). This then means that people in an organization, even in the police force, must exhibit responsible attitude to the organization ideals for the organization to succeed.

3.3 Accountability

This refers to the ability to "account for past actions in relationship to the decisions which precipitated the action, the wisdom of those decisions, the extent to which they were adequately and efficiently implemented, and the value of their effects" (Stufflebeam, 1971:20). Accountability connotes a sense of answerability to a person or body that has imposed a task or duty (Sachdev, 1986). The word accountability is synonymous with responsibility. A responsible person is one that can be held accountable for his/her actions, duty, or role to a higher or lower authority, or even to the public. This places a responsibility on organizations to acquire the necessary ability to perform; the obligation to provide information and/or justification and the necessity to absorb the consequences of unaccountable actions including disciplinary measures (Igbuzor, 2012). Covey (2004) also point out that integrity means being integrated around principles and natural laws that ultimately govern the consequences of one's behaviour.

Indeed, there are some factors that influence accountability. Paul (1991:12) identifies two factors that influence accountability. 'One is the extent to which the public has access to alternative supplies of a given public service. The second is the degree to which they can influence the final outcome of the service through some form of participation or articulation of protest/feedback irrespective of whether the exit option exists'. People especially police officers who are not accountable are usually sloppy, unconcerned and untrustworthy. Though they may claim their remunerations, they may not satisfactorily accomplish their assigned tasks. They know that they do not render accounts to anybody else but themselves. When a community (or police agency) is mostly inhabited with people who are never accountable, such a community or institution will be faced with numerous social, economic and political challenges (Adjibolosoo, 2003).

3.4 Trust

Trust is essentially a sociological concept that expresses the relationship that exists between individuals and others in a social structure. Trust basically expresses an individual belief in another to act or do things that would promote the interest of the one exercising positive belief in the other (Aluko, 2012). Uslander (2006) cited in Tankebe (2008), notes that, trust plays a key role in creating a vibrant community or institution. When people trust each other, they are more likely to take an active role in their community or institution. Covey (2004) observes that "just as trust is the key to all relationships, so also is trust the glue of organizations. It is the cement that holds the bricks together. It comes from three sources: the personal, the institutional, and one person consciously choosing to give it to another- an act that leads me to feel your belief that I can add value".

Trust is one of the ingredients that make people to develop confidence in the ability of others to do what they ought to do rightly. It also serves as a binding force in social relationships. Adjibolosoo (2003) avers that it does not only bind people together, but also builds among a community of people a confident expectation that assigned tasks will be performed as expected on schedule. Similarly, the existence of trust among a community of people promotes personal integrity, freedom, equity, fairness and justice. According to Jike (2009) trust is the tendency for person A to bring B into confidence; to confide in person B without the possibility of information leakage. It is generally believed that the Nigeria police often sell information to men of the underworld for a price. Sometimes, complaints are shopped out for a price. In fact, this has been a bane in the performance of the police in Nigeria.

3.5 Emotional Intelligence

Emotional Intelligence (EI) is very critical in actualizing any well-conceived task. Bennis (2001) observed that emotional intelligence is responsible for 85% of outstanding performance in the work place or organization. Coleman (1995:3) defines "emotional intelligence as the ability to be able to motivate oneself and persist in the face of frustrations; to control impulse and delay gratification, to regulate one's moods and keep distress from swamping the ability to think; to empathize and to hope". Aremu (2014) in his view conceives emotional intelligence as an individual's ability to deal effectively with the emotions confronting him and significant others. Salovey and Mayer (1990) and Goleman, (1995) identify five forms of IE as: self-awareness, motivation, self-regulation, empathy and adeptness in relationships.

Indeed, as a matter of fact, often times Nigeria police officers do not show emotional intelligence in the performance of their duties.

Nwolise (2004) remarks that the inability of Nigeria police officers to display empathy in the course of policing has led to a deep-seated dislike of the police by the public. It has also engendered a public perception of the police as an instrument of oppression, rather than of agents of the law and guards of the citizenry. Aremu (2006) writing on the importance of police EI, has noted that the Nigeria police, as presently constituted needs a major transformation which can only be achieved through EI education. Policing, as presently practiced in Nigeria, requires a significant degree of the application EI. This is primarily based on the fact that police job basically depends on human interface. As O'Neil and Crushing, (1991) cited in Aremu (2014) point out, law-enforcement faces daily challenges and stress that few other occupations undergo. Few occupations require the intensity of constant alertness, proper mood and demeanour, short-term memory, and physiological stamina that the police work requires. To be effective, efficient and endear themselves to the public, law-enforcement officers in today's social environment require emotional intelligence and a sense of self-control to meet the demand faced in the streets.

4. The Way Forward

The security situation in Nigeria is very pathetic at the moment. Owing to this security impasse, the criminal justice network, particularly its foremost agent, the police, need to vigorously work to reposition itself for the task before them. The Inspector-General of Police and the relevant governmental agencies charged with the police oversight functions need to place emphasis and also evolve strategies and principles of redeeming the negative image of the police. This will involve re-orienting the police on the need to be public-friendly. They should be trained to bring up such innate human qualities in them that will help them to treat the public with human face and so endear themselves to the people they are meant to protect. Such innate human factor should include cultivation of good integrity, accountability, trust, among others, for the purposes of confidence building that will make policing result-oriented.

Also, the implementation of the code of conduct that was launched by the former president, Goodluck Jonathan should be emphasized and religiously put into practice to fast-track the process of rebirth in the police. The government of the day should adequately motivate and remunerate the police to make them put in their very best in crime prevention and detection. The practice of community policing will help to build trust and partnership between the public and the police. With these practice in operation, the police would become legitimatized in the mind of the public. Scholars have noted that the police cannot secure public compliance and cooperation without maintaining legitimacy (Skogan and Frydl, 2004; Skogan and Meares, 2004; Sunshine and Tyler, 2003).

5. Conclusion

The police as an inevitable agent of the state is of vital importance to every society. The main reason for its establishment is, among other things, the maintenance of law and social order in society. In Nigeria, like in most African nations, this foremost institution has been enmeshed in the crisis of legitimacy, arising not only from the misgiving surrounding its origin and evolution, but also more importantly from their lack of effective utilization of those innate human feature (human factors) that would help endear them to the people they are serving. The absence of such human factors as integrity, trust, accountability, responsibility among others, also account for their being perceived wrongly, as corrupt, inefficient, brutal; necessitating their legitimacy crisis. Therefore, the adoption and development of human factor features among the police will go a long way in redeeming the battered image and reposition the force on the part of efficiency in Nigeria. This, invariably, will place them in a position of getting the much needed support from the public in the area of collaboration or partnership for crime control. Given the level of crime in Nigeria, therefore, the adoption of human factor will enable the police to reduce crime to its barest.

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Part Two

Social Psychology

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Influence of Social Media as Marketing Strategy for Establishing Youth's Fashion Consciousness and Purchase Intention towards Traditional Fabrics in Southwest, Nigeria

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Abstract. The purpose of the study is to examine the Influence of social media as a form of marketing strategy for establishing youth's fashion consciousness and purchase intention towards traditional fabric brands in Southwest, Nigeria. Undergraduate students of Tai Solarin University of Education, Ijebu-Ode, Ogun State, Nigeria were the targeted population of the study. The study adopted a Descriptive survey design. A convenience sampling strategy was adopted for the collection of data. The proposed study uses standardized questionnaire and 388 questioners were distributed among respondents randomly and got back 346 responses. Findings of the study show that Social Media affects both the Fashion Consciousness of the youth and the youth purchase intention towards traditional fabric brands, but the effect is weakly as it shows weak significant positive relationships. So it is revealed that Social media has little bit influence on youth Purchase intention as well as Fashion Consciousness of the youth. The study recommend among others that, traditional fabric practitioners should select the most appropriate social media platform to the youth that would provide the needed information to make the youth make quick and reliable purchase decisions; Fashion marketers involved with traditional fabric businesses should create innovative pages that have correct data, facts and figures, needed to serve and enrich the overall buying experience of the customers especially the youth rather than fill the pages with irrelevant information

Keywords: traditional fabric, Social Media, fashion marketing strategy, youth consciousness, purchase intention

1. Introduction

The Yoruba people of Southwestern Nigeria is a nation with unique set of traditions that is very proud of its history and traditions, and fabrics take a special place in their legacy. It is not surprising that they have their own historically significant fabric called traditional fabrics which are Aso Oke, Adire and Batik. These fabrics has been traditionally produced from cotton, silk, bark of wood, wool, etc, used in weaving and had a very complex production process. According to Olutayo, Olayinka and Fadina (2011) the growing popularity of this traditional Yoruba fabric shows that the fabric differ in their age and origin, but at the same time the people are united by the love they have for the classic materials. Available written records by Ojo (2006)and Akintayo (2016) show that from the pre-independent Nigeria up to 1976 (the time of oil boom) locally produced fabrics of Aso-Oke and Adire served the cottage industries and contributed to the growth and positively improved the nation's economy.

Adire for instance is a resist-dyed traditional fabric produced and worn by the Yoruba people of Southwestern Nigeria. Adire fabric production was expanded to include a variety of hand-dyed textiles using wax resist batik methods to produce patterned cloth in a dazzling array of dye tints and hues. As observed by Akintayo, and Agboola, (2007) the traditional production of indigo-dyed adire involves the input of two female specialists-dyers (**alaro**), who control production and marketing of adire, and decorators (**aladire**), who create the resist patterns. Adire material can be easily spotted thanks to its color scheme, which includes various shades of indigo blue and the unique tie-dye colouring.

Aso-Oke on the other hand is a locally woven fabric commonly found in South-West Nigeria. Aso Oke is used at traditional occasions such as weddings, engagements, funerals and other festivals. *Aso-oke* is also used as *aso-ebi* (commemorative cloth) among the Yoruba people of Southwestern Nigeria. *Aso-ebi* connotes the wearing of a chosen or commissioned cloth as a uniform dress to commemorate or celebrate an event or occasion. Asakitikpi (2007) and Akintayo (2016) explain that *aso ebi* is seen as strong expression of communal, solidarity and love. It can be used to make bedspreads, oven pads or inner mattress covers. LeBlanc and Van Lowe (2000) states that Aso-oke, has three main designs: *etu*, a dark blue indigo dyed cloth (a verse from an Ifa divination text describes it as the "father of all cloths") *sanyan*, a brown cloth woven from the beige silk of the Anaphe moth; and *alaari*, woven from silk.

In the past, there were more demand for traditional fabric products than were produced until competition set in which open door for consumers to have more choices. For instance, the introduction of foreign yarns for use in the traditional cottage textile production killed the local technology of hand-spun fiber manufacture which adversely affects the social and economic life of the weavers while the availability of second used cloth among the Yoruba also had negative impact on the traditional fabric productions and patronage. Renne (1995). However, the changes that came over the Yoruba were however not all negative on traditional fabrics. Ibeto, and Ogunduyile (2015) confirms that acceptability and use of the imported yarns and dyes by traditional fabrics producers readily brought changes into the fabric structure, and textural qualities and made the fabrics became softer with lustrous look.
The use of traditional fabrics decline in recent time following the complaint from consumers especially the youth has been heavy in texture, not fast in colour and most especially poor packaging (Akintayo, 2018). To sustain the traditional fabrics production and usage among the youth today requires demand a total change of attitude towards making its uses extends beyond been use only as occasional dress but into fabrics for everyday life or work. Also the love and acceptance of Yoruba youths for anything foreign as a mark of modernity needs to be work on. The traditional fabrics craft should never be allowed to fade as efforts should be made to evolve more innovative and creativity in design to attract young people as customers and investors by encouraging them to patronize homemade textiles. A way of achieving this is making sure the fabrics are well packaged and adequately publicized through fashion marketing in social media platform.

1.2 Relationship Between Fashion and Social Media

Fashion is a general term for a popular style or practice, especially in clothing, footwear, accessories, makeup, body piercing or furniture. Fashion refers to a distinctive and often habitual trend in the style with which a person dresses, as well as to prevailing styles in behaviour. Fashion is an industry which has a very short product life cycle and is totally depends on changing trends and this trend refers to the newest creations of the textile designers (Di Mauro, 2011). Young people all over the world are becoming more and more fashion conscious. They try to look smart and beautiful by wearing dresses of the latest designs. It is the application of fashion marketing through advertisement that plays a crucial role in managing this growth and change among the youth.
Fashion marketing is the end-to-end process of selling clothing, accessories, footwear and other fashions. According to Mike, (2009) fashion marketing begins and ends with the consumer and it involves everyone in the fashion industry and occurs throughout the entire channel of distribution. With extensive technology, traditional concept of marketing has fabricated with a digital mode which has brought the whole world to the customer's doorstep in one click. This rising penetration nature of the social media channels and their connectivity with marketers has made consumers more informative and

knowledgeable regarding the value they expected from fashion brand.

Media is a collective outlet that is used to store and deliver information. The media plays a significant role when it comes to fashion. For instance, an important part of fashion is fashion journalism. Editorial critique, guidelines, and commentary can be found on television and in magazines, newspapers, fashion websites, Social network, and fashion blogs. Angella and Eunju (2010) opine that in recent time, fashion blogging and YouTube videos have become a major outlet for spreading trends and fashion tips through which readers and viewers can learn about fashion, making it very accessible.

Social media denotes the means of communications among people in which they create, share, and exchange information and ideas in virtual communities and networks (Husnain, and Toor, 2017)). In recent time, there is a perfect connection between Social Media and Fashion in that social media depends on mobile and web-based technologies to create highly interactive platforms for fashion consumers through which individual consumers share, co-create, discuss, and modify user-generated content (Bilal, Ahmed, and Shehzad, 2014). In the view of Kaplan, and Haenlein, (2010) "Style does not have to just come from Vogue anymore", the democratization of style is being played out on the social web and there is profound acknowledgement that bloggers and taste-makers actually know what they're doing and can influence consumers' decisions. Fashion firms have been spending on mass advertising in order to create demand. The ultimate aim of any firm behind advertising is to create a "brand" that is preferred over other brands. Fashion brands in the recent times, connect with their target market through social media platforms such as Facebook, Twitter, and YouTube.

According to Meenakshi, and Arpita, (2013) until recently, the traditional fabric industry practitioners has been fashionably late to the social media party, refusing to adopt it at all because they were not fashion conscious. Fashion consciousness is the knowledge about the latest fashion, knowledge about what is in the trend and following the fashion. A person who is fashion conscious knows the details of the trends, its evolution and changes himself/herself as the fashion dissolves (Bakewell, Mitchell and Rothwell, 2006; D'aveni, 2010).

1.3 Statement of the Problem

The production of traditional fabrics, be it adire, akwete, aso-oke and others are still done manually which does not guarantee uniform standard in terms of colour fastness, durability, innovation and creativity in order to create a signature wear of the product. Previous studies have shown that Nigerians youth have unfavourable attitude towards home-made traditional fabrics because of the perception that traditional fabrics are inferior in quality to imported substitutes (Aire 2013; Kelegha, Okechukwu, & Soyeye (2018). Poor product packaging and marketing has been observed to negatively affect the patronage of homemade traditional fabrics by the youth (Sobowale, 2009) since the only means open to the manufacturer for the marketing of the traditional fabrics is achieved through the direct method, which MBendi (2007) stated involves the sale of goods directly to the final consumer through Word of mouth (WOM) – interpersonal communication about products and services between consumers on the spot selling of the products. Indirect marketing approach through advertisement on social media networks like Facebook, Twitter, YouTube and Instagram is observed to usually given back seat in the marketing of traditional fabrics in South West Nigeria. Hence, the need for this study to examine the Influence of social media as marketing strategy for establishing youth fashion consciousness and preference towards traditional fabric brands in Southwest, Nigeria.

1.4 Objectives of the Study

The objectives of the study are:

- To identify the impacts of social media marketing on youth fashion consciousness towards traditional fabric brands in Southwest, Nigeria

- To identify the impacts of social media on youth purchase intention towards traditional fabric brands in Southwest, Nigeria.

1.5 Hypothesis

The following null-hypothesis were formulated and tested in the study:

HO1: Social media marketing will not have any significant positive influence on youth fashion consciousness towards traditional fabric brands in Southwest, Nigeria

HO2: Social media marketing will not have any significant positive influence on youth purchase Intention

2. Methods

2.1 Research design

Descriptive survey design was adopted in the study. This is based on the justification that this design allows for effective sourcing of data on people's thoughts, feelings and opinions, and generalizable information from a population. The study population consisted of all the undergraduate students of Tai Solarin University of Education, Ijebu-Ode, Ogun State, Nigeria. The total population of the students are 12,413 students. Source: University Examination and Records, 2018/2019 session

2.2 Sample size

The sample size for this study was calculated, using a standard formula as described by Kothari method. Kothari, (2014) formula for sample size determination is defined as:

$$n = \frac{N}{1 + N(e)^2}$$

Where;
n= Sample size.
N = Population,
1= Constant value and
e =Margin of error given as (0.05).
Hence, given that the population (N) = (12,413), e = 0.05

$$n = \frac{12413}{1 + 12413(0.05)^2}$$

n =387.513, n ~ 388 (Approximate value)

These samples size (388) was selected using convenience sampling technique. Convenience sample according to Nworgu, (2015) is type of sample selected according to the researcher's convenience without necessarily referring to the representativeness of the sample to the population.

2.3 Data Collection Instrument

The instrument used for data collection in this study is a researcher structured questionnaire with both closed and open ended questions. The questionnaire solicited data on: demographic characteristics; effect of Social Media marketing on youth consciousness towards traditional fabrics and effect of Social Media marketing on youth buying intention towards traditional fabrics. Multiple scales were used in this study in order to gather data for different variables. The questionnaire was based on 4 point likert scale of Strongly Agree, Agree, Disagree, and Strongly Disagree; Never, Rarely, Sometimes, Always.

The survey was conducted on random basis that is questionnaires were distributed without any discrimination/bias to both male and female students. The students were recruited from strategic points and areas used by the students within the university community. The strategic points selected are where the students received their general courses like the GNS, ENT etc.

2.4 Validity of Instrument

The instruments used in this study were validated by two experts in the field of measurement and evaluation in the College of Specialized Education (COSPED), TASUED for vetting. This was done to ensure that the items of the questionnaires measured what they were supposed to measure.

2.5 Reliability of the Instrument

The Pre-testing of the questionnaire was conducted using 20 students from the Olabisi Onabanjo University, Ago-Iwoye, Ogun State, Nigeria to identify gaps and modify the questionnaire. The students who participated in the pre-test were not part of the main study. The data collected from the pilot study were used to calculate the reliability coefficient and split-half method was used. Also, Pearson Product Moment Correlation Coefficient (r) was adopted to determine the reliability coefficient of the instrument and a correlation co-efficient of 0.88 was obtained. This indicated that the items were reliable within the acceptable limits, thus, making it a standard instrument.

2.6 Data analysis

Data were entered into a Microsoft Excel 2003 spreadsheet and analysed, using the Statistical Package for Social Sciences (SPSS) 20.0. The demographics and outcome variables were summarized using descriptive summary measures, expressed as means (SD) for continuous variables and percentage for categorical variables. Chi-square test was used to determine the test of association between the categorical variables. All the statistical tests were performed using two sided tests at the .05 level of significance.

3. Results

Demographic Characteristics of Respondents

A total of 346 students completed the questionnaires, with a response rate of 89.2%. Table 1 shows the demographic information of the respondents. The result shows that 62% (n=215) of the respondents were female while 38% (n=131) of the respondents were male. The majority of the students 64% (n=221) were between the ages 18 - 25 years and more than two third of the students were from third years 35.5% (n=123) and forth year 38.4% (n=133) respectively.

Table 1: Demographic information of the respondents (students) (n = 346).

Variables	Frequency	Percentage
Gender		
Male	151	43.6%
Female	195	56.4%
Age of the undergraduate students		
Below 18	31	23%
18 - 25 years	221	64%
26 - 35 years	80	9%
Above 36 years	14	4%
Year of undergraduate study		
1st year	46	13.3%
2nd year	44	38.5%
3rd year	123	35.5%
4th year	133	12.7%

Table 2: Impacts of social media marketing on youth consciousness towards traditional fabric brands

S/N		SA	A	D	SD
	Variables	Fre/%	Fre/%	Fre/%	Fre/%
1	I use social media	49 (170)	42(145)	5(17)	4(14)
2	I am aware that there are various favourite sites on the social media networking one can choose to use	56(194)	38(131)	2(7)	4(14)
3	I use to follow fashion brands on social networking sites	37(128)	41(142)	14(48)	8(28)
4	I am aware that fashion related advertising are on social media sites	32(111)	25(87)	23(79)	20(69)
5	I am aware that traditional fabrics can be market through social media network sites	29(100)	21(73)	23(80)	27(93)
6	How much do you agree that social media can help in acquiring information about fashion trends	30(104)	38(132)	18(62)	14(48)
7	I am inform that it is easy to used social media platform to purchase traditional fabrics	42(145)	35(121)	10(35)	13(45)

Key: Fre=Frequency, %=percentage

Table 2 depicts the responses of the study participants (students) regarding the Impacts of social media marketing on youth consciousness towards traditional fabric brands in Southwest, Nigeria. The results in table 4 show that majority 91% (n=315) of the participant (students) were strongly agree and agree to item one of the question that "do you use social media"?, while a mere 9% (n=31) students disagree and strongly disagree to this question. On item 2 of the question which reads "are you aware that there are various favourite sites on the social media networking one can choose to use". 94% (n=335) strongly agree and agree while 6% (n=11) students disagree and strongly disagree to this. Also, majority (94%) of the respondents favours Instagram as one of the chosen sites on social media networking one can use while Facebook was voted the second most popular social site with 45%.

Item three (3) of the question reads "I use to follow fashion brands on social networking sites"? The results show that majority of the study participants 78% (n=270) were strongly agree and agree, while 22% (n=76) students disagree and strongly disagree in reaction to the above question**.** When asked the question on item 4 that "are you aware that fashion related advertising are on social media sites"?, the result reveals that 57% (n=198) of the respondents strongly agree and agree, 23% (n=79) students disagree while 43% (n= 138) were disagree and strongly disagree to the above question.

Similarly on item 5 of the question which reads, I am aware that traditional fabrics can be marketed through social media network sites. The respondents were divided on their response on this, in that nearly half of the respondents responded as disagree 23% (n=80) and strongly disagree 27% (n=93) while the other half strongly agree 29% (n=100) and agree 21% (n=73) that they are aware that traditional fabrics can be market through social media network sites. The responses of respondents on item 6 which reads "how much do you agree that social media can help in acquiring information about traditional fabrics brands fashion trends?", reveals that 68% (n=236) respondents strongly agree and agree, and 32% (n=110) disagree and strongly disagree to the above question. Likewise, table 4 shows that the current study participants responded as to the question of whether the respondents believe they can used the social media platform to purchase traditional fabrics. Majority of the study participants 77% (n=266) strongly agree and agree and 23% (n=86) students disagree and strongly disagree with the question.

Table 3: Impacts of social media on youth purchase intention towards traditional fabric brands

S/N	Variables	Fre	percentage
1	**How often do you (youth) buy fashion products on social media sites**		
	Never	14	4%
	Rarely	24	7%
	Sometimes	114	33%
	Always	194	56%
2	**How often do you (youth) notice traditional fabrics fashion advertisements on social media**		
	Never	28	8%
	Rarely	59	17%
	Sometimes	145	42%
	Always	114	33%
3	**How often do you (youth) shop for traditional fabrics brands on social networking sites?**		
	once a month	138	40%
	more than once a month	66	19%
	once in 3 months	90	26%
	once in 6 months	52	15%
4	**How does the online advertisements influence you (youth) to purchase traditional fabrics brand social media sites**		
	often	62	18%
	rarely	90	26%

	sometimes	166	48%
	never	28	8%
5	**Do buyer reviews and ratings on social media affect youth buying decision for a particular traditional fabrics brands**		
	Never	nil	0%
	Rarely	121	35%
	Sometimes	52	15%
	Always	173	50%

Table 3 shows the respondents response on the impacts of social media on youth purchase intention towards traditional fabric brands. The table reveals that 56% (n= 194) of the respondent indicates that they always made fashion products purchased on social media sites. Out of the respondents, 42% (n = 145) of them indicates that they sometimes noticed traditional fabrics fashion advertisements on social media. 40% (n=138) of the respondents make online shopping for traditional fabrics brands on social media sites once a month, 19% (n=66) respondents shop more than once a month, 26% (n= 90) shop for once in 3 months, while only 15% (n=52) of the respondents shop for once in 6 months. The results indicate little effect of social media on purchasing intention for traditional fabrics brands.

On the respondents response to the question of "how often does the online advertisements influence the youth to purchase of traditional fabrics brands?", the results indicates that majority of the respondents 48% (n=166) indicates that online advertisements would sometimes influenced them to purchase traditional fabric brands. This result proved that social media has indeed influenced people to some extent by online marketing. The responses as to whether reviews and ratings of consumers affect youth buying decisions. The results reveals that majority of the respondents 50% (n=173) indicates that reviews and online ratings on social media would always affect youth buying decision for a particular traditional fabrics brands.

Hypothesis Testing

The following null-hypothesis formulated are tested in the study:

HO1: Social media marketing will not have a significant positive influence on youth consciousness towards traditional fabric brands in Southwest, Nigeria

Chi-Square Test

Table-4: Social media marketing * Youth Fashion consciousness

Pearson Chi Square	**Value**	**Asymp.sig**
	9.336	.002

The value of chi-square is 9.336 and p=.002 (p<.05) which shows significance. Thus, H1 is accepted that Social Media has significant positive relationship with youth fashion consciousness towards traditional fabric brands in Southwest, Nigeria.

HO: Social media marketing will not have a significant positive influence on youth purchase intention

Table-5: Social Media Marketing * Youth Purchase Intention

Pearson Chi Square	**Value**	**Asymp.sig**
	23.156	.000

The value of chi-square is 23.156 and p=.000 ($p<.05$) which shows significance. Thus, H1 is accepted that there is significant positive relationship between Social Media and youth purchase intention towards traditional fabric brands in Southwest, Nigeria. But this relationship is also quite weak.

4. Discussion on the findings

This study aimed to investigate the Influence of social media as fashion marketing strategy for establishing youth consciousness and purchase intention towards traditional fabric brands in Southwest, Nigeria. Overall, majority 62% (n=215) of the respondents were female. The students were between the ages of 20 and 23 years while 38.4% (n=133) of the students were in their fourth year. This result implies that the most dynamic trend setter in the fashion segment were the youth ranging from the higher institution students to the recently made employees. The result of the gender also implies that the female population were not the only gender that are active in Social Media and follow the fashion trends, men also indulge in following fashion with same interest, if not more, as that of women. Although females are more fashion conscious and the ones who spent more time on social media shopping pages and websites as compared to males.

The result of the impacts of social media marketing on youth consciousness towards traditional fabric brands in Southwest, Nigeria as indicated in objective one and hypothesis one show that the youth are more fashion conscious owing to the fact that they are technology savvy and are very comfortable with the use of Social Media networking. The result shows that the digital world has taken over the traditional ways of marketing and so it is very important to be active on these sites for every information, be it the company's side or the customer's side. From this result, it can be deduced that the reason may be due to coeducation environment of the youth. They come from different areas and cultures. So when they come at the same place, they inspire from each other. Youngsters are more fashion oriented because they have spare time to attend the parties and to watch television. Also, they have fewer responsibilities, so they always want to change themselves according to the environment.

Although the shopping behavior of youth as consumers is changing, they are shopping more often though not as much in monetary terms, but the impact of social media on their shopping behavior is still limited. The awareness about online marketing of traditional fabric as advertisements on social media is increasing with social but the most prominent medium of knowledge for the youth is low for them to know about traditional fabric trends that will increases their consciousness. Thus, hypothesis one (H**1**) is accepted that Social Media has significant positive relationship with Fashion Consciousness. But this relationship is also weak. So, Social media has little influence on youth fashion consciousness youth towards traditional fabrics in Southwest, Nigeria.

The finding of this study is supported by prior empirical works conducted in by Muhammad, Hamid, and Muhammad *(2014)* which clearly shows that social media is still growing up to reach its potential in that social media played a mild role in helping consumer form a buying decision. This result is contrary to the finding of Bayazit (2015) which revealed that unique social network marketing platforms offered by social websites such as Facebook can create viral effects that can help to expose consumers to certain products or services to generating their positive attitudes towards purchase intentions. Also, Vineran, Cetina, Dumitrescu, and Tichindelean, (2013) revealed that the increasing trend of youths towards the use of social media for educational purposes may also attract them to turn to social media for information consciousness about particular fashion products and services which can possibly impact on purchase intentions.

The results of objective 2 and hypothesis two on the impacts of social media on youth purchase intention towards traditional fabric brands in Southwest, Nigeria indicate little effect of Social Media on youth purchase intention or youth Buying Behavior. The result indicated that, there is a weak positive relationship between these two variables. The respondents are mostly young people who are active on social media but the results does not show any change in their buying habits towards traditional fabric. A person who used to shop once a month does not shop twice in the same month which shows social media has not been effective in persuading them to shop for traditional fabric more than usual. Therefore, hypothesis two (H2) was accepted that there is significant positive but weak relationship between Social Media and youth purchase intention.

Comparing the results with the previous research there is a difference in the findings. According to Pookulangara (2011) with the use of social media people are connecting with brands on a personal level which in turn is affecting the fashion retail industry in many ways by providing a platform to interact with their consumers and promote their products. The relationship that social media creates between brands and the consumers is essential for brands in order to drive sales in future. Moreover, the use of social media over the recent years across all demographic groups is dramatically increased. The data collected from the subject survey suggests that the brands should continue to utilize creative online marketing strategies in order to engage consumers directly and more personally with the fashion brands.

5. Conclusion

The study was mainly focused on the influence of social media as fashion marketing strategy for establishing youth's consciousness and purchase intention towards traditional fabric brands in Southwest, Nigeria. The role of social media as marketing strategy for launching youth's consciousness and purchase intention of traditional fabric was put to test. Findings show that Social Media affects both the youth's purchase intention towards traditional fabric and Fashion Consciousness of the youth but weakly as it shows weak significant positive relationships. So it is revealed that Social media has little bit influence on Consumer Purchase intention as well as Fashion Consciousness of the youth in the study area.

Young consumers are in an increasing demand for trustworthy information regarding traditional fabric brands as fashion trends, therefore, social media can be a useful tool for finding information due to its capability of instant interaction between users and brands. Traditional fabric Fashion brands' presence on Social Networking Sites give the impression that they are closer to their audience. This impression is derived from the interaction between consumers and brands that social media provide. Contrary to traditional media where consumers have a third party opinion that they do not know if they can trust and are only fed information by the brand, social media gave the youth consumers a chance to be influenced by other consumers' shared opinions, people that they might trust more because of their online influence.

6. Recommendations

Based on the findings of the study, the following recommendations were made:

- Traditional fabric practitioners should select the most appropriate social media platform to the youth that would provide the needed information to make the youth make quick and reliable purchase decisions.
- To get the attention of the youths towards the patronage of traditional fabric on social media,
- It is suggested that specialised and dedicated social media platforms should be used as opposed to general social networks.
- Fashion marketers involved with traditional fabric businesses should create innovative pages that have correct data, facts and figures, needed to serve and enrich the overall buying experience of the customers especially the youth rather than fill the pages with irrelevant information
- Based on the problem associated with e-commerce on the use of through the Information Technology, social media websites and servers should be made

more secure to avoid hacks and information leaks.

- Advertisements and promotional messages on the social media platform should be properly filtered according to audience so that they only reach the targeted segment

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Psychological and Job Contextual Predictors of Work Commitment among the Polytechnic Ibadan Staffs, Nigeria

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Abstract. Lack of commitment among workers poses a serious problem in an organization or work environment. Workers have been threatened by non-payment of salaries as at when due, poor remuneration, promotion delay, lay-offs, and necessary work infrastructure. This study therefore examined psychological and job contextual predictors of work commitment. The study adopted a descriptive survey design of correlational type. A sample of three hundred workers was selected to partake in the study using multistage sampling. Data was collected using reliable instrument (work commitment scale; motivation scale; job satisfaction scale; emotional intelligence scale and work efficacy scale). Three research questions were raised and tested at 0.05 level of significance using Pearson's product moment correlation and multiple regression analysis. The results revealed a significant positive relationship between work commitment and work efficacy, job satisfaction, emotional intelligence and motivation. The result also indicated a significant joint and relative contribution of the independent variables to the prediction of work commitment. Based on the findings of the result, it was recommended that employers of labor must make it a point of duty to formulate policies and create programmes that would strengthen these factors among their workers in order to ensure commitments.

Keywords: Work commitment, Work efficacy, Emotional Intelligence, Job satisfaction, Motivation.

1. Introduction

The past decade has witnessed heightened interest in work commitment, with several studies published on this topic (Adedapo, 2000; Adeyemo, 2001; Beckeri, Randa & Riegel, 1995; Landy & Trumbo, 1980). This growing interest reflects not only an acknowledgement that work commitment might have a direct impact on the normal development of a sane society, but also provides a strong foundation stone that would facilitate the development of human and capital resources (Balu, 1988). No organization in today's competitive world can perform at peak levels unless each employee is committed to the organization objectives and work as an effective team member. It is no longer good enough to have employees who come to work faithfully every day and do their jobs independently. Furthermore, it is increasingly recognized that promoting the commitment of workers is one of the most important and cost-effective long-term investment a society can make (Call et al., 2002; Reddy et al., 2010).

Workers commitment remains one of the most substantial work-related behavioral phenomena which could have positive impact on productivity, organizational culture and effectiveness. It could also be said that commitment may contribute a great deal to workers happiness and contentment and these trickles down to his/her home and family life. However, poor commitment could have the following negative implications: poor work contribution, resident aggression, workload, poor balance of work and family, professional isolation, lack of recognition, poor relationships with superiors and colleagues, role conflict, lack of interest in learning new skills.

Workers' commitment is not only significant to their productivity, its essence has been well documented in literature (Morsy and Sabra, 2015; Ballon and Goodwin, 2007). The parlous state of quality of education especially at the tertiary education level could be mainly attributed to workers' productivity which is a reflection of their commitment. Commitment is the psychological possession one has for his/her job in the work environment (Gliem and Gliem, 2001). It is the level to which a worker recognizes with a specific organization and its targets and desires to retain relationship in the institution. Commitment is a measure of the relative strength of an employee's identification with an involvement in a particular organization. It can also be viewed as the knowledge, skills, abilities and experience of the work force which is useful to the organization only if the employees are willing to apply it to the achievement of the organization goals. (Chen et al, 2008).

In the last decade, studies have emphasized the importance of exploring how different work commitment forms are interrelated (Cohen, 1999; Morrow, 1993; Randall & Cote, 1991) and how they are associated with work outcomes (Becker, 1992; Carson, Roe, Birkenmeier & Phillips, 1999; Cohen, 2000; Hackett, Lapierre, & Hausdorf, 2001). The rationale behind these studies is that "by failing to consider the larger web of relationships encompassing the various psychological constructs, researchers may incorrectly identify the strength and direction of the relationship between these constructs" (Randall & Cote, 1991). In other words, it would perhaps be better to predict work commitment by exploring several factors that can affect work commitment in the workplace. Several psychological and environmental factors have been associated with a significant increase in the commitment of workers in the workplace This study looks at the psychological & Job contextual factors predicting work commitment among the polytechnic Ibadan staffs. The factors examined include: Emotional intelligence, work efficacy, motivation, and job satisfaction. Each of these factors would be briefly discussed as follows:

1.1 Emotional Intelligence

Emotional Intelligence (EQ) can be conceptualised as the ability to identify, use, understand and manage emotions in a positive way to relieve stress, communicate effectively, empathize with others, overcome challenges, and defuse conflicts. Emotional intelligence impacts many different aspects of individual daily life, such as the behavioural and interaction with others. An individual with high emotional intelligence should be able to recognize his/her own emotional state and the emotional states of others, and engage with people in a way that there will be attraction. Hence, this understanding of emotions could help in relating better with other people, for healthier relationships, achieve greater success at work, and lead a more fulfilling life.

Emotional intelligence is assumed to improve the commitment of workers, by helping tremendously in many areas such as to be less impulsive and control of temper, in coping more effectively with stress and speaking up with self-confidence, expression of feelings when uncomfortable and in setting clear boundaries with bullies, being more positive about self and make better decisions, in getting motivated and maintain momentum. This as well could improve interaction better with others, positively influence people and being emotionally resilient.

Akin to this, it has been established that high EQ will enhance workers professional life, irrespective of the nature of challenges peculiar to the teaching profession and to cultivate a higher level of EQ, can be building a quality work life (Shirkovand, 2007).

1.2 Work Efficacy

Work efficacy can be conceptualized as workers' belief in their abilities to carry out their role efficiently. It is a domain-specific self-efficacy construct regarded as a variable in this study, especially as it concerns the commitment of workers. Workers self-efficacy is a vital factor and a worthy variable in educational research. Akomolafe and Ogunmakin (2014) identified it as a workers judgment of his/her capability to bring about desired outcomes. A strong sense of efficacy in this context could enhance human accomplishment and personal well-being in many ways. According to Oyewumi, Ibitoye and Sanni (2012), people with high assurances in their capabilities approach difficult tasks as a challenge to be mastered rather than as threats to be avoided. Such an efficacious outlook fosters intrinsic interest and deep commitment.

Self-efficacy promotes a high level of commitment to work, collaborative relationship with colleagues and successfully contributing to the promotion of a rich and stimulating learning environment. (Imants and Van Zoelen, 1999). A worker with low self-efficacy avoids difficult tasks which he views as personal threats. Such a worker usually has low aspirations and weak commitment to the goals they have set for themselves in their chosen profession (Akomolafe and Ogunmakin, 2014). Workers' self-efficacy affects and sustains commitment and satisfaction (Caprara, Barbarnelli, Steca and Malone, 2006). Workers that are highly self-efficacious have more motivation to remain in the work environment than workers with low self-efficacy (Whittington, McConnell and Knobloch, 2003). Less efficacious workers are more likely to experience burnout and leave the profession (Bandura, 1993). Thus, workers that have low work-efficacy may find it very difficult to enjoy high commitment to work life (Akomolafe and Ogunmakin, 2014).

1.3 Motivation

Motivation can be considered as a force that stirs individual to act in a particular way or direction and this could be internal or externally driven. The relationship between commitment and motivation appears to be in two ways because any of the two could precede the other. In other words, the higher the commitment, the more motivated employees will be (Baleghizadeh and Gordani, 2012), while the more motivated the employee become the better their commitment. There are very few studies discussing the nature of the motivation in the work environment (Baleghizadeh and Gordani, 2012).

Ozgenor (2016) noted that work commitment and motivation are important and major concepts in managing human forces of organizations today (Shirkovand, 2007).When people develop a positive attitude toward their job, superior and department or organisation, they become much more motivated to work efficiently (Hatam, Farid and Kavosi, 2013). Measurement of quality of commitment will have an impact on increasing the positive attitude of employees towards their work, increase productivity and intrinsic motivation of employees, increase the effectiveness of the company and the company competitive in the face of global business (Tjahyanti, 2013).

1.4 Job Satisfaction

Job satisfaction is a pleasurable or positive emotional state resulting from the appraisal of one's job or job experiences, or the attitudes and feelings people have about their work (Armstrong, 2006). It could also be referred to as a personal evaluation of the conditions present in the job, or the outcomes that arise as a result of having a job. In the work environment, satisfaction could include; achievement, advancement, job enhancement, job enrichment, and teamwork. Similarly, since it has to do with an individual's perception and evaluation of his/her job, and this perception is influenced by the person's unique circumstances such as needs, values, and expectations. On the other hand, when job satisfaction is low, there are pectorals of negative behaviour that is paramount especially among workers, some of such includes absenteeism, psychological withdrawal, industrial action, aggression, low commitment and the likes.

Similarly, Bavendam (2010) identified six factors that enhances job satisfaction; opportunity for growth, stress, leadership, increases in relative strength, work standards, and fair reward and adequate authority. These factors are one of the major items that forms the bases for workers commitment. On the other hand, workers might not be at their best when they feel dissatisfied, this becomes obvious in their relationship with colleagues, during teaching learning process, when examination scripts are being marked, when students commit offence, and when scores are to be submitted. Akin to this, Armstrong (2006) argued that the level of job satisfaction is affected by intrinsic and extrinsic motivating factors, the quality of supervision, social relationships with the work group, and the degree to which individuals succeed or fail in their work. Other factors according to Jennings (2008) include salary, benefits, job security, and the ability to retire within the organization.

1.5 Research Questions

- What is the relationship among emotional intelligence, work efficacy, motivation, job satisfaction and work commitment?
- What is the joint and independent contribution of the independent variables (Emotional intelligence, work efficacy, motivation, and job satisfaction) to the prediction of work commitment?

2. Methodology

2.1 Research Design

The research adopted a descriptive survey of the expost-facto type to determine the influence of psychological and job contextual factors (Emotional intelligence, work efficacy, motivation, and job satisfaction) on work commitment.

2.2. Participants

Three hundred (300) participants were drawn from the polytechnic Ibadan, representative of both teaching and non-teaching staffs were selected by means of simple random sampling to ensure a balanced representation of both category of staffs.

2.3 Instruments

Five major instruments were utilized for the study namely:

2.3.1 Workers Commitment Scale (WCS) (Meyer & Allen, 2013).

The WCS is a self-administered 10-item measure designed to assess an individual's commitment to work. The measure, set on a 5-point Likert-type scale, requires individuals to indicate the frequency with which they have commitments selecting from 1-5. The responses are summed to determine possible scores ranging from 0 to 100, with higher scores indicating a greater disposition for work commitment. The instrument has been found to have a high internal consistency reliability (coefficient alpha = .96) and a moderate to high level of test-retest reliability (r = .86).

2.3.2 Schutte and Malouff Emotional intelligence Scale (SMEIS) (Schutte & Malouff, 1998).

The SMEIS is a 33-item instrument designed to assess (interpersonal skill, self-regard, assertiveness, emotional self-awareness, empathy, impulse control, flexibility, problem solving, stress tolerance, and optimism).. The instrument is set on a 5-point Likert-type scale with response choices ranging from "strongly agree" (1) "strongly disagree" (4). The measure possesses good reliability (.85) and confirmed face and convergent validity have been reported. Psychometrics of the 10 items as reported by the author are (α = .88, test-retest r = .51).

2.3.3 Work-efficacy Scale

Work-efficacy Scale was adapted from the generalized self-efficacy scale designed by Stanley, Nory, Hopko, Beck, Averill and Swann (2002). to assess the work efficacy of the respondents. The seventeen (17) items are presented on a four (4) point likert scale of Strongly Agree, (SA) Agree,(A) Disagree,(D) and Strongly Disagree (SD) by a tick (√) in a box that depicts their opinion and with 4, 3, 2, 1 point value attached to them respectively. As reviewed in Scholz, Dona, Sud and Schwarzer (2002), previous studies have indicated that the Generalized Self-Efficacy-Scale has satisfactory psychometric properties. Cronbach's alpha ranged from 0.75 to 0.91 across studies, with a test-retest reliability of 0.67 (half a year interval), 0.70 and 0.55 (one year interval) and 0.47 and 0.63 (two year interval).

2.3.4 Job Motivation Scale

Job Motivation Scale was adapted from a study conducted by Gagne et al (2015) on the Multidimensional Work Motivation Scale: Validation evidence in seven languages and nine countries. The scale adequately measured various aspects of job motivation. It consists of 13 items on a range of five point likert scale. Areas like intrinsic, extrinsic and motivation components of job motivation were captured in the scale. Samples of items include "I do little because I don't think this work is worth putting efforts into", "I perform well at job because others will respect me more (e.g., supervisor, colleagues, family, clients)".

2.3.5 Job Satisfaction Scale

Job Satisfaction Scale developed by Worrell (2004) was adapted for this study. It was used as a measure of job satisfaction of the workers. The instrument has twenty two (22) items with a reliability coefficient of .80. The response format is the four point- response of: Strongly Agree (SA) (4), Agree (A) (3), Disagree (D) (2) and Strongly Disagree (SD) (1). Some of the items of the scale read as follow: 1. "Most of the things I do on this job are useful and important", 2. "I feel a very high degree of personal responsibility for the work I do on this job" and 3. "I feel satisfied and happy when I discover that I have performed well on this job. The Cronbach's alpha value reported by author was .73.

2.4 Procedure

The questionnaires were administrated to the respondents at their various offices. They were adequately briefed on the importance of the study; they were also assured of the confidentiality of their responses. The administration lasted two weeks; during which questionnaires was coded on SPSS and subjected to analysis.

3. Results

Research Question 1: What is the significant relationships among emotional intelligence, work efficacy, motivation, job satisfaction and work commitment among polytechnic Ibadan staffs?
The result is presented in table 1:

Table 1: Zero Order Correlations Showing Relationship among work efficacy, job satisfaction, emotional intelligence, motivation and work commitment among polytechnic Ibadan staffs.

Variables	1	2	3	4	5	Mean	SD
1.Work commitment	1	.286**	.282**	.149**	.316**	50.10	4.92
2.Work Efficacy		1	.002	.316**	.039	39.34	6.01
3.Job Satisfaction			1	.061	-.491**	36.84	6.64
4.Emotional Intelligence				1	.248**	41.02	5.24
5.Motivation					1	34.28	3.82

*correlation is significant at the 0.05 level (1-Tailed)
**correlation is significant at the 0.01 level (1-Tailed)

From the Table 1, the result shows that work efficacy had significant relationship on work commitment of an individual at (r=0.286; p<.01). The result further showed that there is a positive relationship between the variables. Therefore, an individual who experiences a reasonably high work efficacy will subsequently experience a high work commitment. The result also shows that job satisfaction had significant relationship with work commitment at (r= -0.282; p<.01). However, the result presented a positive relationship between the variables. That is, an increase in job satisfaction of an individual's is capable of increasing work commitment of such individual. The result further shows that emotional intelligence had significant relationship on work commitment of an individual at (r=0.149; p<.01). The result further showed that there is a positive relationship between the variables. Therefore, an individual who experiences a reasonably high emotional intelligence will subsequently experience a high work commitment. Furthermore, the result also shows that motivation had significant relationship with work commitment at (r= -0.316; p<.01). However, the result presented a positive relationship between the variables. That is, an increase in job motivation of an individual's is capable of increasing work commitment of such individual.

Research Question 2: What is the joint and independent contribution of the independent variables (Emotional intelligence, work efficacy, motivation, and job satisfaction) to the prediction of work commitment?

Table 2: Multiple Regressions Showing the Psycho-job contextual predictors of Work Commitment among Polytechnic Ibadan Staffs

Predictors	**B**	**T**	**P**	***R***	***R²***	***F(4,295)***	***P***
Work Efficacy	.279	5.067	.000				
Job Satisfaction	.175	2.919	.004	.445	.198	18.18	<.01
Emotional Intelligence	-.005	-.079	.937				
Motivation	.220	3.557	.000				

DV: **Work Commitment**

The results in Table 2 revealed that emotional intelligence, work efficacy, motivation, and job satisfaction jointly predicted work commitment among polytechnic Ibadan staffs , (R= .445, R^2 = .198, F (4, 295) = 18.18, p<.01); this implies that emotional intelligence, work efficacy, motivation, and job satisfaction accounted for 19.8% of the changes observed in the self-report level of work commitment among polytechnic Ibadan staffs while the remaining 80.2% could be attributed to alienated factors not by chance considered in this study. Further findings showed the significant independent contributions of each independent variable to the variance in the dependent variable: Work efficacy contributed about 28% variance in work commitment (β = .279, t=5.067; p<.01); job satisfaction contributed about 17.5% variance in work commitment (β =.175, t=2.919; p<.05); motivation contributed about 22% variance in work commitment (β =.220, t=3.557; p<.01. But emotional intelligence (Beta=-.005, t=-.079, p>.05) is not significant predictor of work commitment. The result further implies that increase in work efficacy, job satisfaction and motivation will increase the likelihood of work commitment among workers.

4. Discussion of Findings

The first research questions which tested the relationship between work efficacy, job satisfaction, emotional intelligence, motivation and work commitment. The results indicated significant relationship between work efficacy, job satisfaction, emotional intelligence, motivation and work commitment. This finding is supported by several studies on commitment among workers. For example, Luthans et al. (2006) reported that people with higher general work-efficacy are more likely to be satisfied and committed with their jobs. This is further supported by Cervone and Scott, (1995) that people with a robust perception of their efficacy foresee positive futures, experience fewer distressing emotions and are better able to organize the complex cognitive skills required to cope with demanding environment. Numerous researchers have also noted that job satisfaction requires multiple satisfactory job experiences to create high organizational commitment (Meyer, Stanley, Herscovitch, and Topolnytsky, 2002). MacKenzie, Podsakoff, and Ahearne, (1998) also corroborated the findings of the study that job satisfaction precedes organizational commitment causally 'because it is more specific, less stable, and more rapidly formed. The result is also supported by Palmer et al. (2003) who pointed out that individuals with higher levels of EI are more likely to perform better in the workplace, have a lower rate of absenteeism, display higher levels of organizational commitment, have higher levels of job satisfaction, and are less prone to be affected by occupational stress. Furthermore, Jansen et al. (1999) used the Hackman and Oldham job diagnostic model to determine the relationship between intrinsic work motivation, burnout and turnover intentions among nurses. They found that intrinsic work motivation is primarily determined by elements of the job that make the work challenging and worthwhile.

The second research questions which tested the joint and relative contributions of work efficacy, job satisfaction, emotional intelligence, motivation to the prediction of work commitment were confirmed. The results indicated significant joint prediction of all the independent variables on work commitment. This finding is supported by several studies. For example, Heuven et al., (2006) noted that highly efficacious individuals are expected to make better use of and generate resources in their work environment to deal with demanding tasks in all given situations. This eliminates the possibility of stress at work and makes working life better. Similarly, Mehdi Hosseini et al, (2010) findings is also in line with the result of this study that job satisfaction which encompasses - fair pay, growth opportunities and continuing promotion improves staffs' performance which in turn increases commitment of employees. Furthermore, it corroborates the findings of Deci and Gagne (2005) that reported a strong relationship between motivation and commitment. Also, the result of study on using motivational strategy as panacea for employee retention and turnover in selected public and private sector organizations in the Eastern Cape Province by Samuel (2008) showed that employees in both the public and private sector organizations were motivated to a very large extent by a combination of intrinsic and extrinsic factors which in turn affect commitment. Employee motivation has a significant and positive relationship with employee commitment, it is fundamentally meant to facilitate behavioral alteration. Similarly, employee commitment with their work and jobs is more, if they are motivated as compared to less motivated employees (Guay et al., 2000; Vansteenkiste et al., 2007).

5. Conclusion

Based on the findings from this study, it is hereby concluded that there is a significant relationship between work efficacy, job satisfaction, emotional intelligence, motivation and work commitment among workers in the polytechnic Ibadan. Similarly, there was a significant joint contribution of work efficacy, job satisfaction, emotional intelligence, motivation on work commitment and also there is a significant relative contribution of work efficacy, job satisfaction and motivation on work commitment among the Polytechnic Ibadan workers.

6. Recommendations

This research recommends that employers of labor must make it a point of duty to formulate policies and create programmes that would strengthen these factors among their workers in order to ensure commitments. It also recommends that in order to sustain workers work efficacy, emotional intelligence, job satisfaction and motivation, adequate consideration must be paid to efforts that can enhance their commitments like regular payment of salaries, promotion, work prospect and fringe benefits. Etc.

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Investigating the Effectiveness of Health Counselling in Curbing Drug Abuse Menace among Secondary School Students in AMAC, Abuja. Nigeria

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Abstract. The study focused on the topic "Investigating the Effectiveness of Health Counselling in curbing Drug Abuse Menace Among Secondary School Students in AMAC" Two theories formed the framework for the research- the person centered and social learning/behaviourist theories. This helped to proffer ways by which counselling sessions between the clients (the students) and the counselor can be made efficient. It further looked at the need for counseling, types and reasons for counseling. Through counseling, the clients and counselor can mirror the causal factors of the various social vices in schools; it also helps to nip the problems which schools encounter in the bud. Furthermore, the roles of the school management in counselling was also looked at, it helped to establish what the senior leadership team of schools should consider when it comes to critical issues such as this. In the same vein the study looked at the problem of drug abuse vis-à-vis the need for proper counselling in school. Four research questions guided the study, with the adoption of simple percentage for analysis. The study recommended that counseling should be given adequate attention, and that staff teachers involved in counselling should be trained- this means that apart from the very fact that schools should have the guidance and counselling office, all teachers should see themselves as counselors, they must see the students they teach as theirs hence, there is the need to counsel the students every time they meet with them in their classes. And to do this effectively, they need to be properly trained.

Keywords: Counselling, Health Counselling, Drug Abuse

1. Introduction

1.1 Statement of the Problem

Drug abuse in secondary schools is a cancer that has eaten deep into the system, it has wrecked a lot of havoc to an extent that if it is not tamed, our schools might end up becoming centers for wild teenagers and adolescents. It is no longer news that some students as young 11 to 12 years of age in secondary schools have been introduced to drug abuse. This is worrisome because this wrong decision would have a ripple effect on the school, their future and the society in general.

It is also a rude shock that most schools have not given counselling the right attention it deserves, while some government schools lack the effective services of guidance and counselors, most private schools do not even have counsellors at all. This reveals the very reason why drug abuse has taken a higher dimension in secondary schools and other levels of education.

Also, it is an unpleasant reality that students have access to these drugs at will which is indicative of the very fact that they can easily walk into any pharmaceutical store and purchase these drug. Meaning the drugs are sold without doctors' prescription, which is a pointer to the fact that a good number of the drug stores

around are uncertified, even the few ones that are certified have been compromised.
Against this backdrop, the research aims to investigate the "Effectiveness of Health Counselling in Curbing the Menace of Drug Abuse in Secondary Schools I FCT.

1.2 Objectives of the study.

- To identify common types of drugs abused by students in secondary schools in AMAC.
- To explore the causes and effect of drug abuse among students in secondary schools in AMAC.
- To assess the availability of counsellors in secondary schools in AMAC.
- Proffer solutions to the menace of drug abuse in secondary schools in AMAC.

1.3 Research Questions.

- What kinds of drugs are commonly abused by secondary school students in AMAC?
- What are the major causes and effect of drug abuse among secondary school students in AMAC?
- How functional is the office of the schools' counsellor?
- What are the solutions to the menace of drug abuse?

1.4 Significance of the study.

This research investigated the effectiveness of health counselling in curbing drug abuse menace among secondary school students in FCT. The research would be useful to parents, schools and the society in general.

It would be useful to parents in the area of raising well-mannered and highly obedient children who would become useful to the society and the world in general. Also it would serve as guide on better ways for parents to counsel their children.

Furthermore, the piece would be useful to schools with regards to prioritizing the need for effective counselling in secondary schools. It would help schools to realize the urgency to place proper attention to counselling so that erring students can be called to order and effectively redirected to the right path.
Finally, it would be of great help to the society in general in the sense that, counselling would help to nip in the bud, the excesses of the students, and further help them in the right direction particularly helping them to achieve their career goals and target, which ultimately would culminate into a saner and more productive society.

1.5 Theoretical Framework

For effective delivery of justice on this topic of focus, two theories are considered as guidelines to how counselling in the school structure particularly in secondary schools should carried out. They are; the person-centered theory and the social learning (behaviourist) theory.

1.5.1 Person-Centered Theory

Propounded by Rogers in 1980, it looks at counselling beyond the counsellor-client meet. To him counselling even takes into consideration the wellbeing of the client even after the counseling session. Odhiambo (2014) opined that the counselor should poses some key attributes such as empathy, respect and warmth towards clients. Empathy helps counsellor have full understanding of what the client is passing through, and this would help position him to proffer solutions to the problem of his clients. Respect on the part of the counsellor shows reception towards the clients. Therefore it is expected that teachers, principals or trained counsellors adopt a person-centered approach of counselling for effectiveness in the fight against drug abuse in secondary schools.

1.5.2 Social-Learning Theory

This theory was propounded by Albert Bandura (1986). According to him human beings pick up or learn behaviors from external factors surrounding them. Furthermore, the theory views behavior as a reflection of what happens in the environment. Therefore this theory can be of help to counsellors, school administrators and policy makers in diverse ways. Firstly, it would help them realize that most behaviors displayed or exhibited by students particularly drug abuse are acquired or learnt from the environment, hence it would help counsellors to solve this problem from a standpoint of well-furnished understanding. Finally, this theory helps counsellors to be well positioned in such a way that they do not address situations involving a client who is addicted to drugs from a preconceived perspective.

2. The Need for Counselling

Counselling is a necessary requirement in all schools because it helps position students well enough and fit for the society. With counselling students are better prepared for the society, without it the school system risks being troubled and this would in the long run have a negative impact on the society.
Audu (2015) averred that counselling is a term which focuses on assisting individuals attain self-understanding and direction. In other words, counselling helps students to reflect and come to a point where a self-examination is conducted. Afterwards, they (students) decide on a transformational change which is evident in their character and learning. In addition to that it would be foolhardy to conclude that secondary schools students understand everything that pertains to life hence there is no need for counselling which guides them towards the right direction. This is the costly assumptions made in secondary schools today, in the sense that the role of counselling has been largely downplayed and the very reason for students' high level of misbehavior.

Further to that Dabone, Graham et al (2015) posited that "counseling is seen as a psychological process of helping an individual to be equipped with self-understanding and skills of problem solving of everyday life in the society, home and school". Therefore counselling helps to prepare and fully fortify students with skills and relevant understanding of distractions which can take them further away from their focus. With counselling in place in secondary schools, students can have a solid knowledge of society problems and the possible solutions to these problems.

Okobiah and Okorodudu in Dabone, Graham et al (2015) posited that "guidance and counselling are sets of activities which has provided us with the gateway out of the existing numerous problems in our present age of complex scientific and technological development". It can be deduced from this that counselling is a panacea to different societal problems. Without counselling, there would be a high level of raging societal problems, the very reason for high level of moral decadence in some secondary schools and in the society in general. A society with secondary schools that pay great credence to counselling would have little problems to deal with. Societies with high prevalence of drug abuse are typical societies that have neglected counselling in secondary schools because it is a crucial stage or phase of life that calls for total attention.

In addition to that, Collins in Mikaye (2012) posited that "guidance and counselling is important because it provides an insight on working knowledge, skills and attitudes" With counselling, teachers can have a full comprehension on the knowledge, skills and attitudes of students which serves as a guide to an effective way of managing them within and outside the classroom.

Denga in Audeu (2015), sees "counselling as as a cluster of formalised educational services designed by the school to assist students to achieve self-knowledge or self-understanding which is necessary for them to attain full self-development and self- realization of their potential" the extraction from this assertion is that counselling if given appropriate concentration in secondary schools, could help students a great deal by helping them to know and further understand the prerequisites for the attainment of their full potential in life. Therefore with proper counselling I secondary schools, students who take to drug abuse and eventually get addicted to it to an extent that it degenerated into cultism and finally possible expulsion from schools, would have a rethink about the course of action that is about to be taken.

2.1 Types and Reasons for Counselling

Guidance and counselling programs in Nigeria were established to assist students develop competencies needed to overcome academic, career and personal challenges, (Federal Government of Nigeria; NPE, 2004). With the help of counselling career challenges particularly uncertainty of students about the career path they would follow or personal challenge in the form of pre-marital sex, drug abuse hooliganism, cultism can be solved.

Counselling guarantees safety because a well counselled student is set on the right path in readiness for the achievement of his/her goals. The sad reality however is that counselling is taken with levity in secondary schools today. There is little or no attention on counseling, the more reason why students engage in so many dastardly acts such as drug abuse, sex, hooliganism to mention a few. It is shocking to realize that students take drugs like tramadol and codeine without doctor's prescription. Further to that it is no news that students engage in unlawful sex, this alone forms a major distraction to their academic performance.

According to Mikaye (2012), there are two major types of counselling, they are: individual and group counselling. The former refers to one-on-one counselling, in other words, it takes place between the counsellor and his/her client. The later takes place between a professional counsellor and a group of people. According to Mikaye, the maximum number of this group should not be more than ten in order to have an effective session of counselling. Also in his remarks, he affirmed that government has not made sufficient efforts in ensuring that counselling is given the due attention it deserves particularly in public secondary schools.

2.2 Counselling and Members of Schools' Leadership Team

It is also worthy of note that for the fight against drug abuse to be effective, heads of school should drive the campaign for necessary counselling that is needed. Nyaegah, (2011) averred that the school principals are key players in initiating and organizing good guidance and counselling services in secondary schools. If principals really feel the need for effective counselling in school, he would understand that his role transcends overseeing teachers and students in the school premises, but also, individualized needs which could be expressed in various forms should be given due consideration. This can only see the light of the day only if principals take counselling in its totality as a tool to achieving a conducive learning environment laced with academic and moral success and devoid of misdemeanors. Also, to achieve this senior leadership teams of schools should be trained or take courses on counselling, as opined by Auni, Songok, Odhiambo & Lyanda (2014) that majority of the heads of department do not have adequate training that would help them to handle the varied issues affecting students in schools since the short term workshops and seminars that the majority of them had attended were not sufficient in empowering them to effectively guide and counsel students.

3. Drug Abuse and the Need for Counselling.

Drug abuse is the use of illegal *drugs* or the use of prescription or over-the-counter *drugs* for purposes other than those for which they are meant to be used, or in large amounts.

Since students are pre-occupied with the thoughts of drug abuse and unhealthy relationships, it hampers on their success in academics. This is in tandem with the assertion of Muritala, Godwin, Anyio, Muhammed, Ajiboye (2015) who maintained that "illicit drug use is injurious to adolescent students in their academic performance"

One major factor that can be linked to drug abuse in schools is peer pressure; the pressure to belong to the caucus of happening guys in schools for the purpose of defense against injustice.

The use of drugs in itself is not bad, but wrong usage if it calls for concern. In a situation whereby an individual who is not sick takes drugs for other reasons is purely an abuse of drug. Drug abuse is rampant across all age groups particularly adolescent to the aged. One of such, is its prevalence in secondary schools, where students take drugs for reasons that can best be adduced to:

Peer-Pressure: this is the pressure that an individual unduly mounts on himself/herself to be friends with someone who takes drugs. United Nations (2013) affirmed that drug users seek approval for their behavior from their friends. This is also in line with the view of Gantoye in Muoti (2014) who maintained that peer pressure is key reason that can be adduced to drug abuse.

Family Background: Some students come from homes that see drug abuse the norm. They have fathers, mothers and even siblings who abuse drugs, and they invite them over to take part. In the assertion of Muchemi (2013), a child forms his/her behavior from the teachings and attitude of the parents and grown-ups around.

Mass Media: this is yet another cause of drug abuse in secondary schools. What students see on television, social media or what they hear on radio really influences their choice to decide on drug abuse. For example music video makers are major culprits, in an attempt to attract traffic to their songs, they engage in terrible things chief of which is drug abuse. Limo (2012) also shares this assertion.

Maithya (2009) opined that in the early days precisely 19th and early 20th century, "herbs, roots, bark leaves have been used to relieve pain and help control diseases"

Muotti (2014) averred that drug abuse is prevalent among young people. We realize that the need to really boost ones ego necessitated the need for the abuse drugs in secondary schools.

The use of tobacco and alcohol is more prevalent in secondary schools. Although those who have become veterans in it have graduated to the usage of tramadol, codeine (cough mixtures, Indian hemp tranquilizers to mention a few. In cases where students are under close monitoring, they could decide to buy spirit, and mix it with fruit juice, by this no one would ever know. The prevalence of drug abuse among secondary school students leads to fatigue, stress, anxiety, bullying even murder Maithya (2009).

Finally, some prominent effects of drug abuse include: health challenges- drug addicts battle health challenges such as shortness of breath, persistent cough and ultimately cancer. This also leads to emotional health breakdown, this means that, drug addicts witness what is called health relapse. Ultimately, drug abuse negatively affects academic performance of students in schools because it is difficult for students to combine the mental demands of drugs with academic demands.

4. Research Design.

The descriptive method was adopted for this study as it helps assessing attitude and opinions of people towards a particular phenomenon. It looks at peoples' view or perception of a scenario and considers its possibilities. Strategies adopted include: case-studies, theories and narratives. Survey was basically carried out with the use of questionnaire.

4.1 Method of data analysis

This data was analysed using simple percentage. Descriptive statistics including frequencies and percentages was used to answer the research questions.

5. Results

Research Question One: What kinds of drugs are commonly abused by secondary school students in AMAC?

S/N	STATEMENT.	YES	NO	Total
1	Have you ever abused drug?	89	61	150
2	Do you know of any of your friends who abuse drugs?	65	85	150

From the responses gathered, it can be extrapolated that of 150 respondents. 89 (59 %) claimed to have abused drugs in one way or the other, while 61 (41 %) chose otherwise. Furthermore 65 respondents representing (43 %) agreed to having friends who engage in drug abuse, however, the remaining 85 (57%) claimed otherwise.

Commonly abused drugs by Secondary School Students in AMAC.

S/N	TYPE OF DRUG	VERY FREQUENT	FREQUENT	FAIRLY FREQUENT	NOT USED
1	Alcohol	20	15	90	25
2	Tobacco	5	9	26	110
3	Indian hemp	0	0	2	148
4	Tramadol	15	23	33	64
5	Codeine	12	29	24	85

Concerning drugs that are commonly abused, for alcohol, 20 respondents representing (13%) agreed to taking it very frequently, while 15 (10%) only take it frequently. On the other hand, 90 (60%) take it fairly frequently, while 25 (17%) posited that they do not drink alcohol.
Also, on the consumption of tobacco, 5 students opened up on smoking it very frequently, 9 others do it frequently, while 26 smoke on rare occasions, meanwhile, 110 respondents do not smoke.
In the same vein, no students smoke Indian hemp very frequently, also, none are frequent smokers.
However, two of the correspondents smoke occasionally, while the remaining 148 respondents don not smoke at all. On the consumption of tramadol, 15 are very frequent smokers, while 23 are frequent smokers, 33 are casual smokers. However, 64 respondents, do not consume tramadol.
Finally, on the consumption of codeine, 12 consume it very frequently, while 29 drink frequently, 24 do it occasionally, and finally, 85 do not take it.

Research Question Two: What are the major causes/effect of drug abuse among secondary school students in AMAC?

Causes of drug abuse.

S/N	FACTORS	VERY INFLUENTIAL	INFLUENTIAL	FAIRLY INFLUENTIAL	NOT INFLUENTIAL
1	Peer pressure.	105	35	5	5
2	Family background	73	32	15	30
3	Indiscriminate/unauthorized sales of drugs.	119	20	9	2
4	Social/mass media influence.	87	53	6	4

It can be deduced from the statement above that, peer pressure is a very influential cause of drug abuse as 105 respondents alluded to this fact, 35 also affirmed that it is influential. Meanwhile, 5 were of the opinion that it is fairly influential, however, 5 differed in the opinion as they believed that it is not an influential factor.
Furthermore, family background as a cause of drug abuse also generated a divided attention as 73 respondents believe that it is a very influential factor, meanwhile 32 affirmed that it is influential. 15 maintained that it is fairly influential while 30 were totally in total disagreement.
Concerning unauthorized sales of drugs, 119 agreed that it is a very influential factor, while 20 maintained that it only influential but not very influential. Meanwhile 9 believed that it is fairly influential but 2 completely differed from that perspective.

Finally, 87 claimed that social media is a very influential cause of drug abuse, 53 however believe it is just influential, while 6claimed it is fairly influential and finally, 4 maintained their stand that it is not influential.

Effect of drug abuse.

S/N	FACTORS	YES	NO
1	Poor academic performance	79	71
2	Truancy	114	36
3	Bullying.	126	24
4	Cultism	105	45

It can be extrapolated from the figures above that, 79 respondents agreed that drug abuse leads to poor academic performance, while the remaining 36 respondents vehemently objected this assertion. On truancy as an effect of drug abuse, 114 students posited that it is an effect, while 36 claimed otherwise.
Moving forward, 126 respondents believed that bullying is an effect of drug abuse while the remaining 24 differed from this assertion. Also, 105 respondents believe that cultism is prevalent among students that abuse drugs, meanwhile 45 respondents do not share that opinion.
Finally,

Research Question Three: How functional is the office of the schools' counsellor?

Do you have counsellors in your school? **Yes** [143] **No** [7]
Do you have counselling sessions on drugs in your school? **Yes** [49] **No** [101]
How frequent do you have such sessions? **Frequently** [11] **not frequently** [38]
How effective is counselling in curbing drug abuse amongst students of your school? **Very effective** [30] **slightly effective** [13] **not effective** [105]

From the responses gathered from the third research question, it is obvious that 143 respondents alluded to the fact that counselling services are offered in their schools, while the remaining 7 claimed otherwise.
Concerning the existence of counselling services on drugs in their school, 49 respondents admitted that it is available; meanwhile 101 respondents opined that counselling sessions are not considered important in their school.

Further to that, on the frequency of counselling sessions on drugs, 11 respondents claimed that they have it frequently but 38 respondents admitted otherwise.

Finally, on the effectiveness of drug counselling in curbing the menace of drug abuse, 30 respondents agreed that it is very effective, 13 claimed it is slightly effective while 105 claimed it is not effective.

Research Question Four: What are the solutions to the menace of drug abuse?

S/N	SOLUTIONS	YES	NO
1	Address the problems posed by peer pressure.	112	38
2	Encourage parents to set good examples for their children.	129	21
3	Campaign against indiscriminate/unauthorized sales of drug.	145	5
4	There should be social proper awareness about media discipline.	113	37

It can be deduced from the table above that in addressing the menace of drug abuse, peer pressure should be addressed 112 respondents affirmed this, although 38 did not share that view.

Meanwhile 129 respondents believe that parents should set good examples to their children while at home, however 21 differed from that view. Also, 145 respondents alluded that there should be a strong campaign against indiscriminate sales of drug, while 5 did not share that view. Finally, 113 respondents adduced the solution to the problem of drug abuse to proper awareness about media discipline, while 37 believed otherwise.

6. Discussion on the findings

Results from the findings reveal that:

Students heavily engage in drug abuse. And commonly abused substances include; alcohol, codeine, tramadol. This is in tandem with the research of Muotti (2014) who affirmed that there is a prevalence of the abuse of substance in schools.

Drug abuse is caused by several factors, chief amongst them are peer pressure, family background, unauthorized sales of drugs, social media influence. And its effects include: poor academic performance, truancy, bullying. This agrees with the assertions of Gantoye in Muoti (2014) and Muchemi (2013).
Counselling department is actually functional in most schools however they are not well structured and the services delivered are not ones that deserve commendations. This is in line with the assertion of Auni, Songok, Odhiambo & Lyanda (2014).

To solve the menace of drug abuse, peer pressure should be addressed, parents should lead by examples, and ensure that their children are well disciplined, also, the proliferation of illicit drugs should be checked and there should be stiffer social media regulations.

7. Conclusion

This study focused on the effectiveness of counselling in curbing the menace of drug abuse in secondary schools in AMAC, FCT. It expounded the various causes of drug abuse, ex-rayed its effects and proffered solutions to the problem, chief of which was proper focus on counselling in secondary schools, so that students would not feel neglected.

8. Recommendations

Based on the findings, the following recommendations were made:

- Students should desist from the act of abusing drugs, they should ensure that all forms of addictions are cut away.
- In tackling the problems of peer pressure and family background, proper sensitization should be done on the danger which peer pressure, faulty family background and unauthorized sale of drugs pose to the society in general. Thus the ripple effect of drug abuse being bullying, truancy, poor academic performance would be solved.
- Counseling department in schools should function at full capacity. And efforts should be made to ensure that all spheres of life is captured particularly critical ones bordering on students' future. Therefore, various stakeholders such as government, ministries, principals, teachers should ensure that counselling is given utmost attention in schools. In essence, governments should prioritize counselling in secondary schools, meanwhile, principals and teachers should also put in their efforts in ensuring counseling in secondary schools is not trivialized.
- In conclusion to effectively solve the problem of drug abuse, issues such as peer pressure, wrong family background, social media influence, indiscriminate drug sales should be dealt with decisively.

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Psychosocial Predictors of Academic Boredom among Secondary School Students in Ibadan

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Abstract. Boredom has consistently been recognized as a negative emotion that pervades modern society, as it has been seen to have an adverse impact on students' learning and achievement. Understanding the impact of boredom on achievement is at least as important as knowing how students react in a perceived boring situation. The study adopted a descriptive research design of survey type. Two hundred and fifty secondary school students were selected in five schools within the study area using simple random sampling technique. Three research questions were answered and tested using Pearson Product Moment Correlation and Multiple Regression Analysis statistical methods at 0.05 level of significant. The findings showed that there was negative significant relationship between teaching style and academic boredom ($r= -.140$, $p<0.05$). There was a significant relationship between parental boning and academic boredom ($r= .331$, $p<0.05$). Also, there was significant relationship between interest in schooling and academic boredom ($r= .329$, $p<0.05$). However, there was no significant relationship between counseling service and academic boredom ($r= .141$, $p>0.05$). The four independent variables jointly accounted for 20.8% variance in predicting academic boredom among secondary school students in Ibadan metropolis. The independent variables made relative contribution to academic boredom in the following order: teaching style (Beta= -.282; t= -4.553;p<0.05); parental bonding (Beta= .225; t= 3.807;p<0.05); interest in schooling (Beta= .227; t= 4.290;p<0.05); while counseling service (Beta= .038; t= .554;p>0.05) had a weak relative contribution to academic boredom among secondary school students in Ibadan metropolis. This study recommend that parents should ensure that there is a strong bonding between them and their children and/wards as this would make the students to ask for those educational materials they need in school as this would propel them to have more interest in school work and boredom is eradicated.

Keywords: Academic Boredom, Parental Bonding, Interest in school, Counselling Service

1. Introduction

The standard of education in Nigeria is frequently brought to focus by stake holders in the education industry. This is obviously due to the emphasis placed on education by every nation as a means of economic, social and political development. (Dimkpa, Daisy, Inegbu and Buloubomere, 2013). The rate at which students show interest to education is not encouraging as this has led to low academic achievement and as a result such students get bored in any educational activities. Students have been found to experience a wide range of emotions in academic contexts. D'Mello, Lehman and Person (2010), stated that college/university students do not only experience positive emotions (e.g., curiosity, happiness, and surprise) when doing academic work, but that they also felt a range of negative emotions, such as boredom, frustration, and anxiety.

Boredom is unpleasant, and has been repeatedly shown to be associated with poor performance and long-term disengagement in educational contexts. For some decades now, there has been a considerable degree of interest regarding student boredom during learning. Many agree that boredom is an unpleasant or negative experience (Harris, 2010; Pekrun, Goetz, Daniels, Stupnisky and Perry, 2010) but propose different potential causes and effects of the emotion, and disagree about its impact and how to respond to it (Belton and Priyadharshini, 2007).Boredom is commonly seen as an affective state composed of unpleasant feelings, lack of stimulation and low physiological arousal (Harris, 2010; Mikulas and Vodanovich, 2011). Symptoms also include prolonged subjective duration of time, implying that “time stands still”; tendencies to escape the situation causing boredom include behavioral or mental disengagement (e.g., by daydreaming); and slow and monotonous speech (Johnstone and Scherer, 2010; Goetz and Frenzel, 2016). This profile of symptoms implies that boredom consists of specific affective components (unpleasant, aversive feelings), cognitive components (altered perceptions of time), physiological components (reduced arousal), expressive components (facial, vocal, and postural expression), and motivational components (motivation to change the activity or to leave the situation). Given this profile, boredom is best regarded as a specific emotion, in line with contemporary component process definitions of emotions (Scherer, 2010; Kleinginna and Kleinginna, 2011).

Academic boredom is an emotion that is caused by a lackof value in a given situation or in an academic activity. Academic Boredom can ruin academic achievement, even for bright students. Materials closer to their actual lives will surely raise their interest and consequently their scores too. Academic boredom is induced because of a lack of subjective value in a learning situation, whereas other emotions such as anger, frustration, or joy are stimulated by an academic activity (Pekrun, Goetz, Daniels, Stupnisky and Perry,2010). Pekrun, Goetz, Titz and Perry (2002), posit that academic boredom is comprised of five key factors: affective, cognitive, expressive, motivational, and physiological components. The affective element reflects the negative and unsettling feeling of boredom; the cognitive part pertains to an inert mental state; the expressive component refers to the expression of a slumped posture and a flattened tone of voice; the motivational element reflects the inclination to leave the situation; and the physiological component refers to a low level of arousal (Pekrun, Goetz, Daniels, Stupnisky and Perry, 2010).

Given that students spend most of their time in classes, their perception of an academic activity and reaction in a boring situation should be of great interest to educators and researchers. Past literature shows that academic boredom may have an adverse impact on students’ behaviors and achievement (Larson and Richards, 2007; Mann and Robinson, 2009; Nett, Goetz and Daniels, 2010). About 58% of college students perceived more than half of their lectures as boring (Mann & Robinson, 2009), and academic boredom is highest when students learn abstract subjects in a passive way (Larson and Richards, 2011). Mann and Robinson (2009) posit that when students feel bored, they are more likely to daydream in classes and skip future class. In contrast to angry or frustrated students who interrupt the class, students feeling bored are often non-disruptive, and may be labeled as indolent. Yet, recent findings show the harmful impact of boredom on students’ educational development (Pekrun, Goetz, Daniels, Stupnisky and Perry, 2010), including distress (Barnett, 2005), juvenile delinquency (Newberry and Duncan, 2001) deviance truancy and dropping out of school (Wegner, Flisher, Chikobvu, Lombard and King, 2008).

One factor that may influence academic boredom is teaching style. Some students feel bored in class as a result of the teaching styles adopted in class by their teacher in teaching a particular subject this could however affect the academic performance and/or achievement of such students. Teaching styles refer to the mechanism of how teachers convey the knowledge and information to students.

Teaching styles represent those enduring (personal) qualities and behaviours that appear in how we conduct our classes. Thus, it is both something that defines a teacher, that guides and directs teacher instructional processes, and that has effects on students and their ability to learn" (Grasha, 2002).Teachers may employ numerous methods of teaching that engage the students and create an unforgettable learning experience. When the learning experience is memorable, the concepts taught are often concepts that remain with the student long after the student has graduated. There are no universal engaging methods of teaching. Not every method employed may result in a successful delivery of a concept (Connerr, 2012).

Another factor that could influence academic boredom among students is parental bonding. Parenting has always been an essential factor on what a child will be when he grows up as an adult and also influence the academic achievement and boredom of their wards and children (Biradar, 2013).Bonding refers to a close emotional tie that develops between parents and baby at birth. A mother's bond with her infant often starts when she feels fetal movements during pregnancy, so bonding is just a continuation of the relationship that began during pregnancy. The physical and chemical changes that were occurring in her body reminded her of the presence of this little person. Parental bonding refers to the emotional relationship that exists between the parents and the child. Parents/Caregivers play a significant role in the academic and adjustment of persons with academic boredom (Cohen and Wills, 2005 as cited in Daire, 2012). Not only do they provide much needed emotional support, they may also provide assistance with activities of daily living and financial support. However, the role of parents comes with the additional challenge of managing one's own personal care needs and affairs along with those of a loved one. This presents the caregiver with a significant amount of psychological strain and burden. Whether the student with academic boredom resides independently or in an assisted living facility, the caregiver is at risk for psychological distress and depression (Levesque, Ducharme and Lachance, 2010).

The extent to which students go for counseling could influence boredom. Students who are bored in their academic work need someone who would assist them to rediscover their interest in school work and also make them to be active. This makes it imperative that an effective counselor is needed in a school whose work is to render counselling services to students who are emotionally down and this is impinging on their academic performance and/or achievement. One of the functions of education is to provide opportunities for each student to reach his full potential in the areas of educational, vocational, personal, and emotional development. Guidance is an integral part of education and is centered directly on this function. Counseling services prepare students to assume increasing responsibility for their decisions and grow in their ability to understand and accept the results of their choices (Gibson, 2010; Kauchak, 2011).

Interest in schooling could be refer to the view of interest as an emotion that provides a perspective to considering how interest influences task engagement and how it might relate to self-efficacy. In broaden- and-build theory of positive emotions, (Fredrickson, 2009, 2011) argues that interest broadens the momentary thought-action tendency of exploration by arousing feelings of involvement that aim at increasing knowledge of and experience with the target of interest. The past years have witnessed the evolution of research pertaining to interest. Several studies concerned with the effect of interest factors on academic achievement in secondary schools have yielded positive result. Meanwhile, Adeyemo (2005) posited that "the importance of interest in whatever a person does cannot be underestimated when it comes to making choice, this is because interest is of considerable importance.

There have been several studies on students' study habit, intelligent-quotient, learning styles, teachers' influence and peer influence that triggers academic boredom among students. However, these past studies have only focused on isolated factors without a thorough investigation on factors which include teaching styles, parental bonding, counseling service and interest in schooling. This is the gap to be filled in this study as it examined the above factors that influence academic boredom among secondary school students.

1.1 Objectives of the Study

- To investigate the relationship between teaching style, parental bonding, counselling service and interest in schooling on academic boredom of secondary school students
- To examine the joint contribution of the independent variables (teaching style, parental bonding, counselling service and interest in schooling) on academic boredom of secondary school students
- To ascertain the relative effect of the independent variables (teaching style, parental bonding, counselling service and interest in schooling) to the prediction of academic boredom of secondary school students

2. Methodology

2.1 Research Design

This study adopted correlation survey design to integrate the different components of the study in a coherent and logical way. Correlational design was considered to be most suitable for the study since it involved collection of data on existing phenomenon and determining whether or not there exist a relationship among the five quantifiable variables the researcher is interested in without any form of manipulation.

2.2 Sample and Sampling Technique

The sample size for this study comprised 250senior secondary school students that were selected from five schools in Ibadan metropolis. Ibadan has five (5) local governments out of which three local governments were selected using stratified random sampling techniques.

2.3 Instrumentation

Teaching styles scale (TSS): The teaching style scale was developed by Conti (2004). It was used to measure the various qualities displayed by a teacher that are persistent from situation to situation regardless of the content. The scale has twenty (20) items, with a response format ranging from strongly agree =5 to strongly disagree =1. Some sample items are: "*My teacher arranges the classroom so that it is easy for students to interact*" and "*My teacher uses written tests to assess the degree of academic growth rather than to indicate new directions for learning*". The instrument reported a Cronbach alpha internal consistency of 0.87. The scale was piloted tested to ascertain its reliability and it has a Cronbach alpha of 0.89

Parental bonding inventory (PBI): The Parental Bonding Inventory was developed by Parker, Tupling and Brown(1979) and modified by Heider 2005. The scale is a 25-item self-report measure that evaluates the attachment to one's parent from the adult child's point of view. It has a response format that ranges from strongly disagree =1 to strongly agree =5. Some sample items are: "*my parents speak to me in a friendly and warm voice"* and *"my parents try to control everything I do"*. The instrument however reported a Cronbach alpha of .90. The scale was piloted tested to ascertain its reliability and it has a Cronbach alpha of 0.91

Counselling service scale (CSS): The counseling scale was developed by Audu (2015). This instrument was designed to measure the various counseling services offered in the school and how effective the services are. The counseling service scale consists of twenty-five (25) items with a Likert response format ranging from strongly disagree = 1to strongly agree = 5 using a five point Likert format. Two samples of the items are: "*students are allowed voluntary visits to counsellor."* and *"counsellor assists students to develop high aspirations towards their academic pursuits."* The instrument however reported a Cronbach alpha internal consistency of .83. The items were adopted for the study. The scale was piloted tested to ascertain its reliability and it has a Cronbach alpha of 0.88.

Interest in schooling scale (ISS): The interest in schooling scale developed by Mitchell (1993) was used as a measuring tool. It was modified by Umoinyang (1998) to suit the Nigerian environment. It is a fifteen-item scale with response format ranging from strongly agree (4) to strongly disagree (1). Some sample items are: "*I go to school regularly"* and *"The environment of my school is not conducive for learning"*. As indicated by Umoimyang (1998), the instrument has a Cronbach alpha internal consistency of 0.79.

Academic boredom scale (ABS): The academic boredom scale was developed by Pekrun, Goetz, Titz and Perry (2002) and adapted by Christiana and Alfred (2007) to suit African situation was used to measure academic boredom. The scale was used to measure students' levels of boredom during studying. It is a twelve-item scale with response format ranging from strongly agree (5) to strongly disagree (1). Some sample items are: *"studying for my courses bores me"* and *I find my mind wandering while I study"*. It was validated by the experts and has a Cronbach alpha internal consistency of 0.82. The scale was piloted tested to ascertain its reliability and it has a Cronbach alpha of 0.89.

2.4 Method of Data Analysis

Multiple regression analysis was used to analyse the joint contribution and the relative effect of the independent variables on the dependent variable and Pearson product moment correlation was used to test the relationship between the independent variables and the dependent variable. The research questions were analysed and tested at 0.05 level of significance.

3. Results

Research Question One: What is the significant relationship between teaching style, parental bonding, counselling service and interest in schooling on academic boredom of secondary school students in Ibadan metropolis?

Table 1: Correlation matrix showing the relationship between study variables

Variables	Mean	Std.Dev	Academic boredom	Teaching style	Parental bonding	Counselling service	Interest in schooling
Academic boredom	30.660	13.193	1				
Teaching style	89.012	10.769	-.140*	1			
Parental bonding	80.280	13.225	.331**	.221**	1		
Counselling service	97.840	14.984	.141	.397**	.452**	1	
Interest in schooling	55.978	8.227	.329**	.257**	.437**	.362**	1

**Correlation is significant at 0.01(2-tailed) *Correlation is significant at 0.05(2-tailed)

Results from Table 1 show that all the independent variables (teaching style, parental bonding and interest in schooling) have significant linear relationship with the dependent variable (academic boredom) except counselling service which showed no relationship with the dependent variable. Teaching style and academic boredom has negative linear relationship: r (248)= -.140, p<0.05, parental bonding status and academic boredom is significant: r (248)= .331, p<0.05, while interest in schooling and academic boredom is significant: r (248)= .329, p<0.05, however counseling service was not significant to academic boredom: r (248)= .141, p>0.05 . This means that the teaching style adopted by the teacher was good for the students which have made them to develop interest in academics as boredom is eradicated. Also, most of the students have interest in schooling as a result of the activities that aid teaching and learning which are provided by the school administrators which has given room for a warm atmosphere that is conducive for teaching and learning as this consequently exterminated boredom among the students. In addition, it was revealed that parents were concerned about their children and wards performance in their school work as this has made the students to develop more interest in school work and shut boredom. Lastly, it was shown that lack of counselling in the schools of the students has made academic work to be boring to them.

Research Question Two: Would there be any joint contribution of the independent variables (teaching style, parental bonding, counselling service and interest in schooling) on academic boredom of secondary school students in Ibadan metropolis?

Table 2: Summary of regression for the joint contributions of independent variables to the prediction of academic boredom

R = 0.469 R Square =0.220 Adjusted R square = 0.208 Std. Error =11.77419						
Model		**Sum of Squares**	**Df**	**Mean Square**	**F**	**Sig.**
1	Regression	9553.412	4	2388.353	17.319	.000[b]
	Residual	33786.688	245	137.905		
	Total	43340.100	249			

Result from Table 2 reveals the significant joint contribution of the independent variables (teaching style, parental bonding, counseling service and interest in schooling**)** to the prediction of academic boredom among secondary school students in Ibadan metropolis. The result yielded a coefficient of multiple regressions R = 0.469 and multiple R-square = 0.220. This suggests that the four factors combined accounted for 20.8% (Adj.R^2= .208) variance to the prediction of academic boredom. The other factors accounting for the remaining variance are beyond the scope of this study. The multiple regression analysis shows that there was a significant effect of the independent variables on the academic boredom, $F_{(4, 245)}$ = 17.319, P<0.05.

Research Question Three: What is the relative effect of the independent variables (teaching style, parental bonding, counselling service and interest in schooling) to the prediction of academic boredom of secondary school students in Ibadan metropolis?

Table 3: Relative effect of the independent variables to the prediction of academic boredom.

Model		**Unstandardized Coefficients**		**Standardized Coefficients**	**T**	**Sig.**	**P**
		B	**Std. Error**	**Beta**			
1	(Constant)	12.988	7.499		1.732	.085	
	Teaching style	-.346	.076	-.282	-4.553	.000	<.05
	Parental bonding	.254	.067	.255	3.807	.000	<.05
	Counselling service	.033	.060	.038	.554	.580	>.05
	Interest in schooling	.444	.104	.277	4.290	.000	<.05

*correlation is significant at 0.05 (2-tailed)

Table 3 shows that the following independent variables have relative effect in the following magnitude; teaching style (β= -.282, t = -4.553; p< 0.05, parental bonding (β= .255, t = 3.807; p< 0.05, and interest in schooling (β =.227, t = 4.290; p< 0.05). However, counselling service did not have relative effect on academic boredom (β = .038, t=.554; p>0.05). This implies that each of these independent variables is a compelling factor on academic boredom among secondary school students in Ibadan metropolis.

4. Discussion of Findings

Research question one that seeks to answer the significant relationship that exist between teaching style, parental bonding, counselling service and interest in schooling on academic boredom of secondary school students in Ibadan metropolis showed that there was significant relationship teaching style, parental bonding and interest in schooling on the academic boredom while no relationship existed between counselling service and academic boredom. On the significant relationship that exists between teaching style and academic boredom, the finding corroborates Mann and Robinson (2009) who found that there was significant relationship between teaching styles and boredom. They stated further that the type of teaching style adopted by teachers goes a long way in determining how active students would be in the classroom and also how bored they would be in the classroom. This finding also goes in line with Nett (2010) who found a relationship between boredom and teaching style. He stated further that teachers are sometimes the cause of academic boredom among the students in that some teachers do not know the appropriate teaching style to be adopted in teaching a particular topic they want to teach. On the relationship that existed between parental bonding and academic boredom, the findings support Likewish, Dwiry, Achoui, Abousevic, and Farah (2010) who found that in Arab societies, authoritative parenting is not associated with negative effects on the adolescents academic performance as is within western and liberal societies. They stated further that it has been found that indulgent parenting is associated with equal or better outcome for children than authoritative parenting. Earlier findings from Salbach-Andrae (2008) and van der Meer (2008) also support the finding of this study by reporting that when there is low to moderate accordance between parents' perceptions and students' statements on health related issues could lead to academic boredom. on the significant relationship the existed between counseling service and academic boredom, the finding upholds Eliamani, Richard and Baguma (2013) who found that revealed that accessing guidance and counselling services has an impact on students' school life and academic boredom. They stated further that when students have access to counseling within their school, it would make them to have more interest in their academic work and also make enhances their academic performance and their future career would be achieved. The finding of Lapan, Gysbers and Sun (2007) also corroborates the finding of the study by positing that Students who have access to counseling programs reported being more adjusted, positive and having greater feelings of belonging and safety in their schools. On the relationship that existed between interest in schooling and academic boredom, the finding corroborates Pekrun (2010) who found that students who attach less value to a psychology course report higher boredom for the course than those who value the course more highly. Earlier finding from Elliot and Gramling (2010) found that children interest in school helps the college students to lessen depression, anxiety, and increase their academic performance. They also found that interest in school could help the students manage and lessen their psychological problems.

Research question two that seeks to answer the joint contribution of the independent variables (teaching style, parental bonding, counselling service and interest in schooling) on academic boredom of secondary school students in Ibadan metropolis revealed that the four independent variables jointly contributed to the prediction of academic boredom. On the joint contribution that existed between teaching style and academic boredom, the finding corroborates Hafner (2013) who found that the type of teaching style used by the teacher greatly contribute to the academic boredom of students. On the joint contribution of parental bonding to academic boredom, the finding supports DeBaryshe, (2009) who found that authoritative parenting promotes the development of a healthy achievement orientation which includes intrinsic motivation that facilitates their school performances. He stated further that parent's play a lot of role in the lives of the students and that if there is a strong bond between parents and the students, such students would be motivated to do well in their school work. On the joint contribution of counselling service to the prediction of academic boredom, the finding supports Lapan, Gysbers and Sun (2007) who studied the impact of guidance programs on the school experiences of high school students. Students who have access to counseling programs reported being more adjusted, positive and having greater feelings of belonging and safety in their schools. Earlier 2010) who found the influence of guidance and counselling services on academic boredom among secondary school students in Kenya. He concluded that absence of counseling service in school could lead to poor academic performance which is brought about as a result of boredom experienced by the students. On the joint contribution of interest in schooling to the prediction of academic boredom, the findings corroborates Nahid and Sarkis, (2010) who found that low level of school interest have been associated with high level of academic boredom which result into academic failure in college students. Interest in school was found to be one of the most important protective factors for student's academic boredom. This means that students who do not have interest in school would experience boredom and this would affect the academic performance of such students.

The third research question that seeks to answer the relative effect of the independent variables (teaching style, parental bonding, counselling service and interest in schooling) to the prediction of academic boredom of secondary school students in Ibadan metropolis showed that each of the independent variable predict academic boredom of the students. The finding on the relative effect of teaching style to the prediction of academic boredom supports Graham, Wilson, Gerrick, Fraas, and Heimann (2014), who concluded that the type of teaching styles teachers adopt has effect on the academic outcome of the students. The findings of the study showed that there was significant effect of teaching styles on academic boredom of Texas students. Also, the finding on the relative effect of parental bonding to the prediction of academic boredom corroborates Olson (2014) reports preliminary finding of 3 years study examining the ability of qualitative and quantitative measures of the parental bonding variable to contribute to the prediction of third through fifth-grade students' academic boredom and growth scores in reading and mathematics. He found that there was significant effect of parental bonding on the academic boredom of their children. Earlier finding from Gonzalez (2012) found that parental bonding - as perceived by the student – predicted academic boredom among the students, characterized by persistence, seeking new challenges, and non-satisfaction. The result on the relative effect of counseling service to the prediction of academic boredom validates Eguche (2011) who found the effect of guidance and counselling services on academic boredom among secondary schools students and this study was designed to ascertain the status of the implementation of guidance and counselling programmes in the secondary and also meant to determine its effects on academic boredom. On the relative effect of interest in schooling on academic boredom, the finding goes in line with Villanova and Bownas (2006) for found that interest in school could help students to cope with everyday life stressor and lighten the burden of academic workload. Without enough support from family and low level of school interest, they would be in trouble and are vulnerable to depression, anxiety, stress and high level of academic failure.

5. Conclusion

Academic boredom is a deactivating emotion that is often neglected in classrooms due to its non-disruptive nature. Recently, scholars have started examining how boredom may affect students' learning and what types of boredom coping strategies relate to better learning outcomes. This research work has established that there was a positive relationship between parental bonding and academic boredom. Also, there was a significant relationship between interest in schooling and academic performance while teaching style had a negative significant relationship with academic boredom. However, counselling service was not significant with academic boredom. This study has provided more details to the existing information on the academic boredom as a factor that required immediate solution. From this study, it becomes clear that when the emotion of students changes continuously and /unstable, it affects their academic performance. Learners should ensure that they have control over their emotion and they should make sure that it doesn't change intermittently as this leads to boredom.

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Comparative Study of Psychophysical and Expert Models of Naturally Based Landscapes

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Abstract: Intriguing landscapes ignite the preferential consciousness of man for its assessment. Theories of landscape aesthetics has since been under scientific scrutiny with focus on what determines landscape preference. Among these are the Psychophysical and expert based models. The former highly accepted among the researchers in the studies of landscape preference relied on public participation while the latter which is found to dominate the environmental management practice required trained professionals. Both paradigms recognise the biophysical features of a landscape as attributes for assessment. The paper therefore presents practical considerations in adopting and applying these paradigms, especially in terms of theoretical background, criteria for testing and measurement and the strengths and weaknesses of these schools of thoughts. This is found imperative for researchers to understand before consideration of suitable landscape approach in landscape studies.

Keywords: Psychophysical, Expert, comparative Naturally Beauty Landscape.

1. Introduction

Brown (2004) observed that, for a long time, the methods used by students of landscapes, notably Landscape Architects and Geographers were, highly individual, consisting of procedures developed through personal experience and often moulded by idiosyncratic interests and values.

It has also been asserted that, an important reason for this methodological Babel has been the lack of attention to theory, resulting in method being developed without adequate consideration for the nature of humans, their activities or their aesthetics response (Brown *et al.*, 2003).In short order, a proliferation of landscape assessment techniques appeared based upon a number of different conceptual approach though with little agreement about how to assess landscape value (Wolf, 2005). The understanding of landscape ecology required a good sense of scenic quality assessment which are mostly determined via various landscape attributes like landform, types of water features or density of vegetation. This tends to give a well informed decision on the scenic beauty of different landscapes (Kaplan and Kaplan, 1989). In the assessment of scenic beauty of landscapes, the public insight is germane for a well-informed landscape management practices of high ecological value because the public are the frequent user of the landscapes. However, several studies emphasized that landscapes with natural settings are more preferable than the landscapes with human interference (Gobster 1999; Salaudeen, 2012). This justifies the fact that landscape with natural elements received high preference as compared to landscape with human interference (Kearney et.al, 2008). Several studies have confirmed that a well landscaped building with natural landscape elements is associated with monetary value. In Europe, America and even in the Asian countries, there are building regulations that are mandatory for development to provide certain percentage of the total built up area with open space and green areas to provide better environment to the end users and the general public. The work of Arriaza *et al*., (2004) affirmed a strong relationship between scenic value of landscape with visible vegetation, water elements, natural views, and mountains on the horizon etc which have been confirmed by several other studies that further emphasized the importance of tourism (Jamilah, 2011; Manohar, Ahmad, Azizi and Jamilah, 2008).

2. Criteria For Evaluation of Landscape Assessment Models

Bureau of Land Management (2000) suggests four criteria used in the evaluation of landscape assessment models. These criteria - validity, reliability, sensitivity and utility - have been used in the assessment of various approaches to landscape assessment. **Validity** is the relationship between what is measured and what is purported to be measured. For example, there is assumed to be a valid relationship between IQ and intelligence, and in the context of landscape, between topographic relief and scenic quality. **Reliability** is the consistency of results from repeated measurement; if a test given under similar condition does not yield similar results, it is not considered reliable. **Sensitivity** is the ability of the technique to measure actual differences; if the test is not able to measure a difference we know to exist, such as between a park and a garbage dump, we should doubt its sensitivity. **Utility** determines whether the test yields findings that can be used for what is intended; a measurement that does not show what landscape element can be managed will not be useful for managers, no matter how valid.

3. Contributions, Strengths and Weakness of the Landscape Assessment Models

The **expert model** provides a description of the landscape from the viewpoint of the professional designers, planners, or managers. Descriptions are derived from artiste or ecological principles and tend to include those attributes of the landscape that (i) are within the technical training of the respective professions and that (ii) can be manipulated through design, planning, and management decisions. It is generally assumed that at least some training in art or ecology is necessary for a person to appreciate landscape aesthetics fully, and there is some caution about incorporating the views of the general public, who may lack such training. The **psychophysical model** provides a means of predicting which landscape dimensions will be associated with public perception of scenic beauty. These associations are derived from ratings by the general public obtained from controlled, experimental manipulations of landscape views, or landscape surrogates or simulations. There seems to be an assumption that the psychophysical techniques will be able to tap the underlying psychological processes behind perceptions of aesthetic, which are more basic than artistic or scientific training. The landscape variables, as in the expert paradigm, are usually selected with reference to specific planning or management needs such as species or size composition of forest cover or the area amount of surface water, forest vegetation, and meadow within a specified landscape. The **cognitive model** provides an understanding of people's judgements of scenic beauty. It is similar to the psychophysical in that it draws upon statistical analyses of public responses. It differs, however, in that it does not usually emphasize physical landscape attributes or variables that are directly manipulatable by designers, planners, and mangers. Rather, studies within this paradigm tend to search for meanings associated with landscapes. The qualities emphasized as important, such as complexity, mystery, degree of naturalness, and prospects and refuges, are decidedly influenced by human cognitive processing. The **experiential model** provides descriptions of the processes of interaction between and among individuals, groups, and landscapes. The unit of analysis for the experiential is the human-landscape interaction, unlike the cognitive, which focuses on the human, or the expert and psychophysical, which emphasize landscape features. Also, unlike the other approaches, experiential research emphasizes the importance of varying modes of experience, including the nature of activity, the degree of awareness of the landscape, the social and cultural context, and the purposes to be achieved. It also recognizes that, there is a wider range of landscape values than merely the aesthetic, and seeks to place these when values in balance.

Many of the strengths and weakness of these assessment models are apparent from earlier discussions in this context. The **expert and psychophysical models** have been most used by environmental decision makers and managers. They rate high on utility because they specifically address those attributes and characteristics of the landscape that can be manipulated. In many cases, these techniques have been developed in close cooperation with environmental agencies (such as Bureau of Land management). The **cognitive** and especially the **experiential models**, which have been of less interest to environmental managers, have tended to resist translation into landscape design or management. In many of the **psychophysical and cognitive studies**, a great deal of care has been taken to demonstrate that the measures are valid and reliable. Procedures are usually consistent and the information is presented in ways that enable replication and generalization. The data provide decision makers with some indication of the amount of confidence they can have in the findings. The **expert and experiential approaches**, on the other hand, are more subjective and idiosyncratic, and are often not amenable to rigorous statistical analysis. As a result, reliability and validity cannot be measured in the usual psychological sense. Sensitivity, in terms of the ability to detect real differences in meaning and value, is probably greatest in the **experiential model**. This approach probes most deeply into individual interactions with the landscape. However, much of the information may be highly personal, making it difficult to generalize to valuers held by a larger public. Both the **cognitive and psychophysical** have ‘’give up’’ some of that sensitivity in return for applicability to wider public or general human valuers. It is uncertain just how sensitive the expert model is. Often the expert eye is apt to detect differences that are not perceptible to people without ecological or artistic training. On the other hand, many of the expert rating scales are ordinal (value ordered) and differences between valued landscapes may be difficult to clarify. As stated earlier, the **psychophysical model** relies heavily on stimulus-response assumptions that originate in psychology, especially from the tradition of behaviourism. It is at this point that landscape perception research becomes involved in one of the oldest controversies in the social sciences. This dispute rests upon the degree to which external environmental factors can cause specific types of human behaviour and effect (perception).

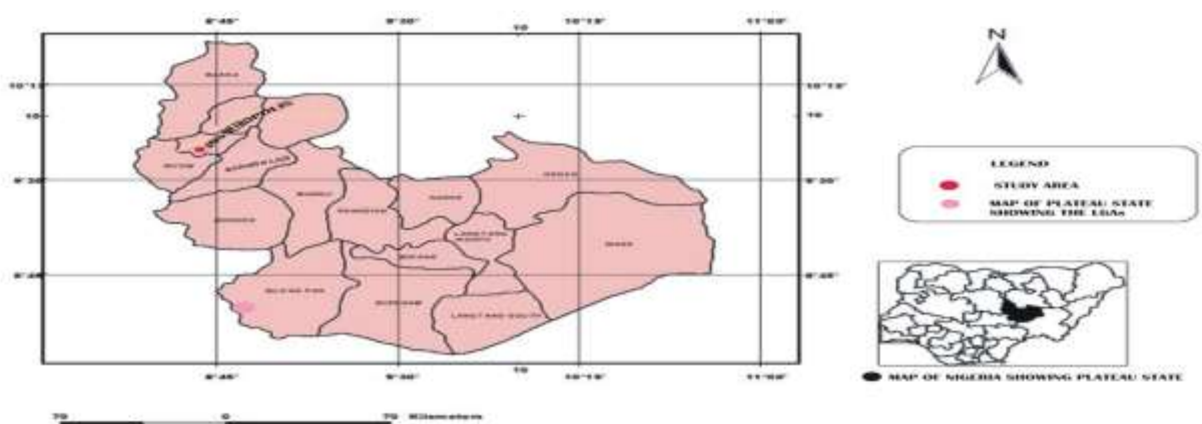

FIG. 1: Map of Nigeria Showing Plateau State and Map of Plateau State Showing the Local Government Areas

Source: *Obembe (2009).*

4. Case Study

4.1 Federal College of Forestry, Jos

To validate certain landscape attributes, the work of Salaudeen (2012) was reviewed by presenting the results of an assessed scenic preference of network of the Campus of Federal College of Forestry Jos, Nigeria (Plates 1 - 6) by applying the expert based model using the following landscape attributes:
depth of view,
(2) viewing road proportion and
(3) viewing open meadow proportion
The Expert model applied the basic principles of art, design, ecology, and resource management with objective point of view of experts pulled from the department of Architecture of the University of Jos, Nigeria to adjudged scenic beauty of the road network with a view to generate a statement of the landscape quality of the road network. The Reliability Test according to Bureau of Land Management (1980) determined the consistency of the expert judgments based on the three attributes. Results indicate high levels of consistency among judgments with each of the coefficients of the attribute over 0.89 (high internal consistency). Salaudeen (2012) adopted the approach of Bureau of Land Management (1980) using a total of 16 slides as surrogates of landscapes sceneries for expert judgment on the scenic beauty of the road network. Each slide was independently assessed by each experts based on their knowledge and previous experience in line with the landscape attributes mentioned.

4.1.1 Result

The results affirmed a significant correlation between the landscape attributes of the road network of the Campus of Federal College of Forestry Jos and the landscape preferences of experts. Besides, the expert judgment is essential, since the attributes have specifically focused on the subject of art and design, which requires high skilled observers.


Plate 1


Plate 2


Plate 3


Plate 4

4.2. Jos Wildlife Park

This research has specifically taken the work of Laing (2006) to further investigate the validity of using certain landscape attributes for psychophysical based model. Through a pilot survey, there was a correlation between scenic beauty preference and pre-experience education. Both experiment and test were in consonance with the work of Clamp (1999) which coincides with the allusion that ecological aesthetics link natural landscape to scenic beauty. The survey which involved several training sessions was conducted at the Jos wildlife park, Plateau State, Nigeria (Plates 5 – 8). A total of 16 students were randomly selected from the department of Horticulture and landscape Architecture of the Federal college of Forestry, Jos as participants in the training. They were partitioned into 4 subsets out of which only 3 subsets were exposed to the training sessions and 1 was purposively left untrained as presented below. Justification for the choice of this category of participants was not unconnected with their levels of "pre-experience" education in forest ecology.

· Subset A - No Training at all
· Subset B – Trained only
· Subset C - Trained with success stories only
· Subset D - Trained with success stories of video clips and a walk on site

4.2.1 Result

Result indicates that subset *D* (Trained with success stories of video clips and a walk on site) has the highest ratings of the site hence with the greatest positive effect on perceptions with one exception. The research evidenced a strong correlation between preference and knowledge/experience in the study of ecologically blessed natural landscape especially when done on the spot as earlier posit by several evidences of studies (Gobster, 1999; Fairweather and Swaffield, 2000; Daniel 2001; Wolf, 2005). Besides, practically engaging the non-experts in nature walks and other demonstration walks can as well lead to better understanding of the ecological processes of certain ecosystems and the sustainable management practices expected and of course that which is involved (Pierskalla *et.al*, 2007).

Plate 5

Plate 6

Plate 7

Plate 8

5. Conclusion

The Psychophysical and Expert models have been greatly used by environmentalists and the like as elucidated in this work. Each approach carries its own weight and merit and thus, choice of selection must best fit to the theoretical framework of a research. The scenic beauty assessment methods suggest here are specifically concerned for nature based landscapes. Literature review also shows the importance of conducting a pre – testing or pilot test. Perhaps, this should be considered in all the studies of scenic beauty assessment of nature based landscapes. This explains that the results of the test can further improve and guide ones' research instrument for establishing valid and reliability results. It is important to know whether a model emphasizes theory or applications which have been practically stressed in this research. The expert and psychophysical models as eluded here have been geared towards the needs of environmental decision makers with more attention to applications. However, the public may also participate in the exercise. Interestingly, a case study suggests that the public with good ecological knowledge or education on the subject assessed would positively influence the result of assessing the nature based landscape. It is found that their preferences for natural environment received high scenic judgements. Nature walk is perhaps, a practical educational exposure, since the practice provides in situ environmental knowledge to observers with zero professional background. Besides, selection of relevant landscape attributes is also essential to enable the introduction of more relevant attributes that can be associated with the preservation of scenic beauty of nature in future development. It is expected that the outcome of this work will serve as a guide for the choice of models in future landscape research.

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Part Three

Social Philosophy

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Analysis of Gender Participation in Fish Farming in Borgu Local Government Area, Niger State, Nigeria

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Abstract. The study analysed gender participation in fish farming in Borgu Local Government Area of Niger State, Nigeria. An interview guide was used to gather data from Eighty-seven (87) randomly selected fish farmers in the Area. The data were analysed using descriptive statistics while difference between selected variables of male and female fish farmers was tested using the Kruskal-Wallis test of difference. The mean ages of the male and female fish farmers were 34 and 35 years respectively. Majority (68.6%) of the male and (69%) of the female respondents had tertiary education while (47.4%) and (50.0%) of the male and female respondents respectively had family size of 6 -10 persons. The mean monthly income of the male and female fish farmers were ₦270952.50 and ₦147500.00. Majority of the male farmers (50.7%) and female farmers (87.5%) obtained their fish seeds from commercial fish breeders. Most (91.5%) of male and (68.6%) female farmers sold their fish fresh directly from the pond. The farmers used the earthen ponds male (84.5%); female (87.5%). The major constraints to fish farming among the male and female farmers include poor water supply during dry season ($\bar{x}$ =1.67, $\bar{x}$ =1.54) and insufficient land ($\bar{x}$ =1.64, $\bar{x}$ =1.50). Kruskal-Wallis test showed a significant difference between the male and female farmers in the mode of marketing fish and fish mortality as constraints at P<0.05. The study recommends training on fish processing and fish health management for male and female fish farmers respectively as well as improved access to credit.

Keywords: Aquaculture, Involvement, Fish Farmers, Constraints.

1. Introduction

Aquaculture involves the deliberate rearing and cultivation of fish to serve as food (Njoku, 2000). Aquaculture includes the propagation, cultivation and marketing of aquatic animals such as catfish, tilapia, ornamental fish and plant for food (Obinna, 2004). In Nigeria, Agriculture provides between 80 to 90 percent of the country's food needs (Odife, 2002). It however has diverse aspects and this includes fish farming which involves the rearing of fish for the purpose of consumption or sale. Fish is acclaimed to be the principal source of animal protein for over one billion people globally and provides many important nutritional and health benefits. Fish has the highest level of easily metabolisable protein, it is reputed for its high quality proteins, fats, vitamins, calcium, iron and essential amino acids.

Fish farm provides important services including supporting nutritional wellbeing, provide feed stocks for the industrial sector, making contribution to rural development increasing export opportunities, more effective administration of natural resources and conservation of biological diversity (Dagtekin *et al.,* 2007). Fish culture is an efficient means of animal protein production. It provides essential nutrition for over one billion people, including at least 50% of animal protein for 400 million people from the poorest countries Weight Body Gain (World Bank Group, 2011).

The importance of fish in human nutrition in particular and for animal feed (fish meal) as well as for other purposes cannot be overstressed. Its high biological value in terms of high nitrogen and other nutrient content retention in the fish flesh, bones and scales is responsible for the consumption of fish products for health reasons, and also for its high protein, which is easily assimilated when compared with other animal protein. Fish has also been found to be low in wcholesterol content, which allows for the enhancement of improved human nutrition, technology, economic benefit. The rapid growth and development of aquaculture experience around the world, is evidence of its high monetary value and increase in quality supply.

Despite their importance and contribution to the fish industry, women have received little attention from both the government and non-governmental organizations. The negligence of women in the fish sector is a matter of priority if the fishery sector is to increase its current level of contribution towards household and national economy. The importance and contribution of women in the aquaculture sector and their role in production point to the need to identify gender participation in the sector. Gender concerns in the fishery sector can only be identified and addressed by identifying the participation of male and female in fish farming as well as the factors hindering their participation. The information provided by this study would help formulate effective interventions to promote the participation of women in fish farming in the study area and the nation at large.

Both male and female fish farmers are engaged in the production of aquaculture activities essential to household welfare (Akereolu, 2003). Women contribution continues to be marginalized while male contribution continues to remain the sole focus of attention (Food Agriculture Organisation F.A.O, 2005). Despite the fact that both male and female fish farmers adopt aquaculture technologies in the society, their level of participation are not yet known from available empirical evidence (F.A.O, 2005). It is presumed that male fish farmers participated in fish farming system more than female fish farmers. This study focused on the analysis of involvement of male and female fish farmers in the study area. The study aimed to unveil the gender gap in the participation of fish farming in the study area.

1.1 Objectives of the Study

The main objective of the study was to analyze the gender participation in fish farming in Borgu Local Government Area, Niger State. The Specific objectives were to:

- Describe the personal characteristic of male and female fish farmers in the study area.
- Determine the farm characteristics of the male and female fish farmers.
- Ascertain the constraints to fish farming among the male and female fish farmers.

2. Methodology

2.1 The Study Area

The study was carried out in Borgu Local Government Area of Niger State. The area has an Area of land about 16200sq.km and share boundaries with Benin Republic to the West Agwara Local Government to the South, Magama Local Government Area to the North and River Niger Kainji to the East Borgu Local Government Area lies between latitude 90^0N and 11^0 N and longitude 2^0E and 4^0. The major occupations of the people in the area include fishing, trading and farming. The religion practiced in the area are Islamic and Christianity while the languages spoken include Bussa, Hausa, Yoruba, Igbo, Nupe and Kambari. The ethnic group that can be found in the area include Bussa, Hausa, Nupe, Yoruba, Igbo, Kambari and Laru. There are ten (10) wards in the Local Government Area which are Bussa, Karabonde, Wawa, Babanna, Pissa, Konkoso, Shagunu, Dugga, Rafi and Sabuke.

Four communities were purposively selected in the study area and these include New Bussa, Malale, Munai and Fakun. These communities were selected because of the high concentration of fish farmers in the communities. A percentage of the total estimated numbers of fish farmers were randomly selected in each of the selected community to give Eighty-seven (87) fish farmers irrespective of the sex.

Primary data were used in the study. The data were collected from the selected male and female farmers in the study area. Other relevant information for the study was obtained from internet, journals and textbooks.

To determine the constraint to fish farming, respondents were required to indicate the severity of the listed constraints such as serious constraint and mild constraint. The constraints were rated as follows: Serious constraint=2, Mild constraint = 1. The cut off mean was 1.5. Constraints with mean values greater than or equal to 1.5 were regarded as serious constraints, while responses with mean values less than one were regarded as unimportant training needs. Data collected were analyzed using descriptive statistics such as frequency, percentages and means. A non-parametric test Kruskal-wallis test was to test for the difference between the frequency of the selected variables between the male and female fish farmers.

3. Results and Discussion

3.1 Personal Characteristics of the Male and Female Fish Farmers

Majority (81.6%) of the respondents were males while (18.4%) were females an indication that more males were engaged in fish farming than the female (Table 1). This finding agrees with that of George (2010) and Ogunlade (2007) who found that more males were involved in fish farming than women in their study areas. The male dominance implies the laborious nature of fish farming operations which may be very tedious for females to handle as well as the involvement of the female in the domestic affairs of the household. The mean ages of the male and female fish farmers were 34 and 35 years respectively indicating that they were still young and active people. Deji and Koledoye (2013) found that majority of the male and female fish farmers in Ondo State, Nigeria fell within the age category 31-60 years. Majority (57.7%) and (56.3%) of male and female respondents were married. This shows that gender roles in fish farming practice can be effectively distributed among the men and women. Almost all the male and female farmers had one level of education or the other. Agwu and Anyanwu (1996) opined that increase in educational status of farmers positively influenced the adoption of improved technologies and practices of fish farming. Majority (40.9%) and (50.0%) of the male and female respondents respectively had family size of 6-10 persons implying a fairly large family size. Larger proportions (40.9%) and (50.0%) of the male and female respondents respectively received less than ₦250,000.00 as their monthly income from fish farming. The mean monthly incomes were ₦270952.50 and ₦147,500.00 for male and female farmers respectively. This implies that majority of the respondents were low income earners and also, the male fish farmers earned more than the female. A difference in income between male and female fish farmers was also reported by Deji and Koledoye (2013) where they observed that 45.0% of male fish farmers earned annual income of N200,000-N400,000 from fish production, while in the female category, 40.0% earned an annual income of N200,000 and below.

Table 1: Personal Characteristics of Male and Female Fish Farmers

	Male (n = 71)		Female (n = 16)	
Variable	**Frequency**	**Percentage (%)**	**Frequency**	**Percentage (%)**
Age (years)				
< 30	30	42.2	6	37.5
30 – 50	34	47.9	8	50.0
> 50	7	9.9	2	12.5
Mean	33.0		35.3	

Standard Deviation	11.2		12.4	
Marital status				
Single	30	43.7	7	43.7
Married	41	57.7	9	56.3
Educational level				
No formal education	-	-	1	6.3
Primary education	3	4.2	-	-
Secondary education	20	28.2	4	25.0
Tertiary education	48	67.6	11	68.7
Family size (persons)				
1-5	26	36.6	4	28.6
6-10	29	40.9	7	50.0
11-15	4	5.6	2	14.3
≥ 20	-	-	1	7.1
No response	12	16.9		
Monthly income(naira)				
≤ 250000	48	67.6	14	87.4
250001 – 500000	9	12.7	1	6.3
5000001 – 750000	3	4.2	1	6.3
7500001 – 1000000	1	1.4	-	-
> 1000000	2	2.8	-	-
No response	8	11.3		
Mean		270952.5		147500.0
Standard Deviation		596082.0		166633.0

Source: *Field Survey, 2015*

3.2 Sources of capital and information of the fish farmers

Table 2 shows that majority (45.6%) and (37.5%) of male and female fish farmers respectively got information on fish farming through other fish farmers suggesting how important members in the same profession or trade could be as effective sources of useful information. A fewer proportion (18.8%) of the female compared to the male (26.8%) farmers had access to extension agents indicating that the female farmers do not access to extension agents as the male farmers. This finding corroborates that of Osuman (1997) who observed that male farmers have more access to agricultural information through extension agents than the female farmers do. Majority (32.4%) and (43.8%) of the male and female farmers respectively got their capital from personal savings. Although the finding indicates that these farmers relied mainly on their personal savings their investment in fish farming, the female farmers had more access to credit from personal savings. This finding is consistent with Jeiyol *et al.,* (2013) who opined that female rural farmers in Benue State, Nigeria obtained credit from local savings. Cultural factors may be responsible for the non-dominance of friends and relatives sources of credit for the female farmers as also observed by Alao *et al.,* (2020). However, 21.7% and 18.8% of the male and female farmers respectively obtained capital from Agricultural Banks indicating that the financial institution is playing an important role in the financing of fish farming in the area. Monoculture system was practiced by majority (56.3%) and (68.6%) of the male and female farmers respectively. Majority (50.7%) of male and (87.5%) of female farmers respectively got their fish seeds from commercial fish breeders, while (33.8%) of male and (6.3%) female farmers got their fish seeds from their own hatchery. This implies that the majority of the fish farmers got their fish seeds from commercial feed breeders, though more female farmers were involved in this category. The difference observed between the male and female farmers who got fish feed from own hatchery could be due to high level of skill and time required for fish breeding which the female farmers may not afford. A larger proportion (91.5%) of male and (68.6%) female farmers sold their fish fresh from the pond while (8.60%) of male and (31.3%) of female farmers sold their fish in processed form as smoked fish. This implies that majority of female farmers devoted their time in processing smoked fish rather than marketing the fish fresh from the pond. The earthen pond was the main type of pond used by the farmers. Earthen ponds have been known to be cheaper and easy to manage compared to the other types of ponds. Majority (77.5%) of male and (87.5%) of female farmers had below 5 ponds with a mean of 4 and 3 ponds respectively. This is an indication that the male had more ponds than the female farmers.

Table 2: Sources of Capital and Information of the fish farmers

	Male		Female	
Variable	**Frequency**	**Percentage (%)**	**Frequency**	**Percentage (%)**
Sources of information				
Other fish farmers	34	45.6	6	37.5
Television and Radio	7	9.9	2	12.5
Newspaper and Magazine	11	15.5	3	18.8
Extension agent	19	26.8	3	18.8
Sources of capital				
Commercial Bank loan	13	18.3	3	18.8
Agricultural Bank loan	15	21.1	3	18.8
Friend and Relatives	12	16.9	1	6.3
Personal saving	23	32.4	7	43.8
Cooperative organization	7	9.9	2	12.5
Money lender	1	1.4	-	-
Culture System used				
Monoculture system	40	56.3	11	68.6
Polyculture system	31	43.7	5	31.3
Sources of fish seed				
Research Institute	11	15.5	1	6.3
Commercial fish breeders	36	50.7	14	87.5
My own hatchery	24	33.8	1	6.3
Mode of marketing fish				
Fresh from pond	65	91.5	11	68.6
Processed into smoked fish	6	8.5	5	31.3
Types of ponds				
Earthen pond	60	84.5	14	87.5
Concrete pond	7	10.0	1	6.3
Plastic tanks	3	4.2	1	6.3
Metallic tank	1	1.4	-	-
Number of ponds				
≤ 5	55	77.5	14	87.5
6-10	14	19.7	1	6.3
11-15	2	2.8	1	6.3
Mean	4.31		3.06	
Standard deviation	3.89		2.89	

Source: *Field Survey (2015)*

3.3 Constraints to Fish Farming

In the male category, poor water supply during dry season ($\bar{x}$ = 1.67) was ranked the 1st constraint while insufficient land ($\bar{x}$ = 1.64) was ranked 2nd (Table 4). Poor marketing and distribution of fish product ($\bar{x}$ = 1.50) was ranked 3rd, followed by insufficient information on fish farming ranked ($\bar{x}$ = 1.44) 4th. Other constraints in the male category include scarcity of fish seed fingerlings ($\bar{x}$ = 1.40) (5th) and poor fish health service ($\bar{x}$ = 1.33) (7th). In the female category, poor water supply during dry season ($\bar{x}$ = 1.54) was the ranked the first constraint followed by insufficient land ($\bar{x}$ = 1.50) and fish mortality ($\bar{x}$ = 1.50). Scarcity of fish seed fingerlings ($\bar{x}$ = 1.40) was 4th and insufficient information of fish farming ($\bar{x}$ = 1.38) was ranked 5th. Inadequate supply of water during dry season and insufficient land can be considered the two major constraints of the fish farmers. The short duration of rainy season in the area could be responsible for the inadequate water supply during dry season. The rainy season starts in April and ends in September, with highest rainfall record between July and

August. The dry season begins in October through early April and the hottest period is between March and April. Although, there were some similarities in the ranking of the constraints faced by the male and female fish farmers, high rate of fish mortality was ranked 2nd for the female while it was 11th for the male farmers. This finding is consistent with Oyinbo and Mohammed (2015) who found reported high fish mortality as a major factor militating female fish farmers in Lagos, Nigeria. The difference in the ranking could be due to the fish handling of management capability of the male farmers which is assumed to better compared to that of the female farmers. This knowledge gap in the female can be bridged through training on the skills of managing fish. Nwabeze (2010) identified lack of access to information on fish farming as one the major constraints to women's participation fish farming in Nigeria. Therefore, it is necessary that extension agents should have direct contact with women as well. Similarly, while poor marketing of fish product was ranked 3rd for the male farmers, it was 9th for the female farmers. The female farmers were more involved in processing of fish for marketing compared to the male thereby giving them an edge in terms of fish marketing. This suggests the need for the male fish farmers to acquire needed skills in fish processing. While inadequate capital ranked 13th for the male farmers, in was ranked 9th for the female farmers suggesting that capital was more of a constraint to the female than the male farmers. Studies (Kusakabe, 2003) have found out that women have less access than men to formal sources of credit, such as banks or credit unions. They rarely have the collateral required, usually land title. Therefore women rely mostly on family, their savings, or money lenders

Table 4: Constraints to fish farming among respondents

	Male (n=71)		Female (n=16)	
Constraints to fish farming	**Mean**	**Rank**	**Mean**	**Rank**
High cost of fish seed fingerlings	1.22	10th	1.14	13th
Scarcity of fish seed fingerlings	1.40	5th	1.40	4th
Predator	1.20	11th	1.30	7th
Theft	1.24	8th	1.22	11th
Poor marketing of fish product	1.50*	3rd	1.29	9th
Inaccessibility of market	1.37	6th	1.33	6th
Inadequate capital	1.18	13th	1.29	9th
Disease and pest	1.15	14th	1.17	12th
High fish mortality	1.20	11th	1.50*	2nd
Flood	1.24	8th	1.00	14th
Poor fish health service	1.33	7th	1.30	7th
Insufficient information on fish farming	1.44	4th	1.38	5th
Insufficient land	1.64*	2nd	1.50*	2nd
Poor water supply during dry season	1.67*	1st	1.54*	1st

Source: *Field survey, 2015*

3.4 Difference between male and female farmers in selected variables

Table 5 shows there that there was significant difference in the mode of marketing fish between male and female farmers. There was also significant difference in fish mortality as a constraint between male and female fish farmers at $P<0.05$. There was no significant difference in the other selected variables between the male and female fish farmers. The implication of the finding is that women fish farmers need to be trained on how to handle issues that relate to fish health in order to solve the problem of mortality since the male farmers are better in this regards. Similarly, the male fish farmers need skill on fish processing.

Table 5: Kruskal-Wallis Test for difference between male and female fish farmers

Variables	χ^2	Df	Decision
Culture system used	1.276	1	NS
Type of pond	0.080	1	NS
Source of capital	0.242	1	NS
Source of information on fish farming	0.122	1	NS
Source fish seed	1.486	1	NS
Mode of marketing fish	5.935	1	***
High cost of fish seed fingerlings	0.408	1	NS
Scarcity of fish seed fingerlings	0.001	1	NS
Predator	0.149	1	NS
Theft	0.101	1	NS
Poor marketing and distribution of fish	0.935	1	NS
Inaccessibility of market	0.044	1	NS
Inadequate capital	0.470	1	NS
Disease and pest	0.021	1	NS
High fish mortality	4.193	1	***
Flood	1.996	1	NS
Poor fish health services	0.205	1	NS
Insufficient information on fish farming	0.126	1	NS
Insufficient land	0.677	1	NS
Poor water supply during season	0.738	1	NS

*** $p < 0.05$, NS Not significant

4. Conclusion and Recommendations

Fish farming in Borgu Local Government Area is male dominated. The female fish farmers were not as knowledgeable and skilled as their male counterpart as revealed in the culture system adopted by the farmers and their sources of fish seeds. Although both the male and female fish farmers shared some of the constraints however, they differ significantly in the problem of fish mortality. They also differ significantly in the mode of marketing fish. While the male farmers sold their fish fresh from the ponds the female fish farmers processed theirs through smoking for market.

Based on the findings of this study, the following recommendations are made:

- Fish farmers especially the females, should be trained on fish management to reduce fish mortality.
- Farmers especially the males should be trained on fish processing to improve marketing.
- There is need to improve access to credit facilities among the farmers in order to boost production in the study area.

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Ethical Relativism, Environmental Ethics, and Global Environmental Care

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Abstract. This study analyses the implications, which ethical relativism would have when applied in environmental study and conservation. It examines whether the complex questions raised in environmental ethics and about environmental sustainability at a global scale can be resolved within the context of ethical relativism. It also concurrently inquires whether the challenges posed by the natural environment can be resolved or mitigated within relativist context. The study discusses the nature of ethical relativism and draws attention to the limitations of the standpoint of this theory. Thereafter, it discusses the nature of environmental ethics and its relation to ecological degradation and sustainable environment. It then argues that ethical relativism is a bad marriage in environmental ethics and sustainability, and a bad candidate in resolving the challenges posed by the natural environment, given not only the fact that most environmental problems transcend cultural borders but also that the domestic ones can assume global dimension. By extension, the study exposits the challenges of ineffectiveness faced by relativism in restoration ecology, environmental law and environmental justice. It argues that in the present state of environmental challenges, ethical relativism cannot be relied upon in addressing successfully, issues in environmental ethics and in sustaining the natural environment. To meet the objective of this inquiry, the study raises significant issues about ethical relativism and the environment, and interrogates them stage by stage to enable adequate attention and instantaneous response to the issues raised. The study adopts the conceptual and critical methods of philosophical analyses.

Keywords: Culture-dependent morality, Trans-cultural relations, Global environment, Moral chaos, Environmental ethics, Sustainable environment, Cross-cultural environmental ethic, International cooperation

1. Introduction

This study in theoretical and applied moral philosophy focuses on environmental ethics with the lens of ethical relativism, *vice versa*. The study is about what ethical relativism would imply in environmental ethics and the sustainability of the environment. Environmental ethics is about the moral means of protecting the natural environment and resolving extant challenges; it probes into how best to resolve these challenges and the scope of, and reason for moral attribution in nature. Although the study draws attention to the incapacity of ethical relativism in resolving challenging environmental crises, that is, the limitations of ethical relativism when applied to the natural environment, it does not deny that there are values in cultures that can enhance human relations with the natural environment because some traditional cultures established human moral relations and care for nature. But it rejects the view that each culture is supreme and whatever it legislates about the environment is correct in that culture and unquestionable elsewhere; it also rejects the claim that each culture is to legislate what is morally right and wrong, good and bad, correct and incorrect about the environment. Since environmental issues and problems transcend cultures and are sometimes global, relativist stance cannot be a good candidate in environmental ethics and sustainability and in resolving such global challenges.

To achieve the goal of this inquiry, the study analyses the nature and problems of ethical relativism as well as the nature of environmental ethics. It exposits some values in some cultures, which care for the natural environment. It then brings to fore some reasons ethical relativism cannot yield the desired results when applied in environmental ethics and in the quest for sustainable environment; and why it cannot be relied upon in dealing with environmental challenges that transcend cultures. The study projects the view that the solution to global environmental challenges cannot be localised and addressed with the value parameter of any of the particular cultures with shared natural resources and divergent cultural values. Since most, if not all multinationals operating in developing countries hardly voluntarily and desirably assuage the negative feedbacks resulting from their operations, international agreements and co-operations are required to addressing such problems. And restoration ecology, environmental law, and environmental justice are keys in this regard. The study concludes by holding that although there are some cultural values, the engagement of ethical relativism would constitute moral danger or anarchy in environmental ethics and sustainability. Thus, while recognising that there are some values in some cultures, it rejects the view that environmental challenges should be addressed with cultural normality.

2. Understanding the Nature of Ethical Relativism

Ethical Relativism is an opinion widely current in philosophical circles. It is an opinion of a group of philosophers who made a revolutionary departure from ethical absolutism and ethical universalism, which hitherto gained dominance in the discourse of the status of moral claims. It argues that moral principles derive their validity from cultural approval. According to this theory, there are no moral absolutes or universals; rather the morality or otherwise of an action is relative to cultures; in other words, morality is culturally defined. This is why some people do call it cultural relativism. However, cultural relativism, which in moral discourse is the view that different cultures have different moral ideas and codes, is not a perfect conceptual substitute since it is wider in scope than ethical relativism. Cultural relativism in the wider sense extends to postmodernists epistemology and philosophy of science, among others. The analysis here will exclude these, and it shall be discussed only with reference to ethics. Ethical relativism, the view that moral rights and wrongs are culture or context-dependent, is according to William Frankena and John Granrose, "one of the main obstacles to be faced by anyone who thinks that ethical judgements can be justified in some intersubjectively valid ways" (Frankena and Granrose, 1974: 423).

The proponents of *ethical relativism* (Bank, 2009: 8) argue that every society has a different moral code that explains what acts are permitted or not permitted. They argue that we cannot judge one moral code to be superior to another because there is no objective standard to apply for such a judgement. Hence, the moral code that people of a particular nation or culture subscribed to is not special because it is simply one moral code among many. Since it is the moral code of a particular society that determines that a certain act is right, then the act is right within that society. Therefore, we should not judge the conducts of people in other societies but tolerate them.

It may appear at first sight as if relativist theory is viable in some instances, such as religion, professional codes and other institutions. For example, what is morally acceptable in religion, maybe morally unacceptable in commerce, education and so on, *vice versa*. Even in religion's circle, what is morally acceptable in one religion such as Christianity, Islam, Buddhism, and so on, may not be morally acceptable in another, *vice versa*. The controversial number of wives in marriage –

monogamy or polygamy – lays credence to this. Within Christianity, what is morally unacceptable to one denomination may be acceptable to another, and so on, *vice versa*. This is evident for instance, in the morality or otherwise of abortion at certain stages of conception. In the same vein, the required or acceptable mode of conduct in nursing may differ from those of medicine, engineering, pharmacy, architecture, law and so on, *vice versa*. What is acceptable in one social situation or context may be prohibited in another, *vice versa.* These may seem to authenticate relative morality. However, acceptance does not automatically authenticate morality. In other words, acceptance is not an automatic reflection of what is moral because people can accept what is immoral; hence people can talk about collective injustice. Added to this is the axiom that "a whole community can be wrong".

Even if acceptance were to be a yardstick for what is moral, that is, what is correct, right, good or just in moral domain regarding the immediate preceding, can the same be said of environmental ethics? For instance, what one environmental movement requires or permits may be prohibited by another. Within the same environmental ethics, what one theory proposes to be the moral requirement for safe human interaction with nature may be rejected by other controversial ones, *vice versa.* This is evident in anthropocentrism, sentientism, biocentrism, ecocentrism, deep ecology, social ecology, ecological feminism, environmental pragmatism, environmental virtue ethics, and so on. Cultural relativism would validate all of them, holds each supreme and would not allow any of them to be assessed with the canon of another. This is a kind of moral absurdity capable of precipitating both local and global environmental chaos and collapse.

Cyndi Banks (2009: 9) argues that at first, the notion of cultural relativism seems to reflect the way many of us see the world. However, there are some objections to cultural relativism that show that it cannot be a viable approach to ethical issues. For instance, cultural relativists are not able to explain which ethical standard should apply when cultures overlap. In her view, cultures are not "totally isolated from each other, and it becomes increasingly difficult to avoid interacting with other cultures. This raises the problem of deciding whose ethical standards are to apply". Another problem which Banks noted is that because "[i]n all society, standards of conducts change over time, … the cultural relativist is faced with the problem of acknowledging these changes while arguing that morality is relative to a culture". But given the fact that the standards of conducts change over time, the challenge which cultural relativism faces is that which values, and in which historical period should apply? Since the values applying in all period have equal validity, there is no overall standard to apply for the cultural relativist.

Another major problem with cultural relativism noted by Banks is that it operates as moral isolationism. The argument that everything is relative suggests that cultural verdict must be the end of the issue and all debate must stop at that level. Therefore, cultural relativism fails to provide us with answers to issues and tends to close off debate altogether (Banks, 2009: 9). Moral requirements, beliefs and practices need to conform to a standard and need not be arbitrary if they are to be good, just or right. There must be something inherent in them that make them either morally praiseworthy or moral blameworthy. Hence, any kind of conduct wherever and whenever it exists can be assessed.

3. Understanding the Nature of Environmental Ethics

Environmental ethics can be conceived as "the attempt to bring the traditions, history, and skills of philosophy to bear on the questions of how to maintain the long-term sustainability of a diversity of life on this planet" (Light, 2003: 231). It is concerned with human responsibility to the natural environment and its constituent parts. It focuses on "who or what is the proper object of moral concern" (White, 2009: 362). Joseph Desjardins puts it that, "[i]n general, environmental ethics is a systematic account of the moral relations between human beings and their natural environment". It attempts to explain the norms which "govern human behaviour toward the natural world… to whom or to what humans have responsibilities, and how these responsibilities are justified" (DesJardins, 2006: 12). In the opinion of Allan Holland, environment ethics addresses the normative significance of the "relations between human beings and their non-human environment" (Holland, 1999: 268). This normative stance is necessary because of the deterioration of the natural environment. There are different approaches put forward to address such deterioration. According to Holland, proposed remedies would typically require "a reorientation or new "ethic" that recognizes "intrinsic value" in the natural world ... [E]nvironmental ethics.... encompasses global as well as local issues, and considers the longer-term ecological, and even evolutionary, fate of the human and non-human world" (Holland, 1999: 268). It challenges the conventional inter-human ethics, which limits moral standing, intrinsic value and human moral obligation to only human beings, by widening the scope and grounds of human concern for the non-human natural world. It... debates how to balance the interests or entitlements of "present and future, human and non-human, sentient and non-sentient, individuals and wholes...." (Holland, 1999: 269).

Environmental ethics also "examines the moral basis of environmental responsibility...." *This is necessary because it is mainly human activities that depredate and degrade the quality of the environment.* "Toxic waste contaminates groundwater, oil spills destroy shorelines, fossil fuels produce carbon dioxide thus adding to the greenhouse effect, and use of fluorocarbon gasses depletes the earth's protecting ozone layer". *Similarly, logging depletes forest and lead to erosion, desertification and global warming; concretization precipitates flooding, and chemical use contaminate air, land and water. Therefore* "we need to be environmentally responsible.... The goal of environmental ethics... is not *only* to convince us that we should be concerned about the environment... *it also* focuses on the moral foundation of environmental responsibility, and how far this responsibility extends" *italics - mine* (Fieser and Dowden, 1998). According to Richard Saunier and Richard Meganck, there are different environmental challenges which our planet earth is facing today and which put in precarious condition our shared asset and its capacity of sustaining human life at present and far into the future. Some environmental problems that are of fundamental concerns include "global warming, acid rain, ozone depletion, tropical rainforest destruction, destruction of ecosystems... species extinction, desertification, water pollution and environmentally induced afflictions"; *as well as* environmental issues *that are* "related to energy, population, food, *and* water". Also of fundamental concerns are "environmental ethics, policies, disease caused by environmental change, waste treatment and recycling" (Saunier and Meganck, 2007: 118), among others.

In environmental ethics, the distinction between instrumental value and intrinsic value is of considerable importance. While instrumental value is the value of things as means to further some other ends, intrinsic value is the value of things as ends in themselves regardless of whether they are also useful as means to other ends. Whatever is intrinsically valuable "is that which is good as an end in itself", and the "possession of intrinsic value generates a prima facie direct moral duty on the part of moral agents to protect it or at least refrain from damaging it" (Brennan and Lo, 2014). In the opinion of Simon Blackburn, "[t]he central problem specific to thinking about the environment, is the independent value to place on such things as the preservation of species, or protection of the wilderness" (Blackburn, 2005: 116). Philosophers have divergent opinions regarding the preceding view about instrumental and intrinsic values. While some argue that environmental moral standing and protection are validated on the ground that they are means to meeting human ends, many others argue otherwise and lay claim to independent value for the existence of wilderness and species. This set of thinkers argues that the values of wild things and wild places are not instrumental; they are intrinsic and thus independent of human values. The denominator of the argument in this section is the extension of morality from human to non-human environment.

Is environmental ethics theoretical or applied? The theoretical and applied status of environmental ethics seems contentious. It is considered by some thinkers to be “a topic of applied ethics which examines the moral basis of environmental responsibility” (Fieser and Dowden, 1998: 1). Some others consider it to be a part of philosophy or ethics, one of the main branches of philosophy. According to Bernard Gert, applied ethics includes professional ethics, as well as practical ethics of which environmental ethics is a part (Gert, 1999: 34). Nicholas Bunnin and Jiyuan Yu opine that applied ethics, also called practical ethics is "[t]he study of how to apply ethical principles, rules, and reasons to analyze and deal with moral concerns arising in practical and social areas". According to them, "[s]uch a practical application of ethical theory has been a dimension of traditional ethics.... However, applied ethics as a distinctive discipline, in contrast to other aspects of ethics, such as metaethics, normative ethics, and ethical theory, started to flourish in the middle of the twentieth century...” (Bunnin and Yu, 2004: 41). Part of the fundamental task of applied ethics is the application of moral principles to particular situations and professions. In the view of Richard Saunier and Richard Meganck, environmental ethics is both “a theoretical and applied field of study that seeks a reunification of humans with nature” (Saunier and Meganck, 2007: 121). It attempts to establish human responsibility toward individual natural entities and nature as a whole. It is not merely applied ethics; it also involves in establishing a distinctive and original theoretical framework as evident in its various approaches and theories that do not appeal to traditional ethics or philosophy.

4. Can there be Environmental Values in Cultures?

In his *The Case for a Practical Pluralism*, Andrew light argues that if cultural relativism prevails, we would not be able, on any ground, to refute the abundant cultural claims, which deny that we have ethical obligations to non-humans or ecosystems (Light, 2003: 243). Light would be in error if he refers to all cultures, in thinking that all traditional culture without exemption deny that we have ethical obligations to non-human ecosystems. Some traditional African, Asian and American cultures have some tendencies to extend morality to the non-human parts of the environment; that is to say, they are predisposed to treating nature with moral care. For instance, from the African perspective, Apeiker Jerry Hulugh articulates the various reasons the tradition Tiv in Nigeria have reverence for nature, why they do not separate themselves from nature and then preserve the environment. Put in summary, these reasons include their conceptions that the environment is a product of divine creation, we are one with nature, and nature is the source of livelihood. Besides, the traditional myth (of white lies in Platonic sense), the agricultural engagement of the people and the medicinal values in nature also reinforce this moral concern (Hulugh, 2015: 38-49). The work of Munamato Chemhuru and Dennis Masaka reflects on the positive cultural attitudes to nature by the Shona people. The appropriation of taboo wisdom in Shona society is meant to promote harmony between individuals and their communities as well as between human and non-human communities (Mangena, 2015: 9). Fainos Mangena cites Chemhuru and Masaka arguing that “the observance of taboos promotes... life that fosters a desirable environmental ethic, while the breaking of taboos leads the moral agent to a vicious life that disregards not only the moral standing of the environment but also its sustainability” (Mangena, 2015: 9; Chemhuru and Masaka, 2010: 123).

There is also an inferred inclusive environmental ethics based on the metaphysical union which exists among beings in traditional Esan culture. The traditional Esan does not dichotomize man from nature. He recognizes the independent energy inherent in nature and makes himself one with it. Such beliefs influence how traditional people relate with the natural environment in their cultural milieu (Airoboman, 2017: 163, 202). Chigbo Ekwealo argues that as a field of research, African environmental ethics believes that the natural environment and man are composed of invisible energies. It gives recognition, respect and values to all inanimate and animate plants and animals believing that all of them spring from the same source but only of different vibrations (Ekwealo, 2017: 52; Ekwealo, 2012: 91). He maintains that African environmental ethics recognises and establishes the right of all entities to existence and living. (Ekwealo, 2017: 53, 54).

The exposition of some cultural values here does not in any way suggest that the solutions to environmental challenges should be culture-dependent or that the various theories concerning the environment should be patterned according to culture specifics. What they suggest instead is that some of the beliefs and ensuing practices in these cultures are environmentally affable, innocuous and salubrious. Even if they cannot resolve threatening existent crises globally, but when universally upheld, they can prevent or at least mitigate some environmental problems. Summarily they portend that the beliefs or value contents of some specific cultures can be harnessed to establish global environmental ethics.

Some non-African cultures also have and even enforce some of these values. John Baird Callicott and Roger Ames (1989) brought together in an edited work, *Nature in Asian Traditions of Thought: Essays in Environmental Philosophy*, various Asian cultural heritages that will be of immense value to contemporary environmental thinkers and those involved in defending natural resources, and that may help in managing the global environment. In a forward to this work, Eugene Hargrove argues that "from an environmental point of view, there is no evidence to show that Eastern environmental attitudes and values have been pragmatically ineffective". According to him, "[p]rior to Western influence, Easterners may... have been environmentally well-intentioned". Although "Asian environments were degraded prior to intrusive cultural disturbance from the West", they were nevertheless, "unaware of the consequences of their actions" (Hargrove, 1989: xix). It seems this ignorance accounts for most degradation, where they exist, in every traditional society.

In their book, *Culture and Environment*, Irwin Altman and Martin Chemers (1984: 21-24) capture different cultural attitudes, beliefs and values in some different parts of the world that portray human harmony with nature, see man as part of nature and enhance, enforce or encourage human oneness, respect, care, and reverence for nature. They cite as instances ideas of Oriental philosophy and religion, Pygmies of the Ituri Forest of Zaire, American Indians and Pueblo Indians, upon which modern ecology and thoughts of human links with nature, as well as rediscovering self through nature, establishes human as part of nature. What the foregoing arguments indicate is that traditional beliefs, attitudes and values can enhance the quality of the environment when adopted, even if they cannot radically resolve alarming environmental crises.

5. Thinking about Moral Relativism in Environmental Ethics, Care and Sustainability

This section reflects on the capacity or otherwise of ethical relativism to redressing the moral challenges of environmental crises. In other words, it inquires whether cultural relativism is capable of proffering solution to environmental crises. The section is also a guide on how, and how not to think about relativism in environmental ethics, care and sustainability. Most environmental problems are global in nature; hence the solutions to these challenges cannot be localized. This implies that environmental ethics and the other solutions to environmental challenges cannot be relativized, in both application and theory, if they are to address existent problems or prevent problems from arising.

But as noted earlier, some of the beliefs and practices of some cultures can be harnessed to establish global environmental ethics. We can talk for instance, of approaches in environmental ethics without peculiarizing it. In this regard, it is more proper, intellectually inclined and humane to think and philosophised about perspectives of, or approaches to environmental ethics, as it ought to be in other aspects of philosophical inquiry, such as logic, metaphysics, epistemology, aesthetics and so on, than to philosophise about peculiar environmental ethics, logic, metaphysics, epistemology, aesthetics regarding any culture. The reasons for these submissions are not farfetched.

Anthony Weston argues that "if values are thoroughly relativized to culture, rational criticism of values may become impossible" (Weston, 1995: 229). This can be substantiated. For example, since plants are plants and animals are animals wherever they may be found, the question of whether they have moral standing cannot be consigned to cultures. If they have moral standing, they should have in time and space and not only in some specific cultures. Mick Smith submits that cultural relativism, the view that one ethic cannot be judged better than another... takes cultures as isolated and essentially incommensurable. In an account with modest positionality, however, there could be similarities and differences at all levels. Moral values in different communities might converge because of similarities in geography, biology, cultural practices, problematic, histories, or any combination of these or other aspects of place (Smith, 1995: 270-271).

This suggests that there are some alliances in beliefs, values, attitudes, or practices of some different cultural traditions and that cultures are not completely opposed. Irving Copi and Carl Cohen (2005: 84-85) explicate the possible occurrences of agreement or disagreement in beliefs and attitudes. They argue that "it is possible for parties discussing some controversial matters, to be in agreement (or disagreement) about what the facts really are, and at the same time to be in agreement (or disagreement) in their feelings about those facts". While agreement or disagreement about what the facts are pertains to belief (and is commonly referred to as agreement or disagreement in belief), agreement or disagreement in their feelings about those facts pertains to attitude (and is commonly referred to as agreement or disagreement in attitude). In this parlance, it is possible either to agree in both belief and attitude, or disagree in both belief and attitude, or agree in belief but disagree in attitude or disagree in belief but agree in attitude. These help to explain further, possible alignment and differences among cultural beliefs and attitudes.

Rosalind Hursthouse puts it that on the view of cultural relativity, "the same virtues and vices can be manifested differently in different cultures. There is much variety, for instance, in what counts as 'honouring one's dead..." While some cultures bury or burn the dead as a mark of respect for them, other cultures show proper respect to the dead by eating them (Hursthouse, 1987: 293). Hursthouse argues that "[t]his does not mean that whatever people in another culture do is right as long as they believe it is". *If this is the case, then, we should not expect them to always be right as well in their decisions and practices about environmental ethics and issues. Hence*, "[t]here is no theoretical reason why we should not criticize another culture for having the wrong idea of human *as well as ecological* flourishing" *italics mine* (Hursthouse, 1987: 293) since different cultures can be wrong in their conception of a virtuous act.

Even if there were to be uniformity in beliefs, values and attitudes among different cultures regarding appropriate honouring and disposing the dead, there would still be problems in applying ethical relativism in environmental ethics, and to other environmental issues and problems. This is because there is a difference between the relative application of morality to the dead and the relative application of morality to the environment. Burying, burning or eating the dead is an end result. The dead has been buried, burnt or eaten, full stop. Such practice or decision may not have further material corollary. But any practice or decision made about the environment has much after effects. Such relative moral decision and practice, unlike the one concerning the dead, would have enduring consequences, which could be positive, negative or catastrophic for the present and the future, both of people and the environment. This is partly why ethical relativism would inevitably face some challenges when considered in environmental ethics and sustainability. So, where there is any suspicion of credibility, (as this study indicates regarding the application of ethical relativism to global issues and problems), there would be the need to reassess, revise or change our beliefs, practices and actions, (including their sources and bases), considered to be inimical. The actual revisions or changes in moral beliefs, values and practices in time imply that something was inherently wrong with them *ab initio.*

6. Ethical Relativism and Global Environmental Challenges

The task here is to consider the implications, which the application of ethical relativism would have on environmental ethics and sustainability globally. The kernel of the argument is that since most environmental issues and problems are global, global approaches, universal theories and policies are needed to address them. This is because ethical relativism, which is culture-dependent and which adopts right and wrong from distinct cultures cannot be relied upon in addressing issues that transcend individual cultures. It cannot be a veritable mean to addressing the prevailing existential issues of environmental challenges, just as it cannot account for how various problems of environmental ethics can be genuinely brought under control. It cannot also offer a systematic philosophical account of what is right and wrong, good and bad, just and unjust about global environmental issues. Thus, when this theory is tested against the difficult and topical issues and challenges of the global environment, it will not stand the test of time. It would be suicidal to rely on it in resolving intercultural, interstate, international and global challenges. Hence, ethical relativism cannot be relied upon in the current debate in environmental ethics. It cannot correctly "investigate the underlying questions about values and meaning" (Hursthouse, 1987: blurb) in environmental ethics.

It is not difficult to illustrate and authenticate with practical examples, the fact that environmental challenges are global and so would require global solutions. For instance, Lake Chad is located at the fringe of many countries, whose inhabitants rely on it for domestic, agricultural, commercial and other occupational activities. Anthony Akaeze with Emmanuel Obe, Juliana Uche-Okobi and Olusegun Adeosun stated a known fact that Lake Chad was famous not only as an important source of water to communities bordering it in Nigeria, Cameroun, Niger and Chad but also as a sanctuary of not less than five fish species. According to some analysts, these fish species and water have dwindled in the last five decades due to human factors like overgrazing and poor irrigation. As a result, the local population including residents of border communities in Nigeria, whose livelihood depends on trading on fish from the Lake, are adversely affected. The shrinking of Lake Chad made a lot of people to either lose their means of livelihood or saw their earnings plummet. This makes it easier for the jobless people to be recruited as terrorists. For instance, the rise in conflict and insecurities in the northeast region of Nigeria as manifested in the Boko Haram insurgencies has been linked to the shrinking of Lake Chad and the aftermath joblessness. The eventual loss of means of livelihood by the people who depend on the lake also creates competition over the small water body that exists. It causes hunger and violence as inseparable outcomes. People have also migrated to other places because the existing land there has been lost to desertification. Most frontline states of the north are experiencing the challenges of the desert encroachments and the resultant decline in agricultural productivity. These reinforce hunger, ill-health, insecurity and some other social and political problems. (Anthony Akaeze with Emmanuel Obe, Juliana Uche-Okobi and Olusegun Adeosun, 2017: 12). Just as it is the case in Nigeria, so it would likely be with other bothering nations of the Lake Chad. Since it is the activities of people of different cultures that have led to this menace, so, resolving the problem would demand intercultural or global approach.

The preceding paragraph indicates that Lake Chad which was once a bastion of economic activities such as agriculture, fishing, commerce, and so on, and a source of livelihood to many multicultural inhabitants in Nigeria, Chad, Cameroun and Niger, has been grossly depleted due to human mismanagement and interference. Any attempt to address these depredations will not depend on any of the beneficiary cultures alone but on cooperation among the nations who benefit and whose inhabitants depend on the Lake for their livelihood and survival. Any specific cultural or domestic approach can only at best yield palliative result. Thus, ethical relativism cannot be viable in resolving environmental challenges that are not culturally situated.

Environmental problems are not limited to cultural confines because there are some resources which cut across borders; hence the resultant situations sometimes of cross-cultural disagreement over a common problem. For instance, while in most Western countries there is support for the ban on whaling; but there was a popular instance in Norway and Japan that whaling is an important cultural institution that must be continued (Light, 2003: 243). Now, whose cultural belief should be adopted in resolving this cultural disagreement over a transnational issue?

Environmental problems or the by-products of human impacts on nature, most often, are transnational and sometimes transcontinental. Even those generated domestically, that is, within the neighbourhood and by individual nations) can assume global dimensions. Elizabeth Economy made a lucid exposition of this while analysing China's impacts on the environment. As far back as 2007, Economy writes that “China’s environmental problems are mounting” ranging from pollution, water scarcity, health danger, desertization, land degradation, illegal timber trade, climate change, and their aftermath impacts on her economy, public health, social stability and international reputation. According to her, China is “a top contributor to some of the world’s most vexing global environmental problems...” (Economy, 2007: 38). She argues that

C[hina's environmental] problems are already affecting the rest of the world. Japan and South Korea have long suffered from the acid rain produced by China’s coal-fired power plant and from the east-bound dust storms that sweep across the Gobi Desert in the spring and the dump toxic yellow dust on their land. Researchers in the United State are tracking dust, sulfur, soot, and trace metals as they travel across the Pacific from China. The U.S Environmental Protection Agency estimates that on some days, 25 per cent of the particulates in the atmosphere in Los Angeles originated in China. Scientists have also traced rising levels of mercury deposits on U.S. soil back to coal-fired power plants and cement factories in China. (When ingested in significant quantities, mercury can cause birth defects and developmental problems). Reportedly, 25-40 per cent of all mercury emissions in the world come from China (Economy, 2007: 44).

Economy states further that:

[w]hat China dumps into its waters is also polluting the rest of the world. According to the international NGO, the World Wildlife Fund, China is now the largest polluter of the Pacific Ocean. As Liu Quangfeng, an adviser to the National People’s Congress puts it, “almost no river that flows into the Bo Hai [a sea along China northern coast] is clean." China releases about 2.8 billion ton of contaminated water into the Bo Hai annually, and the content of heavy metal at the mud at the bottom of it is now 2,000 times as high as China's own official safety standard. The prawn catch has dropped by 19 per cent over the last 15 years. In 2006, in the heavily industrialized southeastern provinces of Guangdong and Fujian, almost 8.3 billion tons of sewage was discharged into the ocean without being treated, a 60 per cent increase from 2001. More than 80 per cent of the East China Sea, one of the world's largest fisheries, is now rated unsuitable for fishing, up from 53 per cent in 2000 (Economy, 2007: 44-45).

China rapidly growing contributions to climate change is already attracting international attention. A 2007 report on the Netherlands Environmental Assessment Agency puts it that, China has already Surpass the United States as the world’s largest contributor of carbon dioxide, a leading greenhouse gas, to the atmosphere. Fatih Birol, the chief economist of the International Energy Agency warned that “[u]nless China rethinks its use of various sources of energy and adopts cutting-edge environmentally friendly technologies..., in 25 years China will emit twice as much carbon dioxide as all the countries of the Organization for Economic Cooperation and Development combined" (Economy, 2007: 45).

Elizabeth Economy puts it that:

China's close economic partners in the developing world face additional environmental burdens from China economic activities. Chinese multinationals, which are exploiting natural resources in Africa, Latin America and Southeast Asia in order to fuel China's continued economic rise, are devastating these regions' habitats in the process. China's hunger for timber has exploded over the past decade and a half, and particularly since 1998, when devastating flood led Beijing to crack down on domestic logging. China's timber import more than tripled between 1993 and 2005 (Economy, 2007: 45).

Economy (2007: 45) writes that "China is already the largest importer of illegally logged timber in the world". She points out that "an estimated 50 per cent of its timber imports are reportedly illegal". She argues that "[i]llegal logging is especially damaging to the environment because it often targets rare old-growth forests, endangers biodiversity, and ignores sustainable forestry practices". She cites an example that in 2006, the government of Cambodia ignored its own laws and awarded China's Wuzhishan LS group a 99-year concession that was 20 times as large as the size permitted by Cambodian law. The company's practices, including the spraying of large amount of herbicides, have prompted repeated protest of local Cambodians. According to the international NGO Global Witness, Chinese companies have destroyed large parts of the forest along the Chinese-Myanmar border and are now moving deeper into Myanmar forests in their search for timber. In many instances, illicit logging activity takes place with the active support of the corrupt local officials. Central government officials in Myanmar and Indonesia countries where China's loggers are active, have protested such arrangements to Beijing, but relief has been limited. These activities, along with those of Chinese mining and energy companies, raise serious environmental concerns for many local populations in the developing world (Economy, 2007: 45-46).

The preceding is an instance of global threats from only China nation and multinationals' environmental activities. If this was the case in a 2007 write-up, today, thirteen years after, China would have probably wielded much more influence and spread more tentacles of ecological depredation, and this is expected to continue with intensification as the years roll by. China's environmental activities transcend the exploitations of her resources to the exploitations of the resources of other nations. But while it enjoys the benefit of these activities, the burdens of the resultant negative feedbacks and their associated problems are shifted to, felt and suffered by some other countries of the world, and it is now globally worrisome and wearisome. Some other nations or their multinationals may have the same attitude, but probably of a different kind and lesser degrees. Resolving these kinds of problems would demand morality, law, and justice that transcend Chinese culture or nation; it would demand intercultural and global approach.

Generally, most multinationals in the underdeveloped and developing world are owned and run by foreigners and technocrats in developed countries, who do not always care about the negative impacts their activities have or would have on host communities, nations and their inhabitants; hence do not also devote the desired attention to assuage these problems. These inhabitants are either grossly ignorant of these impacts or tolerate them due to poverty and lack of knowledge of long-term consequences. While these multinationals despoil their host environment for their mammoth gains, they pretend or claim to compensate the indigenes with employment (mostly menial and few) of starvation wages and wage slavery. These host communities misconstrue the dispossession, abuse and ravaging of their environment and its resources for favour and development. The authorities of the companies renege in their corporate social responsibility or make it inadequate, where there is any, sometimes with the connivance of some corrupt indigenes, indigenous government officials, and community elites. Even host governments are either not sensitive to these exploitation menaces and their aftermath immediate and remote consequences, or ignore sensitivity for menial aggrandizement, cheap and fake popularity, immediate reward, inconsequential palliatives and transitory benefits. But the foreign personnel assuage these problems in their own countries. There is, therefore, the need for a change in this careless, egoistic attitude globally. It is only international agreements and universal moral approaches that can remedy the problematic challenges of these magnitudes. In other words, no single nation or culture can remedy this kind of problems; rather it needs cooperation and commitments among nations and cultures. Hence, there is a need for global environmental ethics and policies.

7. Ethical Relativism versus Restoration Ecology, Environmental Justice, and Environmental Law

Relativist approach may not also be a good option in restoration ecology, environmental law, and environmental justice. Restoration ecology "refers to the science and social practice of re-creating ecosystems that have been damaged or destroyed by human activity or natural events...." (Light, 2009: 236). Issues of ecological restoration, just as the issue of environmental justice cannot be addressed with culture-dependent theory. Environmental justice addresses theoretically and practically, a wide range of issues concerning social justice and environmentalism. It deals with issues of distributive justice occasioned by the disproportionate burden of environmental harms. It has activists and international movements such as the environmental justice movement (EJM), which advances issues and principles of distributive fairness. Environmental justice movements pose questions relating to how environmental benefits and burdens are distributed across populations, the ways citizens are compensated for inequities in environmental burdens, and the acceptable moral, social, and physical criteria for the distribution of environmental burdens (Figueroa, 2009: 341-342, 346). The activities of these movements go beyond ethnic, cultural and national boundaries; and the issues they raised cannot be resolved under any relative enclave, since they are not restricted to confines of cultures. Ethical relativism would also have the difficulty of addressing environmental issues in a single population of multi-cultural components, that is, an agglomerated population of diverse cultures, where a dominant culture or segment of the population lords it over others. It is only moral probity that goes beyond the boundaries of cultural normality that can arbitrate or remedy these difficulties. The solution to the problem of environmental racism, which is one of the concerns of the environmental justice movement, is also beyond the capacity of any specific culture.

Environmental law deals with the protection of nature, human health and welfare, including the physical and socio-economic impacts they may create (Sax, 2009: 348). Because of the global nature of environmental issues, environmental law is vital in addressing common areas of interests and in arbitrating or mediating over other areas of conflicts among cultures and nations. For instance, natural processes of importance to the larger community may be ongoing in a particular culture or community; but ecologically sensitive cultures would understand that even within one's borders, there is the need for some public restriction of ethnic or private uses since the World is a common home for all inhabitants of different cultures. As Joseph Sax states, natural processes, habitat and biodiversity are important public values; and some natural resources such as air, land and waters, are in some respects a common in which the society at large has legitimate interests. Such a commons *transcend cultural boundary*; besides a culture coexists with other cultures. These justify and require public restrictions of private use of such commons. Sax is therefore correct when he argues that “[m]any of the most important environmental issues are of international scope, transcending national boundaries just as they transcend individual land ownership boundaries” (Sax, 2009: 348). In his contention, international regime of governance is appropriate for such issues, but this should not ignore national sovereignty, but requires the adoption of mutual obligations for mutual benefits. He cites an instance that two nations may share several rivers, and this may exact environmental concessions on one nation for mutual benefit. According to him, such practical motives and incentives underlie many bilateral international agreements (Sax, 2009: 353-354). Sax avers that despite its limitations international law can constitute an essential institutional component of a global ecological commons. This indicates that international agreements are important steps toward recognition of the earth as a global commons. This recognition defies the capacity of ethical relativism since such issues cannot be realized with cultural barometers or lenses.

When the above views are put into consideration, Andrew Light would be judged correct in arguing that we ought to avoid relativism when our goal is to form a moral response to the deepening environmental crises, because it denies that some moral stances are better than others in guiding "our ethical claims about how we should treat nature". If relativism is accepted, then it would be needless to advance arguments against the cultural claims which allows or encourages the abuse or destruction of the ecosystem, species or parts thereof. Light avers that "given the trans-cultural nature of environmental problems", if relativism is adopted, we would have no ground to advance a moral viewpoint with which "we could critique different cultures' treatment of the environment". And this would make it impossible for us to contribute an ethical response to environmental crises. He deduces that "[a] relativist environmental ethics might not be adequate to protect the environment with any kind of normative force" (Light, 2003: 231-232).

Regarding the kind of ethics that is capable of meeting cross-cultural, trans-national or trans-continental moral demand, John Baird Callicott, relying on the divergences he observed in his survey on different cultures of the world, proposes what he calls the “one-many problem”, that is, “the need to have a single cross-cultural environmental ethic consistent with the science of ecology while at the same time acknowledging the importance of a multiplicity of “traditional cultural environmental ethics, resonant with such an international, scientifically grounded environmental ethic...”” (Light, 2003: 231-232, Callicott, 1994: 186). “The “one” and the “many” represent, respectively, our quality of being one species facing a global environmental crisis and the historical reality that we are many people from many cultures and different places” (Light, 2003: 242). Callicott submits that these two aspects of human experience need to be integrated into a unified world ecological view. Callicott is making a significant point. But as plausible as this may sound, how to realise this single cross-cultural environmental ethic that can take into consideration traditional cultural and international environmental ethics is another herculean task, given the multiplicities of cultures all over the world.

8. Conclusion

It is evident in this study that environmental resources are globally shared among nations just as they are shared across cultures. The negative impacts from the use, abuse or misuse of these resources can transcend cultures and nations from which they are generated. Hence, relative or domestic approach by nations to resolving environmental problems can only be palliative and temporary. It would be morally suicidal to take solace in or resort to ethical relativism in the management of global environmental challenges and in matters of common interests among different cultures, nations and peoples. This is because the application of relativism would lead to moral anarchy in the making of decision for collective resolve for common good. Ethical relativism cannot correctly answer questions or address issues of universal scale about the natural environment. If it does, it would only be by a mere coincidence of share moral luck. Therefore, ethical relativism, that is, culture-validated morality, cannot be a good option or theory in the moral economy of nature. The adoption of culture-centred morality would plunge us into a world of vicious moral trepidation and perturbation, because every culture, context and institution would become moral arbiter even in every issue where they do not have informed knowledge, including environmental subject-matters. And these would forebear moral chaos. Thus, the study exposes the incapacity of relativism in the quest for moral solutions to environmental challenges and its undesirability and impracticability in environmental ethics' quest for ecological sanity and sanctity.

While the study discountenances that the application of ethical relativism is the right approach to addressing current environmental issues, that is, while it rejects the claim that the solutions to environmental challenges should be relative to culture or defined by cultural normality, it nevertheless recognizes that there are some values in some cultures that are harness-able in addressing environmental challenges beyond the boundaries of such cultures. Even if all of these values, their antecedent beliefs and ensuing practices cannot resolve threatening environmental problems of high magnitude, at least, they can prevent some environmental problems from occurring when they have not yet occurred. In resume, the study discountenances that relativism is or should be the methodic approach to environmental ethics, issues, challenges, care and sustainability.

This critical assessment is important because any decision made about the natural environment, and any adopted approach to environmental ethics will have enduring consequences for both present and future people and the environment. Although cultural relativism seems to be the moral response of some people to issues confronting them, this relative approach cannot yield the desired result in environmental issues. Besides, although the right attitude to be established towards interaction with the environment may differ according to different theories and policies, but this does not grant the dissimilarity latitude of any kind of ethical relativism.

It is evident in the study that overall improvement in environmental quality will depend on collective resolve and concrete commitment to treat nature with care and use its resources with prudence. These cannot be achieved within the confine of individual nations or cultures, which can lead to complete relativism, complete moral anarchy, and complete catastrophe – a reverse of Garrett Hardin's *tragedy of the commons* (Hardin, 2000: 39-47). It would therefore be a misconceived position, a moral misgiving, to think that ethical relativism can resolve environmental challenges when applied in environmental ethics. The contention here is that since environmental crises and challenges transcend individual cultures, the solutions to these challenges cannot be localized or laid in the ambient of a particular culture. This is because, any ethical theory that cannot consistently offer a standard "systematic philosophical account of the differences between right and wrong, good and evil, justice and injustice" (Hursthouse, 1987: blurb) about trans-cultural and transnational issues, including those of the natural environment cannot be viable in resolving issues of global importance or any other issue of general concern. And applying it would be moral gambling – a moral risk. Moral issues should not be gambled since morality is not about gambling.

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Employee Creativity and Workplace Technological Innovation on Problem-Solving in Twenty-First Century Organizations

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Abstract. The ultimate goal of every organization is for its employees to acquire the ability to solve complex problems and maintain high level of efficiency and effectiveness in the workplace to have maximum output and high level of productivity. To achieve these goals, the creative ability of individual employees within the organization and their adjustment to innovations, especially technological innovations is required. This study examined the influence of workplace creativity and technological innovations on problem solving ability of employees in service organizations in Nigeria. Respondents were N120 (52 males and 68 females). Age range of participants were 20-41 years with a mean of 1.57 and standard deviation of -.645, respectively. Three hypotheses were tested using the two-way Analysis of Variance (ANOVA) statistics and the results of the analysis revealed a significant influence of creativity on problem solving ability of the participant's $F(1,119) = 108.602$, $p < 0.05$. Improved technological innovation also has significant influence on problem solving ability of the participants' $F(1, 119) = 66.322$, $p < 0.05$. Creativity and technological innovation have significant interactive effects on employees' ability to solve complex organizational problems effectively $F(1, 119) = 12.980$, $p < 0.05$. Recommendations were that employee workplace creativity and organizational technological innovation should be encouraged not only in Nigerian organizations but in all 21st century organizations for efficient and effective customer service and the achievement of maximum production output by the organizations.

Keywords: Employee, Workplace Creativity, Organization, Technological Innovation, Problem-Solving Ability.

1. Introduction

The ultimate goal of every organization in this 21st century is for its employees to acquire the ability to solve complex problems and maintain high level of efficiency and effectiveness in the workplace to have maximum output, and high level of productivity. The achievement of these goals depend solely on the creative ability of individual employees within the organization and their adjustment to innovations most especially, technological innovations.

Over the years, several studies have been conducted on Nigeria's service organizations to determine their level of performance, efficiency and effectiveness (Agbola, 2006; Akinboye, 2004; Mwantu, Agbo & Ngwama, 2015). Some of these studies have concluded that Nigerian service organizations have generally become dysfunctional since the country's independence to the present time; the main reasons being the organizations' inability to utilize creative employees, poor adjustment to technological innovations, lack of or poor implementation of creativity strategies by the organizations to improve their products and services among others.

Creativity is considered highly important for all organizations and the society at large to maintain economic status and achieve better standard of living for citizens (Craft, 2003; Runco, 2004). This makes creativity an important element most especially in an employee's work life. Creativity has impact on our lives even when we are unaware of it. Great thinkers such as Albert Einstein, Herman Hollerith, Frank Lloyd, Ben Franklin and most recently Bill Gates and Mark Zukerberg through their creativity and ingenuity have developed ideas that have shaped our lives today and forever.

The definition of creativity is however elusive. Although most researchers in the social and applied sciences particularly psychology agree upon such aspects of creativity as originality, appropriateness, and the production of works of value to society, they have had difficulty agreeing upon appropriate instruments and methods in operationalizing this concept (Kreitner & Kinicki, 2001; Sternberg, 2006). Sternberg and Lubart (1999) however attempted to define creativity as the ability to produce work that is both novel and appropriate. Novelty here means that the work is original, distinct or unexpected. Runco (2004) defines creativity in terms of cognitive processes that lead to an original and adaptive insight, idea or solution. Akinboye (2004) further sees creativity as a tool that propels organizations, catapults careers, and generates potent growth and viable outcomes. Standler (1998) however contrasted creativity and intelligence. According to him, "intelligence is the ability to learn and to think, while creativity is the ability to do things that have not been done before". A tacit implication of this statement is that creative people are intelligent but the converse is not always the case. According to Simonton (2000), "creativity is one of the ways that human beings display optimal functionality".

In view of the importance of creativity in enabling human beings to display optimal functionality, Al-Madadha and Koufopoulos (2014), posited that in order to compete with other countries of the world, it is important for all workers including Nigerian workers to be creative. The only reason why any organization would be willing to pay an employee twice as much as equally competent people is if that employee can add creativity and innovation on a grand scale to sheer competence. The researchers further submit that being creative means being able to change with time, being flexible, innovative and coming up with better ways to produce and market products and services.

Creativity is not the innate quality of only a few people; it is present in everyone what matters, is the amount that is present in each human being. Creativity can be learned, practiced and developed by the use of proven techniques which enhance and stimulate creative abilities, ideas and outcomes (Amabile, 2004). Creativity helps people to move out of their normal problem-solving mode mainly to enable them to consider a wide range of alternatives and to improve productivity and quality of work. Creativity is thus constructed as a learned ability that enables us to define new relationships between concepts and events which seemed apparently unconnected before and which results in a new entity of knowledge (Pot, Totterdill, & Dhondt, 2017); and knowledge and information are the basis of creativity.

Boden (1994) distinguishes three forms of creativity namely combinational, exploratory and transformational creativity. Where combinational creativity is exhibited in fashioning old ideas in new ways and illustrated in the simplest form. It means bringing together old ideas with new ones in order to produce something better. Exploratory creativity is exhibited in finding the possibilities of generative systems; and transformational creativity is exhibited in changing a generative system by rejecting one or more of its constitutive rules and regulations and replacing it with new ones.

Innovation is derived from the Latin word "nodus" meaning "new". Tornatzky and Fleischer (1990) defined innovation as the introduction of something new, a new idea, method or device. In general, innovation is defined as "any idea, practice, or material artifact" that is adopted by an individual, group, or organization for the purpose of change (Moqbel, 2012). Workplace innovation is known by several names including individual innovation (Bunce & West, 1995), and innovative behavior (Janssen, 2004). In particular, innovative behavior is defined by Janssen (2004) as: "all individual actions directed at the generation, introduction and application of beneficial novelty at any organizational level which might include the development of new products, ideas or technologies to work processes intended to significantly enhance their efficiency and effectiveness" (p: 285).

Great ideas and innovative behavior are byproducts of human minds. In this particular study, the word innovation refers to technological innovation as opposed to other forms of innovation. Among the variety of definitions, technological innovation is considered as the process which is science and technology based. The process of innovation includes several factors affecting both private and public organizations not only in Nigeria but the world over. Innovation can be seen as the introduction of something new to the business world as well as a process (Janssen, 2000). It means to make something better or to improve on the quality of an object or product.

Technological innovation can be viewed as broader introduction of a new process or "meta system" of an organization (Karagozoglu, 1989; Twiss, 1980). Nieto (2004) in his contribution refers to the term "technology" to mean the stock of knowledge about the set of all industrial techniques available at a given time. Technology is the combination of theoretical and practical knowledge, skills and artifacts that can be used to develop products and services as well as their production and delivery systems.

Thus, technological innovation as used in this study is a process which transforms ideas that manifests in the development of new products and organizational strategies. Methe (1992) and Greis and Fischer (2005) all describe technological innovations as strategies, concepts and changes geared towards higher output. Technological innovation according to Shilling (2005) is now the most important driver of competitive success between and amongst organizations in this 21st century. For today's organizations to be properly developed and survive the competiveness of other organizations, employees and the organization alike must be creative and innovative in using their ingenuity to solve practical problems of the organization.

Proper use of creativity and technological innovations will enhance adequate problem-solving not only in the developed countries but also among the developing ones. Problem-solving is the mental process that involves discovering, analyzing and solving problems. The ultimate goal of problem-solving is to overcome obstacles and find solutions that best resolve a pending issue. The best strategy for solving a problem depends largely on the unique situation and prevailing circumstances. In some cases, people are better off learning everything they can about the problem and then using factual knowledge to come up with possible solutions. In other instances, creativity and insights are the best options. In this case, they start by "trial and error" learning; testing and evaluating their creativity, innovativeness and ingenuity before achieving success to reach the goal.

The concepts of creativity and innovation are not only useful to technologists and engineers, scientists and social scientists but also to the educationists as well. For example, while psychologists use the two concepts to explain the cognitive and innovative abilities of people in different settings including the industry and organizations (Klahr & Simon, 1999); the educationists particularly the educational technologists use these terms to describe both simple and sophisticated learning materials used to aid teaching and the learning process of their pupils and students (Erickson & Curl, 1972).

Problem-solving describes the process of using generic and ad-hoc methods in an orderly manner, for finding solutions to problems. Today, the problem-solving technique is used in solving complex problems of society such as in artificial intelligence and robotics, computer science, engineering, agriculture, mathematics, medicine, and so on. The problem-solving technique is also used in psychology and is defined as "the state or desire for reaching a definite goal from a present condition that either is not directly moving towards the goal, is far from it, or needs more complex logic to find a missing description of conditions or steps towards the goal". In psychology too, 'problem-solving' is the concluding part of a larger process that also include problem finding and problem shaping. Considered the most complex of all intellectual functions, problem-solving has been defined as a higher-order cognitive process that requires the modulation and control of more routine of fundamental skills. Thus, for us to be able to solve a problem, we must pass through these three stages namely problem finding, problem shaping, and finally problem-solving, respectively.

Problem-solving has two main domains namely 'mathematical problem-solving' and 'personal problem-solving' (Coolican, 2009; Erickson & Curl, 1972; Newell & Simon, 1972). Furthermore, problem-solving occurs when moving from a given state to a desired goal state usually needed for either living organisms or an artificial intelligence system (Simon, 1975). Literature on the concept of problem-solving indicates that problem-solving accompanied the very beginning of human evolution and especially the history of mathematics (Coolican, 2009).

Human problem-solving processes have also been studied within psychology over the past one hundred years by renowned psychologists such as Wilhelm Wunt, John B. Watson, B.F. Skinner and Ivan P. Pavlov (Passer, Smith, Holt, Bremner, Sutherland & Vliek, 2009; Schultz & Schultz, 2005). The methods of studying problem-solving in the field of psychology include introspection, behaviourism, simulation, computer modeling and experimentation (Coolican, 2009; Passer, et al, 2009; Schulzt & Schulzt, 2005).

Literature on the topic reveals that the early work of Gestalt psychologists such as Karl Drucker (1954) in Germany marked the formal beginning of the concept of problem-solving. Drucker kick-started the study of this concept through his seminal work titled "The Psychology of Productive Thinking". Later this experimental work continued through the 1960s and 70s with research conducted on relatively simple but novel laboratory tasks of problem-solving. Based on clearly defined 'optimal solutions' it was now, possible for researchers to trace participants' steps in problem-solving processes. The best known and most impressive example of this line of research is the work by Allen Newell and Herbert Simon (Newell & Simon, 1972). Other scholars had shown that the principle of decomposition improves the ability of the problem-solver to make good judgment (Burton, 1990a; Kelman, 2005).

In light of the above stated literature, several theories that are related to workplace creativity, technological innovations and problem-solving in organizations have been proposed. These include the componential theory of creativity (Amabile, 1988), cognitive evaluation theory (Shalley, 1995; Shalley & Perry-Smith, 2001), the psychodynamic approach (Freud, 1901, 1954), and the humanistic approach (Adler, 1935; Rank, 1932). Others are the social shaping approach (Williams & Edge, 1996), the economic technological innovation approach (Rosenberg, 1994) and technology and business strategy approach (Utterback, 1994).

In the area of problem-solving the standard problem-solving theory (Newell, Shaw &

Simon, 1958), the interactive problem-solving model (Kelman, 2000) and the extended problem-solving theory (Choi, 2004) are popular among many others not mentioned here. These theories and models have all played significant roles in explaining the three concepts of creativity, technological innovation and problem-solving of people in general and those of organizational members in particular; and were therefore used in this study.

1.2 Aims and Objectives of the Study

From the above stated literature this study had two main aims; one, to examine how employees' cognitive creativity and creative skills in the workplace could affect their performance and problem-solving ability and two, to examine how technological innovations can be used as essential tool to solve complex organizational problems in Nigerian organizations. The specific objectives of this study therefore included:

- To assess the influence of workplace creativity and creative skills on employee problem-solving ability in service organizations in Nigeria.
- To determine the role of organizational technological innovations on employees' problem-solving ability in service organizations in Nigeria.
- To find out if employee workplace creativity and creative skills and organizational technological innovations have significant interaction effects on their problem-solving ability in service organizations in Nigeria.

From the foregone statements, it implies that this study attempted to fill a gap in the literature of organizational behavior studies by providing additional information that can be useful to researchers and managers of Nigerian organizations in particular and managers of the 21st century organizations in general. This study was particularly necessary in Nigeria in order to evaluate the possibility of the influence of these variables on problem-solving ability of employees in Nigerian organizations and how such employees can be further motivated in the development and use of the variables.

Studies on employee workplace creativity and organizational technological innovations with respect to its role on problem-solving have been conducted mainly by researchers in countries of the world that have attained the status of developed nations such as Germany, United States of America, Canada, United Kingdom, China and Japan; but much less in organizations in developing countries particularly Nigeria. Therefore, the significance of this study cannot be over emphasized in view of the awareness it will create to managers and chief executives of organizations in Nigeria; and the primary data it will provide for future studies on the topic.

The study therefore hypothesized that:

- There would be a significant effect of workplace creativity on employees' organizational problem-solving ability in service organizations in Nigeria.
- Improved organizational technological innovations would have significant effect on employees' level of problem-solving in service organizations in Nigeria.
- Employee creativity and improved organizational technological innovations would have significant interactive effects on employee problem-solving ability in service organizations in Nigeria.

2. Method

2.1 Design

The study used the independent group design conducted in a 2x2 (employee workplace creativity x technological innovation) factorial design. The two independent variables – employee workplace creativity (low and high) and technological innovation (low and high), were utilized to measure the dependent variable of employee problem-solving ability.

2.2 Participants and Setting

In order to achieve the above stated objectives and further test the hypotheses of the study, the investigation was conducted in three service organizations in Jos- Plateau State, namely, the Nigerian Postal Agency, Plateau State Revenue Commission, and MTN Nigeria. One hundred and forty questionnaires were administered to the respondents and a total of 120 were returned and found useful. Participants consisted of 52 males (43.3%) and 68 females (56.7%). Age ranges of participants were from 20-41 years with a mean of 1.57 and standard deviation of -.645, respectively. All participants were resident in Jos Metropolis at the time of the study.

2.3 Measures

Two instruments were used for collecting data in this study and these are the creativity and problem-solving scale and technological innovation and problem-solving scale. The two scales measured workplace creativity and problem-solving and technological innovation and problem-solving, respectively.

2.4 Creativity and Problem-solving Scale

This scale was developed by Diliello and Houghton (2006). Diliello and Houghton first used the scale in a study conducted at the United States Department of Defense (DOD). To use the scale, the DOD acknowledged the importance of leveraging the creativity of its workforce members to enforce change within the military and supporting organizations. Thus, the Creativity and Problem-solving Scale was developed to measure and examine the construct validity of creative potential and practiced creativity using an exploratory factor analysis (EFA) along with a confirmatory factor analysis (CFA) using structural equation modeling technique which also examines the construct relative to organizational motivated support for creativity.

The Creativity and Problem-solving Scale is divided into three well validated sub-scales namely, the Creativity Potential sub-scale, Practiced Creativity sub-scale and Organizational Motivated Support Creativity sub-scale, respectively. All items of the scale were measured using a five point Likert-like scale ranging from strongly disagree to strongly agree.

2.5 Technological Innovation and Problem-solving Scale

This scale was developed by the European Educational Technological Standards (NETS, 2007) to assess educational technological standards of respondents and was adopted for the purpose of this study. The scale development process involves item pool development through literature search, expert opinion and pilot data collection from development sample. Other processes adopted in the development of the scale included exploratory factor analysis (EFA) and confirmatory factor analysis (CFA) procedures all geared towards ensuring the development of a standard instrument.

2.6 Procedure

Participants were contacted in their respective offices to sought their consent for the study after due permission had been granted by the office of protocols in charge of administrative staff. All respondents were given the space time of an hour to respond to the questionnaire items and were encouraged to give their honest opinions on all items of the questionnaire administered to them. All participants were thanked after the questionnaires were collected back and were assured of confidentiality of the information supplied since data collected were meant for research purposes only.

2.7 Data Analysis

Statistical analyses were carried out by means of the SPSS version 21.0 software. Descriptive statistics were used to analyze socio-demographic variables such as gender, age, marital status, number of line and managerial staff, educational qualifications of respondents, and type of employment. Cronbach alphas were used to determine the reliability of the measuring instruments. Two-way analysis of variance regression (ANOVA) was adopted for the inferential statistical analysis.

3. Results

The results are presented in the summary tables below. Table one indicates the mean and standard deviations of the demographic variables used in this study. For example, the mean for gender is 1.57, SD = 0.498; Mean for respondents' job title is 2.29, SD = 0.456; qualification is 1.53, SD = 0.501; marital status is 1.28, SD = 0.448; type of employment is 1.87, SD = 0.341; and age is 1.57, SD = 0.645, respectively.

Table1: Mean and Standard Deviations of Demographic Variables of Respondents

	Gender	**Age**	**Marital Status**	**Job title**	**Qualifications**	**Type of Employment**
Valid	120	120	120	120	120	120
Missing	0	0	0	0	0	0
Mean	1.57	1.57	1.28	2.29	1.53	1.87
Standard Deviations	0.498	0.645	0.448	0.456	0.501	0.341

In table two: test of between subject effects indicates a significant influence of creativity on problem-solving ability of the participants' $F(1,119) = 108.602$, $p < 0.05$.

Table 2: Test of Between-Subject Effects of Workplace Creativity on Problem-solving

Source	**Type III Sum of Squares**	**df**	**Mean Square**	**F**	**Sig.**
Corrected Model	51.709	13	3.978	108.602	.000
Intercept	283.930	1	283.930	7752.147	.000
Workplace Creativity & Problem-solving	2.926	1	2.926	79.900	.000
Error	3.882	106	0.037		
Total	485.000	120			
Corrected Total	55.592	119			

Table 3: Indicates significant effect of improved technological innovation on employee problem-solving in Nigerian service organizations $F(1, 119) = 66.322$, $p < 0.05$.

Table 3: Regression ANOVA of Technological Innovation on Employee Problem-solving

Model	**R**	**R Square**	**Adjusted R Square**	**Std. Error of the Estimate**
1	0.909	0.827	0.815	0.553

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	162.358	8	20.295	66.322	0.000
Residual	33.967	111	0.306		
Total	196.325	119			

Table 4: indicates that employee creativity and technological innovation have significant interactive effects on employees' ability to solve complex organizational problems effectively $F(1, 119) = 12.980$, $p<0.05$.

Table 4: Test of Between Subjects Effects for Interactive Effects of Creativity and Technological Innovation on Problem-solving

Source	Type III Sum of Squares	df	Mean Square	F	Sig.
Corrected Model	85.302	14	6.093	50.919	.000
Intercept	6.2000	1	6.200	51.812	.000
Creativity*technological innovation*Problem-solving	1.553	1	1.553	12.980	.000
Error	12.564	105	0.120		
Total	644.000	120			
Corrected Total	97.867	119			

4. Discussion of Findings

This research has three hypotheses that were tested with their results as presented above. Concerning hypothesis one which states that there would be significant effect of workplace creativity on employees' problem-solving ability in service organizations in Nigeria; the result showed that the creative potentials of individuals in the organization is a sure means to solving complex problems in the organization. The study assumed that employee creativity in the workplace would enable them to generate novel ideas that will help them solve complex problems they encounter in their daily work schedules.

Supporting this finding, Tidd, Bessant and Pavitt (2005), in a management research on organizational innovation and creativity confirmed that organizations that meet the creativity and innovation challenge out-perform their competitors in terms of market share, profitability, growth rate and market capitalization. Creative employees in innovative organizations are better able to mobilize their knowledge, skills and experiences to successfully create new products, services and ways of getting things done faster, better and cheaper. Although creativity is innovation's precursor, both are key issues for organizational growth.

Other studies have found that motivation of workplace creativity by the management of the organization has a significant effect on the performance level of employees and their organizational problem-solving ability. Factors such as employee recognition for outstanding performance, token economy, end of year bonuses, steps elevation or promotion and provision of merit awards, among others can boost creativity and innovativeness in individual employees. More so, in order to understand employees' creativity, we must focus on their capabilities, skills and motivations. The literature on creativity has often embraced a multifaceted approach to understanding creative abilities, skills and motivation, and individuals' personal characteristics for creativity.

Hypothesis two stated that improved technological innovations would have significant effect on employees' level of problem-solving in service organizations in Nigeria. The result as presented in the analysis, shows that improved organizational technological innovation has significant effect on employees' problem-solving ability in the organizations investigated. Technological innovations and technology itself is a necessary tool for solving complex problems including complex organizational problems especially in this digital age. Therefore, making use of improved workplace technological innovations such as the Internet, mobile devices, videos and other up-to-date resources have been very instrumental in solving complex organizational problems including adverts, customers' service and market coverage (Moqbel, 2012, Mwantu et al, 2015).

Bessant and Tidd (2007) and Tidd and Bessant (2011) in their study of aspects of the innovation process concluded that technological innovation is increasingly seen as a key strategic priority for organizational success due to its potentials to create a sustainable competitive advantage. In a related study, Barsh, Capozzi and Davidson (2008) further found that 70% of today's organizations' senior executives identified innovation as one of their top three drivers for improving organizational performance. Innovative organizations are better able to mobilize the knowledge, skills and experiences of their employees and successfully create new products, services and ways of getting things done faster, better and cheaper.

Hypothesis three states that employee creativity and improved organizational technological innovations would have significant interactive effects on employee organizational problem-solving ability in service organizations in Nigeria. The result of the data that were analyzed to test this particular hypothesis showed that employee creativity and improved organizational technological innovations did have significant interactive effects on employee organizational problem-solving ability in the organizations studied.

Previous studies (Agbola, 2006; Amabile, 1999; Hinton, 1970; Shokan 2005; Woodman, Sawyer and Griffen, 1993) have all supported this result. For example, Woodman et al (1993) and Amabile (1999) in their respective studies have concluded that creativity and innovation are critical competencies for 21st Century organizations seeking the lead in business or seeking to adapt to change. Amabile further described individual creativity as an essential component for facilitating organizational technological innovation. To this scholar, creativity generally refers to the implementation of novel ideas in an organizational setting that is imperative for long-term organizational success and survival. Given the common themes and definitions of creativity and technological innovation, it appears that the value of the two variables vis-à-vis their influence on employee organizational problem-solving may relate to an ability to harvest yet appropriate ideas in order to increase organizational efficiency, improve effectiveness, and ultimately solve complex problems in the organization.

Hinton (1968) further noted important characteristic distinctions between creative potential, practiced creativity and actual creative output that are germane to innovative persons. It is true that if the individual's creative output is inhibited by the environment, then the individual will not be able to utilize his or her creative potentials and the inability to utilize creative potentials will almost likely go unnoticed because there will be nothing to measure or observe. Hinton described creative potential as the creative capacity, creative skills and abilities that an individual possesses.

According to Kim, Hon and Crant (2009), Rycroft and Kash (1999) and Bullinger (1999), technology exerts significant influence on the ability to innovate and is viewed both as a major source of competitive advantage and a source of new product innovation. Often times production firms and organizations in general experience problems in this area, which is caused by lack of capital expenditure on technology and insufficient expertise by employees especially in terms of their innovative capacity to use available technology to its maximum level for such outcomes.

Today, a variety of technological innovations including ICT products are increasingly being used in organizations in developed, developing and less developed countries of the world. This is in response to increased sophistication of the customers' needs and greater competition emanating from increased globalization of the 21st century organizations. For example, available studies suggest that ICT has become diffused into and has become widely adopted in most Nigerian organizations including the ones that were investigated (Agbola, 2006; Akinboye, 2004).

In conclusion, this study investigated the influence of workplace creativity and technological innovation on employees' organizational problem-solving ability and found that the two variables (employee creativity and technological innovation) are important tools for organizational problem-solving and success. Therefore, employee workplace creativity and organizational technological innovation should be encouraged not only in Nigerian organizations but in all 21st century organizations in order to offer efficient and effective customer services and to achieve maximum production output by the organizations.

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Corona Virus (Covid-19) in Nigeria: Philosophical Reflections

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Abstract. Corona virus (covid-19) as a novel health challenge has paralyzed and wrecked havoc on social, economic and political activities of states. On its outbreak, most states could not put up effective fight due to infrastructural and personnel deficits, a revelation that most states had lost the fight against covid-19 before its arrival in their states. Using the philosophical approach, this paper philosophically discusses covid-19 with emphasis on how its challenges can become a springboard that can trigger opportunities in states for addressing their monumental infrastructural and personnel deficits. Addressing states' monumental infrastructural and personnel deficits can be sure bets for the sustainable development of states. The paper suggests that states should develop plans for providing their citizens adjustment mechanisms to the pandemic as well as effectively collaborate with scientists, technologists, universities and research institutes for solutions as against the current practice of total lockdown of the economy, private and public institutions without practical solutions on how to address the challenges of the pandemic.

Keywords: covid-19, pandemic, Nigeria, philosophical reflections.

1. Introduction

Challenges are not new to man and his institutions and man and his institutions have boldly and frontally confronted many challenges at the levels of politics, religion, health, economy, environment etc. Expectedly, most challenges at the initial stages look so complex so much that man correspondingly is always in a fix and in his fix becomes frustrated, helpless and hopeless. In any case, such developments usually turn out to be a mix bag; that is, one that presents challenges as well as opportunities, ranging from wake up calls to providing avenues for man and the society to philosophically reflect and analyse issues in the affairs of man, his institutions and the state. Such opportunities for philosophical reflections usually give directions on how to overcome whatever challenges that hold man and his institutions hostage. Globally, one variable that is as constant as day and night, life and death is that challenges as they occur at political, religious, health, economic and environmental levels etc pose problems that in all ramifications reduce the quality of lives of man, in addition to generating emotional instabilities, fear and feelings of uncertainty in people.

Of the many challenges in recent times that have confronted man and his institutions, none has globally produced devastating effects and imposed on mankind misery, perpetual fear and feelings of uncertainty than corona virus commonly called covid-19. The state of man's helplessness, frustration and hopelessness in the tight grip of corona virus (covid-19) since its outbreak has terribly cracked the foundations of the world and has posed serious challenges to all disciplines ranging from science, humanities, education, medical and pharmaceutical sciences, biological sciences etc. The illumination which the outbreak of corona virus (covid-19) reflects presently is one that makes the future look terribly bleak and pessimistic as there is no known cure for corona virus (covid-19). It is possible the various developments occasioned by the global ravaging corona virus (covid-19) can be a pointer, a reminder and a revelation that man's celebrated and well acknowledged claims of dominion over the earth and man's superiority and super-intelligence may be fake, spurious and deceitful as there are developments which though are the inventions and creations of man, but such inventions and creations may prove very stubborn so much that despite man's superior intelligence, man may not control or predict the consequences of such inventions or creations. The point is that certain inventions, practices and creations of man can turn out to be creations with perilous potentials that are capable of posing threats to the point of exterminating humanity, a kind of Frankenstein monster and consequently man's curiosity to explore and conquer the environment calls for the invocation of the highest degree of moral rationality in man's quest to breakthrough new frontiers of knowledge.

It has dawned on man that corona virus (covid-19) has arrived and there is a serious fact which every curious individual must acknowledge; corona virus (covid-19) has potentials to change the face of the earth in ways that are so drastic or so unfriendly so much that old ways of thinking and old ways of doing things may no longer be relevant under the present circumstance and the earth including the affairs of man can no longer be the same. This points in the direction that the outbreak of corona virus (covid-19) and corresponding developments globally since the outbreak is a signal for a move away from old ways of doing things and a conscious start of a new beginning where possibly the pursuit of right values can become virtues that can be prioritized and highly valued. That corona virus has inflicted devastating blows on humanity across the globe irrespective of developmental sophistication or lack of it may be a pointer that there is a serious and urgent need for the evaluation and reevaluation of activities .and actions of man across all sectors.

The need and urgency of this is that corona virus (covid-19), in addition to being a health issue is also a political, social, economic, scientific and technological problem that has implications for human development and the general improvement of the quality of life of a people. It is possible that the numerous areas that corona virus (covid-19) touches is responsible for many revelations which the outbreak has exposed. Anyone with the least analytic curiosity can quickly admit that the outbreak of corona virus (covid-19) has at its background opened up many revelations which when consciously considered and exploited can challenge man into repositioning himself in readiness for addressing core and fundamental issues that corona virus (covid-19) has brought to the full knowledge of man. Also, it is not to be doubted that corona virus (covid-19) has exposed and rendered man's claim to solving man's general problems through man's knowledge of science and technology, politics, economics, management etc useless as despite all the epistemological breakthroughs across all disciplines, man globally is absolutely hopeless and frustrated in the face of corona virus (covid-19). The peak of it all is that man in some states seems unreceptive and unprepared to design and fashion out strategies for effective tackling of emergencies and pandemic like corona virus, an indication that man has seriously undermined what he ought to prioritize.

This paper therefore is a philosophical reflection on corona virus (covid-19) in Nigeria. Although a health challenge, its broad and inclusiveness in terms of areas where its destabilizing effects are felt, for example, its ability to paralyze activities across the globe makes it a subject matter that allows interdisciplinary and multidisciplinary approaches in discussions that are centred on it. As indicated above, the methodology to be adopted is purely philosophical and a methodology in an academic discourse according to Nwaokugha and Danladi (2016) is said to be philosophical when it uses speculative, analytic and prescriptive methods.

Speculation as a method of philosophical research focuses on finding or establishing the degree of logical coherence or logical consistency in a proposition or presentation. What the above reveals is that there must be systematic and sequential orderliness in the unfolding of series of events in a proposition so much that one event logically leads to the other. In other words, this method of philosophical research harps on the fact that the reasonableness, authenticity and acceptability of any claim in a proposition largely depends on the orderly and logical connectivity of ideas that constitute the entire proposition. The implication of this is that a conclusion must derive from its premise and on the basis of this, logic and language play crucial and fundamental roles in any successful and valid speculation. The crucial and fundamental roles of logic and language may account for why Nwaokugha (2020) writes that the contribution of logic and language is that they ventilate and validate the rationality and reasonableness of speculation in a philosophical research.

Analysis as a method of philosophical research involves detailed and critical examination of words, terms, concepts and propositions with the aim of identifying and isolating the various meanings that may be associated with the words, terms, concepts and propositions. Analysis also focuses on proper use of words, terms, concepts and preposition. What the analyst does in his quest to establish meaning and proper use of words, terms, concepts and prepositions is to break down his subject matter into its smallest constituent parts and systematically show how each is related to the whole, bearing in mind the purpose of his analysis, which is the establishment of meaning and proper use of words, terms, concepts and prepositions. The establishment of meaning and proper use of words helps to establish the relationship between a preposition and reality or what Hirst and White (2000) call relationship between language and reality and word and the world.

Prescription as a method of philosophical research focuses on establishing criteria for judging values or making prescriptive value judgment. It is a tradition for anyone who discusses any matter academically to proffer solutions, make recommendations or pass judgment on the issue or issues being discussed. This is the frame of mind in which prescription works as a method of philosophical research. According to Nwaokugha and Ihuoma (2019), the philosophical research method is associated with promoting growth in the knowledge industry across disciplines through sharpening the reasoning and investigative skills of researchers on one hand and helping,

To boost, the confidence level of researchers as researchers see every challenge in any academic discipline as solvable and resolvable. In fact, the philosophical method of enquiry stimulates in researchers the desire to critically and continuously try out new academic options that can result in phenomenal improvement of scholars and the breaking of new frontiers of knowledge (p.277).

Nwaokugha and Danlandi (2016:241) can be said to be more elaborate in highlighting the benefits of philosophical research method when they write that:

Indulgence or embrace of philosophical research methods affords freedom and opportunity that invites, motivates and challenges researchers to venture into various problem areas across disciplines. By this feature, researchers are availed platforms which, in addition to tackling diversified subject matters also promote progress in the form of extending and breaking new frontiers of knowledge … philosophical research method is not restrictive and consequently does not in any way impoverish researchers and disciplines … it rather contributes in ground breaking breakthroughs in the knowledge industry.

A known practice that is associated with philosophical research method is to start with the clarification of key concepts under investigation, so we start with corona virus commonly called covid -19.

2. Corona virus (covid-19)

In December 2019, the People's Republic of China announced the outbreak of corona virus in Wuhan, one of its major cities with a population of over eleven million people. The World Health organization (WHO) coded corona virus covid-19; as well as declared it a pandemic. In the words of Fung and Liu (2019:530), “Corona virus are a group of enveloped virus with non-segmented single-stranded and positive sense RNA genomes” which descriptively is spherical or pleomorphic in shape, with a diameter of 80-120MM. Some terrible ailments such as Severe Acute Respiratory Syndrome (SARS-COV) that emerged in November 2002 in China and Middle East Respiratory Syndrome (MERS-COV) that emerged in Saudi Arabia in June 2012 are both forms of corona virus. Common denominators or features which Severe Acute Respiratory Syndrome corona virus and Middle East Respiratory Syndrome corona virus share in common are that they both originated in bats and patients diagnose with the ailments suffer difficulty in breathing. Apart from bats, rodents are major sources of origin of some human corona virus.

Basically, corona virus is a communicable disease with potentials to trigger what Rajkumar (2020) calls acute psychological and physiological stress. That corona virus causes acute psychological and physiological stress makes it a health challenge with implications for economic, political, educational, moral and sociological well-being of the people. At the background of all the above is the possibility and prevalence of fear of the unknown in the people. Corona virus (covid-19) triggers or accelerates the intensification of fear in people because people who suffer from some ailments become much more vulnerable so much that they become easy prey to corona virus attack. Rajkumar (2020) highlights this when he writes that persons who suffer from corona virus (covid-19) infection are most likely to suffer from such underlying diseases like hypertension, respiratory system diseases, organ failure and cardiovascular metabolic diseases. Respiratory system diseases occur in victims or patients of corona virus (covid-19) because the virus quickly attacks the human airway epithelial cells, lung and consequently damages the heart. It is important to state that unhealthy life style such as smoking, alcoholism, lack of exercise and malnutrition places corona virus (covid-19) patients at a higher risk.

As a communicable disease, it easily passes from one person to another and the commonest symptoms of corona virus (covid-19) are coughing, sneezing and difficulty in breathing. Little tiny droplets from the system of an affected person during coughing and sneezing are fastest ways of transmitting the disease from one person to the other. The mode of transmission of corona virus (covid-19) is so simple that a carrier of the virus can spread it to other people before the symptoms develops in him or her. This means corona virus (covid-19) manifests both pre-symptoms and post symptoms mode of transmission. Virtually everybody is at risk in the rampaging onslaught of corona virus (covid-19) but those at higher risks are people over seventy years (70 years) of age and people with underlying chronic conditions (Reperant and Osterhaus, 2020).

It has to be pointed out that part of what makes the transmission of corona virus (covid-19) very easy is that pathogens through which corona virus (covid-19) passes from one person to the other may be on surfaces in the home, offices, tables, door handles and many other substances that humans easily touch and it is on account of this easy transmission that a virus which emerged in China in December 2019 became a pandemic and a ravaging threat to the global community in January 2020. A pandemic is any life threatening health issue or challenge with potentials to stretch over large geographical areas and easily causing instability and suffering so much that activities of a greater percentage of human population are negatively affected.

A dominant psychological response to corona virus (covid-19) is fear so much that internationally acclaimed strategies and measures for its control such as social isolation, curfew and quarantine help to increase incidence of fear in the people. It is instructive to point out that when fear is not controlled in a time of pandemic like corona virus (corona-19), such uncontrolled fear can aggravate and deepen the detrimental, damaging and ravaging effects of a pandemic. It is also important to point out that fear of possible stigmatization or social marginalization in the face of a pandemic like corona virus (covid-19) can push people into hiding or withdrawing their cooperation with personnel of the ministry of health or health workers in the form of resisting to be tested and consequently hiding or refusing to disclose or admit clinical symptoms. Denying early clinical symptoms due to fear may cause people who manifest symptoms of corona virus (covid-19) not to present themselves for medical care and this has potentials to pose problems in the form of multiplying the occurrence of such pandemic or literally lead to what is clinically called community transmission.

The prevalence of fear can increase stress and stress can quickly and systematically lead to deaths, cause economic and political breakdown that can trigger reduction in the quality of lives of a people. It is no exaggeration that the prevalence of death among those at the age of 70 and above, among those whose families are not stable and among those whose economic statuses are precarious during this period of corona virus (covid-19) are clear indications that pandemics trigger fear in people, that in turn induce negative changes that further depreciate the health of the people. In fact, fear of the unknown in a pandemic is real and one can identify with Rajkumar (2020:3439) who acknowledges that:

Fear epidemic is inevitable in the present era because of the technology that keeps updating the statistics of epidemiology of the infectious disease, the sufferings of the victims and non-victims and the way the public are stringently controlled by defense personnel

3. Corona virus (covid-19): The Nigerian Experience

The political and economic structure of a state, how serious a state is and how a state genuinely and realistically plans, executes and relates with its citizens maybe consciously and unconsciously revealed or made known to the members of the global community through the policies of the state or its response to the demands of the citizens or to emergencies. Anyone with the least sense of analytic curiosity can admit that the actions and inactions of states in the face of the ravaging corona virus (covid-19) can be an illumination of a sense of leadership of the rulers and on the other hand the level of awareness of its citizens or how civically, environmentally and hygienically conscious the citizens are can reveal states that are giants and states that claim giant status can be known through their actions and inactions in pandemic like corona virus (covid-19). Consequently, many revelations can emerge about states and are still emerging about states during this corona virus (covid-19) pandemic. Nigeria is a classic example of a state where the outbreak of corona virus has opened up many revelations.

The index case of corona virus (covid-19) in Nigeria was confirmed by the Federal Ministry of Health in Lagos on February 27th – 2020. The case was an Italian who works in Lagos and returned from Milan Italy to Lagos Nigeria on February, 25th – 2020. The Minister for Health Osagie Ehanire, through the official website of the Nigeria Centre for Disease Control said the following "I wish to assure all Nigerians that we have been beefing up our preparedness capabilities since the first confirmation of cases in China, and we will use all the resources made available by the government to respond to this case" (https://nndc.gov.ng/news/227/first-case-of-corona-virus-disease-confirmed-in-nigeria).
The remark of the Minister of Health is full of assurances and one can be correct to say that it points in the direction that infrastructure, personnel and necessary equipment for eliminating or mitigating the ravaging onslaught of corona virus (covid 19) were all available in Nigeria. Practically, the increase in the number of people infested by the virus in Nigeria proved the Health Minister wrong as Nigeria became as at Saturday June, 13th 2020, the fourth state in Africa with the highest number of people with corona virus (covid-19 virus)
Hospitals and professionally trained health personnel were in short supply and majority of the hospitals existed without the basic and fundamental equipment for efficient service delivery. The most shocking revelation was the fact that machines used for corona virus (covid-

19) testing and machines for testing other life threatening ailments were non-existent in most University Teaching Hospitals in Nigeria and corona virus (covid-19) became a central political issue between states and federal government on which health institutions should receive machines that were provided by the federal government and multinational corporations during this period of outbreak of corona virus (covid-19). That this conflict can exist during this period is an indication that the pandemic may overwhelm the Nigerian health sector.

The extent in which the pandemic has overwhelmed the health sector in Nigeria can be attested to in the way health workers and other groups of professionals who are in the frontline in the fight to eliminate and mitigate the pandemic have become victims. The Presidential Task Force on corona virus (covid-19) has announced that 800 workers have been infested by the virus. The handling of the pandemic in Nigeria is a source of worry and concern as committees that are entrusted with corona virus issues are mainly made up of politicians and not health professionals. The true picture of the situation of things in Nigeria's health sector in this period of corona virus (covid-19) is one in which corona virus (covid-19) has overwhelmed the health sector across the length and breadth of Nigeria so much that policy summersault, which has become norm in Nigeria reared its ugly head.

At the outbreak of corona virus (covid-19) in Nigeria, the government banned private health institutions from treating corona virus (covid-19) cases but the extent in which the pandemic overwhelmed the government health institutions caused the government to direct private health institutions to commence the treatment of corona virus (covid-19) patients. Following this summersault, a million dollars question that is begging for answer is: What are the possibilities that private health institutions can effectively handle and manage corona virus (covid-19) cases especially when corona virus (covid-19) basic testing machine costs as high as sixteen million naira.

Globally recognized policy measures that work in other climes for the elimination or mitigation of corona virus (covid-19) such as lockdown and quarantine assumed different dimensions as such policies become well designed and well-orchestrated strategies to witch hunt enemies and political opponents. Governors in some states in Nigeria use the period of the lockdown to autocratically and tyrannically show that they are "in-charge" and to demonstrate that one is in-charge is to come up with policies and decisions that inflicted injuries and pains into the citizens. Governments in civilized climes use period of lockdown to achieve what Reperant and Osterhaus (2020) call coordinated testing, contact tracing and strict quarantining of all contacts of confirmed cases, but none of such three step measures or approaches happens in Nigeria, rather lockdown is a "political buzzword" under whose cover government locks up citizens in their rooms and at the discretion of the government; lockdown is relaxed without any coordinated action from the state. So in Nigeria, lockdown is a discretionary decision of the powers that be. The paradox, ineffectiveness and lack of direction in the use of lockdown to checkmate the spread of corona virus (covid-19) during this period can be attested to in the way the government locked down some local government areas and some states when the number of infested persons was small and manageable but lifts the lockdown when the number of infested persons has phenomenally and astronomically increased.

Because the government of Nigeria seems not to be focused on its policies on the elimination or mitigation of corona virus (covid-19), such measures as travel restrictions and number of persons to be carried by a taxi or a bus in intra-state movements are not obeyed by the citizens. It is possible the attitudes of the citizens in the form of not obeying regulations that are targeted at eliminating or mitigating corona virus (covid-19) in Nigeria may derive from the cumulative lack of seriousness or lack of focus on the part of the government in terms of providing the people good and quality governance. It may be difficult to believe that most state governments in Nigeria did not know some inter-state roads linking their state to other states until commercial transport vehicles made nonsense of their travel restrictions and ban on interstate travels. Because rulers in Nigeria have not taken the business of governance seriously and have made lying a fundamental policy of the state, Nigerians have also developed corresponding attitudes not to believe whatever the government says. A clear indication to this is the fact that despite the global mayhem that corona virus (covid-19) has caused across the globe, many Nigerians are yet to believe that the pandemic is real.

Lockdown generally and the lockdown of hotels, viewing centres and relaxation spots in Nigeria has revealed that many Nigerians are homeless across major cities in Nigeria. The predicaments of Nigerians in this category seem not to have come to public notice prior to the outbreak of corona virus (covid-19) as prior to the lockdown, this group of Nigerians have been putting up in the various hotels, viewing centers and relaxation spots across the length and breadth of Nigeria. The fact that many Nigerians in the 21st century are homeless can increase the spread of corona virus (covid-19) as well as stimulate many philosophical and sociological reflections in the mind of rational thinkers especially against the background that Nigeria is the giant of Africa. In the same way, continuous lockdown of public institutions like schools, markets and commercial have potentials to negatively affect both the economy and human capital development. This is self-evident because activities that boost the economy can be completely paralyzed and the effect of this on the economy can be visible through the disarticulation in the chain of the production process. As the lockdown prevents free movement of goods and people, production of goods and services and the distribution of the produced goods and services to consumers can be adversely affected. Human capital development is the most affected variable as educational institutions which are responsible for the general empowerment of man are closed down.

Corona virus (covid-19) took the world by surprise and most states especially developing and under developing states responded to the pandemic from deficit positions across all indexes that can be effective in eliminating and mitigating the pandemic. Nevertheless, states that are conscious of moving to the next levels can turn the challenges posed by the outbreak of Corona virus (covid-19) into opportunities. This can be in the form of assuming that the present deficit levels states find themselves can be a wakeup call, a springboard and a launching pad that can launch the states into planning, repositioning and addressing the general infrastructural, policy, management and human capital development issues. How Nigeria can reposition in readiness for responding to the present and future pandemic shall be the focus of the next section of this paper.

4. Turning corona virus (covid-19) challenges into opportunities in Nigeria

Globally, the challenges posed by corona virus (covid-19) is an inclusive, comprehensive and a multidimensional one so much that in addition to it being a health problem, it is also a social, political, economic, religious, environmental and human capital development problems. At the background of all these is the capacity of the above to combine to negatively affect the quality of life of man and his institutions. In the same way as the challenges of corona virus (covid-19) are inclusive, comprehensive and multidimensional, measures and strategies for the elimination and mitigation of the challenges can produce maximum results when they are equally inclusive, comprehensive and multidimensional. What this points hand to is that states should jettison or repudiate one measure fits all strategy in the fight against corona virus (covid-19) for one sure thing is that old ways of responding to emergencies and pandemic may no longer be effective as corona virus (covid-19) has drastically changed the world and with it are new ways of doing things. The world we use to know can no longer be the same. Interestingly, states that are conscious and desirous of moving to the next level can realistically turn the challenges of corona virus (covid-19) into opportunities.

At the background of any measure or strategy for fighting corona virus (covid-19) or turning the challenges of corona virus (covid-19) into opportunity should be the determination to have a political will that can practically translate such strategies and measure into reality. This is where corona virus (covid-19) as a health challenge needs the actions and commitments of the political class in terms of taking the right decisions and making the right budget for the health sector and corresponding the budget with actual release of fund, purchase and supply of equipment being budgeted for so as to improve the health system of the state.

Political will in the fight against corona virus (covid-19) is also needed in the area of employment of the right caliber of health professionals. Where the right infrastructure and the right personnel exist, the health institutions can no longer be overwhelmed and can no longer operate from a deficit point. Graduating out of a situation where the health sector ceases to operate from a deficit point and ceases to be overwhelmed is possible should the Nigerian state design and make plans for a sustainable health system, where statistics and projections can guide Nigeria into establishing possible health needs of Nigerians and religiously follow up such plans.

It is possible one assumes that the outbreak of corona virus (covid-19) can be a wakeup call and a spring board that can launch Nigeria's health system into the level of a state with the attributes of a giant, contrary to what presently obtains. Availability of infrastructure and qualified personnel means that no emergency or pandemic, no matter how serious can overwhelm the Nigerian state the way corona virus (covid-19) has done. For this to be a reality, Nigeria needs to plan ahead not only in the health sector but in other sectors and initiate actions in the forms of physical things that can be seen.

Nobody was prepared prior to the outbreak of corona virus (covid-19) and nobody consciously prays and plans for an emergency or pandemic. The extent in which any state responds to an emergency or pandemic is a litmus test that attests to the quality of infrastructure, personnel, expertise, management and above all the quality of political leadership that a state provides to her citizens. In the case of Nigeria, political leadership and political followership has been unfortunate. Political leadership in Nigeria need to change direction from the culture of greed where the political leaders are there for themselves to a welfarist direction where the general well-being of all the citizens can be a topmost priority. This is necessary because the society is like a chain where any impairment or disconnect in the chain system affects the whole functioning of the entire chain. Undermining the welfare of the poor who constitute the majority can translate to a state abysmally scoring poorly on the indexes for assessing states. On the other hand, there should be massive awareness where political followership or citizens take their destiny in their hands by demanding for good governance as a right from their political leaders and this can be a new direction that the masses can drive from now onwards.

Be this as it may, the type of sensitization or awareness that the Nigerian government is supposed to create is one that can enhance the citizen's adjustment mechanisms to the pandemic bearing in mind that the pandemic has come to stay and consequently not something that can be eliminated or mitigated over right. Nigerians government needs to be reminded that uncoordinated lockdown without necessary coordinated follow up actions can never be a solution to a pandemic like corona virus (covid-19). This is where prolonged and completely lockdown of private and public institutions as a solution to covid-19 need urgent rethinking. Part of the direction that the rethinking can go can be in the form of philosophically reflecting what may turn out to be the fate of man and his institutions should corona virus (covid-19) last for a longer period of five to ten years from now. This is an open reminder that locking down a state without any practical solution or possible directions for solving or addressing the problems that brought about the lockdown will completely translate as attempts in futility.

A plausible line of action for the Nigerian government is to start collaboration with universities and institutes in terms of researches on solutions to the general problems that have emerged since the outbreak of corona virus (covid-19). Nigeria needs to be practical and realistic in the fight against corona virus and if on the other hand, Nigeria does not trust her institutions and their graduates, then this is the right time to reposition those institutions for effective service delivery to humanity.

Acute infrastructural deficit has always retarded access to education with resultant denial of educational opportunity to eligible Nigerians and in the face of this acute infrastructural deficit, classrooms that were originally meant for twenty students now accommodate over two hundred students now accommodate over two hundred students and that can easily transmit a communicable disease like corona virus (covid-19). A situation such as the above is a challenge to effective human capital development and this has serious implications for national developments. The outbreak of corona virus (covid-19) can translate this challenge into opportunities that can be exploited for effective service delivery that can snowball into quality production of human capital whose input can result in quality national development. This is because a classroom that was originally meant for twenty students can following the standard prescribed by the Presidential Task Force on covid-19 accommodate only about ten students. This development has potentials to address the issue of acute infrastructural deficit across all tiers of the education system in Nigeria. The development also has potentials to trigger the employment of more teachers into the education industry and as more teachers are employed, the quality of life of Nigerians and quality of instruction can improve in educational institutions.

The employment of more teachers into the education sector can promote productivity to the point of making individualized instruction a norm in the education industry and this has potentials that can make both teachers and learners to explore the process of critical and creative thinking. Providing platforms for effective exploration of critical thinking can enable teachers and learners to question the validity or otherwise of some learning that now threatens humanity to the point of extinction. Opportunity for such can draw humanity closer to appreciating the thesis that education is a moral enterprise and every learning should be for the promotion of practices that add moral value to man.

5. Conclusion

Corona virus (covid-19) is a global health challenge that has potentials to affect economic, political, social, moral, scientific and technological development of states. At the outbreak of this pandemic, most states operated at deficit levels in terms of infrastructure, personnel and equipment to fight the virus. Be this as it may, it is appropriate that states understand that this novel various has come to stay and states whose approach to fighting the pandemic is only lockdown without conscious efforts to source for solutions by way of research may not have done the right thing.

This paper has made a case that states that are conscious and desirous of moving to the next level can successfully turn the challenges posed by the outbreak of covid-19 into opportunities that can make them emerge stronger economically, politically, educationally, socially, scientifically and technologically. Such states can transit from their deficit positions in terms of infrastructure, equipment and personnel to one where infrastructure, equipment and personnel can be in abundance.

Anyone with the least analytic curiosity can observe that the world may have been systematically altered by the outbreak of covid-19 and may not possibly return to its old form. The new order or new expectation is one that challenges states and individuals to venture into autonomous solutions including making conscious efforts to develop oneself and one’s state. In fact, a lesson covid-19 has consciously taught especially leaders in the third world countries is that they should develop themselves and not look up to the developed world for solutions to their problems and to the developed world, covid-19 seems to remind them to consistently invoke morals in their quest to explore nature and breakthrough new frontiers of knowledge. In short, that they should learn to give a human face to all that they do and also acknowledge God as the sovereign head of the world.

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Part Four

Business Administration

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Comparative Analysis of Employees Commitment in Old and New Generation Banks in Ilorin Metropolis

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Abstract. This study examines whether the level of employees' commitment in the Old Generation Banks is significantly different from what obtains in the New Generation Banks in Ilorin metropolis, among others. Employees of Deposit Money Banks operating in Ilorin metropolis constitute the population of the study, out of which 410 and 535 employees are from Old and New Generation Banks respectively. Simple random sampling technique was applied in selecting 146 and 191 staff of the Old and New Generation Banks respectively and subsequently surveyed using a close-ended questionnaire instrument. The study employed percentages, mean and standard deviation descriptive statistical tools to summarize the research data for further statistical processing. Also, the study employed Mann-Whitney U-Test inferential statistical tool to test the research hypotheses. The study found that there is no significant difference in the employees' organizational commitment of the Old and New Generation Banks. The study, therefore, recommends that either of the banks should focus on improving employees' level of commitment as a differentiation strategy for gaining competitive human resources advantage necessary for employee retention, talent attraction, favorable customer switching, and business growth and performance.

Keywords: Deposit money banks, competition, employees, organizational commitment, employee retention.

1. Introduction

Understanding the determinant of employee commitment in banks and institutionalizing human resource policies to boost the commitment levels is crucial and critical to the attainment of banks' corporate human resources objectives such as low absenteeism, low turnover intention, low turnover rate, increase employee productivity and group performance (Tett and May, 2003; Guest, 2003; Abu-Baker, 2010). According to Meyer and Allen (1991), the components of organizational commitment are affective, continuance and normative factors/commitment; however, the specific determinants of organizational commitments are organizational rewards system, supervisory support, favorable work conditions, career development (Nyugen, Mai and Nyugen, 2014; Khalid, Naeem and Khalid, 2016), promotion, training and development, fair performance appraisal, compensation, knowledge sharing, task orientation (Govindasamy and Jayasingam, 2009), work environment and work life balance (Umamaheswari and Joice, 2020), and employee demographic dynamics (age, gender, family, educational qualification, income, tenure)

(Ogba, 2008; Akinyemi, 2014; Ogungbamila, 2014).

Past empirical literature have revealed that employee commitment in commercial banks vary base on the location of banks; classification of banks as corporate entities, Strategic Small Business Units (SSBUs) or public and private banks; and human resource policies and practices of banks. For example, Ogunkoya, Elumah and Shabayo (2013) verified whether there is significant difference in the organizational commitment level of bank employees in early-career stage, mid-career stage and late-career stage. Also, Akinyemi (2014) investigated whether employee commitment levels across Nigerian Banking industry differs on the bases of employees' age (older versus younger age), tenure (longer-tenure versus shorter tenure) and educational qualification (higher versus lower education). Yet, Mittal and Mittal (2015) evaluated commitment levels of employees in the public bank versus private banks in India. Since research on employee commitment among bank employees and bank organizations are ongoing, this study seeks to contribute its quota by empirically juxtaposing the level of commitment in the Old Generation Banks (OGB) and New Generation Banks (NGB) in Nigeria more so that previous researches on organizational commitment have overlooked this possibility. Related studies by Jubril (2009), Akpan (2019), Ekwe (2013), Sowunmi, Eleyowo, Salako and Oketokun (2015), and Ekekwe (2017) classified commercial banks in Nigeria into OGB and NGB.

Banks' human resource policies and practices could affect employee commitment considerably. Some aspects of human resources policies and practices have been reported to be better in OGB than in NGB in Nigeria (Jubril, 2009; Akpan, 2019; Sowunmi, et'al. 2015). However, none of the past studies known to the researcher has comparatively analyzed employee commitment levels in the OGB and NGB. Against these backdrops, this study seeks to determine whether employees of the OGB are richer in organizational commitment than employee of NGB in Ilorin metropolis. The subsidiary objectives of the study are:

To determine whether level of employees' affective commitment differ significantly in OGB as compared to NGB in Ilorin metropolis:

- To examine whether level of employees' continuance commitment differ significantly between OGB and NGB in Ilorin metropolis; and
- To ascertain whether employees' normative commitment differ significantly in OGB as compared to NGB in Ilorin metropolis.

The scope of this study comprised staff of all OGB and NGB located in Ilorin, Nigeria. The OGBs are incorporated in Nigeria prior to independence in 1960, while the NGBs were incorporated after independence, mostly in 1980s and 1990s. Ilorin, the Kwara State's capital city, was chosen because all the deposit money banks have branch offices in the City. The study was conducted in year 2020 and the literature scope is limited to organizational commitment, including its determinants and effects. The rest of the paper is structured as follows: literature review, methodology, results and discussions, and conclusions and recommendations.

2. Literature Review

Commitment is conceptualized as a force that binds an employee towards achieving set targets affectionately (emotionally), continually (beneficially) and normatively (obligatorily) (Meyer, Becker and Van-Dick, 2006). Ekienabor (2018) regards employee commitment as "a feeling of dedication to one's employing organization, willingness to work hard for that employer and the intent to remain with that organization" (p.5). To Sharma and Bajpai (2010), employee commitment is the resolution by individual employee to perpetuate his/her association with an organization productively. Employee commitment is the degree of employees devotion to an organization and its goals (Akintayo, 2010), the extent of attachment and loyalty toward an organization (Angori, 2007), a strong desire to maintain membership of an organization (Mowday, Porter and Steers, 1982), and some form of psychological bond between the employees and the organization (Ogunkoya, et'al. 2013).

Employee commitment consists three components, namely affective, continuance and normative commitment (Meyer and Allen, 1990). In essence, every employee possesses varying degree of the three components:

Affective commitment connotes employees' emotional attachment to an organization. Clarifying further, Sanjo (2019) defines affective commitment as the degree to which employees enjoy their membership and identify themselves with the organization. Usually, employee with affective commitment "wants to say" with an organization. Affective commitment is influenced by personal characteristics, structural characteristics, job-related characteristics and work experience (Mowday et'al., 1982).

Continuance commitment involves the "need to stay" with an organization because of lack of better alternative employment opportunities, or when the cost and benefit of withdrawing services from the current organization to join new one is higher and lower respectively. The potential risk of economic and social losses arising from voluntarily withdrawal of service motivates employees to sustain commitment. Continuance commitment can be influenced by employee's personal investment with the organization (work experience, pension contribution, contribution to health insurance scheme, membership of cooperative society) and employer's employment obligations (promotion, incentives, fringe benefits, allowances, and pension) (Akinyemi, 2014).

Normative commitment is the employee's sense of obligation to stay with a particular organization despite availability of better employment opportunities to cash on (Radosavljevic, Cilerdzic and Dragic, 2017). It reflects the extent of employee's loyalty to an organization, and his/her readiness to make personal sacrifices to stay and contribute to the organizational growth. Societal norms and culture (family, marriage, religion, nationalization) and human resource development policies can influence normative commitment.

Empirically, Ogba (2008) found that older bank employees are more committed to the organization than younger bank employees, while low-income bank employees are more committed than high-income bank employees in Nigeria. However, Kaur and Sandhu (2010) established that employees who are in the mid and late stages of career are more committed than employees in the early stage of career. Ogunkoya (2013) established significant difference in the organizational commitment across career stages (e.g. early, mid and late career stages) of employees in public and private banks in Lagos, Nigeria. Akinyemi (2014) reported that: older employees do not have higher level of commitment than younger employees; longer-tenured staff does not have higher level of commitment than shorter-tenured staff; and highly educated staff does not have higher commitment than less educated staff in Nigerian banks. Mittal and Mittal (2015) confirmed that employee commitment in public sector banks is significantly better than in private sector banks in India. Component wise, significant difference existed between normative, continuous and affective commitment of public sector banks and private sector banks' employees (i.e. public banks' employees are more obliged to stay with their organization than private banks; the cost associated with leaving public banks is more than private banks; and public bank employees are more attached to their organization than employees of private banks, respectively).

Past related studies support classification of banks into old generation banks (OGB) and new generation banks (NGB). For example, Olajide and Afolarin (2012) ratified that NGB's building are better maintained to support operational services than OGB's buildings. Jubril (2009) found that rate of employee turnover in NGB is higher than in OGB. Akpan (2019)'s study revealed that: adequate and fair compensation is significantly better in OGB than in NGB; employees in OGB have a more balanced personal life than those in NGB; employees in OGB have greater and better human capital development opportunities that those in NGB; flexible work schedules, job assignment, and employee relations are significantly higher in

OGB than in NGB; and overall, the quality working life (QWL) is significantly better in OGB than in NGB in Nigeria.

3. Methodology

The study is premised on a cross-sectional survey research design. Since all the Commercial Banks (the OGB and NGB) licensed by Central Bank of Nigeria (CBN) to provide banking services in Nigeria are mandated to establish branches in state capitals, the employees of all the OGB and NGB in Ilorin, Kwara State's capital embody the population of the study. However, only deposit banks that consented to participating in the survey were considered (e.g. all the OGB and four out of the 12 NGB). The total sampling frame of the OGB is 410 employees (e.g. First Bank of Nigeria [FBN], 190; United Bank for Africa [UBA], 145; and Union Bank Nigeria [UBN], 75), that of the NGB is 535 employees (Access Bank [ABN], 180; Polaris Bank [PBN], 200; Guarantee Trust Bank (GTB), 115; and Stanbic-IBTC Bank [SBN], 40), and the overall total being 945 employees. A total sample size of 281 employees which represent 30 percent of the population was first arrived at using Yamane (1976) formula. To minimize the effects that the sampling and non-sampling error would have on the results and findings, the sampling size was increased by 20 percent of 281 employees (e.g. 56 employees) to obtain higher sample size of 337 employees (e.g. FBN, 67; UBA, 52; UBN, 27; ABN, 64; PBN, 41; GTB, 72; SBN, 14), representing 36 percent of the research population. According to (Khadka, 2019), "sampling error can be reduced by increasing the size of sample or confidence level. When the size of a sample increases, the ratio of sample size to population size also increases that lessens the sampling error", p. 2219. Thereafter, the employees were sampled using simple random sampling technique. Questionnaire was administered to the bank employees through the Human Resource Units of the banks.

The stand-alone research variable (employee commitment) and its components (affective, continuance and normative commitment) were measured using multiple items placed on a 7-points Likert's scale as suggested by Meyer and Allen (1991). The research hypotheses ($\mathbf{H_{o1}}$: Level of employee commitment does not differ significantly in old generation banks as compared to new generation banks; $\mathbf{H_{o2}}$: Level of employee's affective commitment does not differ significantly in old generation banks as compared to new generation banks; $\mathbf{H_{o3}}$: Level of employee's continuance commitment does not differ significantly in old generation banks as compared to new generation banks; and $\mathbf{H_{o4}}$: Level of employee's normative commitment does not differ significantly in old generation banks as compared to new generation banks) were tested using Mann-Whitney U-test; all tests were at 95 percent confidence interval and facilitated with STATA.

4. Results

4.1. Demographic statistics

Out of 337 copies of questionnaire that were distributed, 307 (95%) copies were returned and found usable for data processing. Specifically, 134 and 173 copies of the questionnaire were returned from OGB and NGB respectively.

Table 1: Employees' demographic profile

Demographic factors	Category	Old Generation Bank		New Generation Bank		All banks	
		Freq.	Percent	Freq.	Percent	Freq.	Percent
Gender	Male	55	41	93	54	148	48
	Female	79	59	80	46	159	52
Age	21-25	30	23	34	20	64	21
	26-30	50	38	79	46	129	42
	31-35	35	26	42	24	77	25
	36+	19	14	18	10	37	12
Education	OND	27	20	30	17	57	19
	HND	30	23	49	28	79	25
	BSc	47	34	69	40	116	38
	Master	30	23	25	14	55	18
Marital status	Single	53	40	85	49	138	45
	Married	81	60	88	51	169	55
Years of work experience with the current bank	1-5 years	54	40	89	51	143	47
	6-10 years	42	31	56	32	98	32
	10 years +	38	29	28	16	66	21
Total		**134**	**100**	**173**	**100**	**307**	**100**

Source: *Field survey, 2020*

Table 1 shows that female staff (59%) outnumbered their male counterparts (41%) in the OGB, male staff (54%) outnumbered female staff (46%) in the NGB, and female staff (52%) outnumbered male (48%) in both banks. In terms of age, 61% and 66% of the OGB' and NGB's staff respectively are 30 years old or less, while the balance of 39% and 34% respectively are 31 years old or more. As regards educational qualification of banks' staff, the OGB has the most educated personnel (master degree = 23%) compare to NGB (master degree = 14%); however, majority of the staff possess bachelor degree in both banks: 34% in OGB and 40% in NGB. Majority of the respondents are married in both banks. The OGB has 40% staff with '1-5 years' work experience, which is lower when compared to NGB's 51%; however, the OGB has more staff with over 10 years work experience (29%) compare to NGB (16%).

Descriptive statistics

Relevant descriptive statistics (mean, median [p50] and standard deviation [sd.]) for the two banks' Affective Commitment (AC), Continuance Commitment (CC) and Normative Commitment (NC) are presented in Table 2.

Table 2: Descriptive statistics for OGB and NGB

Stats	Old Generation Bank				New Generation Bank		
	AC	CC	NC		AC	CC	NC
Mean	4.51	4.66	4.72		4.56	4.54	4.69
p50	5	5	5		5	5	5
Sd.	1.39	1.23	1.30		1.37	1.42	1.48
Min.	1	1	1		1	1	1
Max.	7	7	7		7	7	7
N	134	134	134		173	173	173

Decision parameter: Mean 1.00-1.50 = Strongly uncommitted; Mean 1.51-2.50 = uncommitted; Mean 2.51-3.50 = slightly uncommitted; Mean 3.51-4.50 = Neutral; Mean 4.51-5.50 = Slightly Committed; Mean 5.51-6.50 = Committed; Mean 6.51-7.00 = strongly committed

Legend: AC-Affective commitment; CC-Continuous Commitment; NC-Normative Commitment; Sd-Standard deviation; Min- minimum; Max-Maximum; N-Number of observations

***Sources**: Researcher computation, 2020*

Table 2 shows that both employees of OGB and NGB are 'slightly committed' to their banks in all the three component of organizational commitment, namely AC, CC and NC. Comparatively, the degree of 'slight CC' and 'slight NC' is higher among employee of OGB (CC mean=4.66 & NC mean=4.72) than NGB (CC mean =4.54 & NC mean=4.69). However, the level of employees' 'slight AC' is higher in NGB than OGB (mean AC =4.56>4.51) respectively. To determine whether these observed slight differences in AC, CC and NC of OGB and NGB are statistically significant, Mann-Whitney test was conducted.

Test of Hypotheses

Table 3 shows results of the first test (**Ho_1**: Level of employee's commitment does not differ significantly in old generation banks as compared to new generation banks).

Table 3: Two-Sample Wilcoxon rank-sum (Mann-Whitney) Test for Employees Commitment in Old and New Generation Banks

```
Two-sample Wilcoxon rank-sum (Mann-Whitney) test

gen |      obs    rank sum    expected
-------------+---------------------------------
newgen |     173      26902      26642
oldgen |     134      20376      20636
-------------+---------------------------------
combined |     307      47278      47278

unadjusted variance   595004.67
adjustment for ties   -38768.81
                ----------
adjusted variance     556235.86

Ho: ec(gen==newgen) = ec(gen==oldgen)
          z =   0.349
Prob> |z| =   0.7274

P{ec(gen==newgen) >ec(gen==oldgen)} = 0.511
-------------------------------------------------
```

***Source**: Researchers Computation, 2019(Output from STATA 13)*

Given that the Mann-Whitney test's p-value for Ho_1 is 0.7274, which is greater than 0.05 alpha value, the null hypothesis is retained; thus, level of employee's commitment does not differ significantly in old generation banks as compared to new generation banks. Table 3 further shows that the probability of level of employees' commitment is greater in New Generation Banks than in Old Generation Banks (e.g. 0.511 or 51.1%) which is slightly above average.

The second hypothesis (**H_{o2}:** Level of employee's affective commitment does not differ significantly in old generation banks as compared to new generation banks) is duly tested and the results are displayed in Table 4.

Table 4: Two-Sample Wilcoxon rank-sum (Mann-Whitney) Test for Employees' Affective Commitment in Old and New Generation Banks

Two-sample Wilcoxon rank-sum (Mann-Whitney) test

gen	obs	rank sum	expected
newgen	173	26835	26642
oldgen	134	20443	20636
combined	307	47278	47278

unadjusted variance 595004.67
adjustment for ties -29077.19
----
adjusted variance 565927.47

Ho: ac(gen==newgen) = ac(gen==oldgen)
z = 0.257
Prob> |z| = 0.7975

P{ac(gen==newgen) > ac(gen==oldgen)} = 0.508

Source: *Researchers Computation, 2020(Output from STATA 13)*

Table 4 shows that the p-value of Mann-Whitney Test (0.7975) is greater than the alpha value of 0.05, suggesting that the H_{o2} be accepted. That is, no statistical significant difference exists between the two banks' employee level of Affective Commitment. None the less, the probability of level of employees' affective commitment is higher in the New Generation Banks as against the Old Generation Banks (e.g. 0.508 or 50.8%).

Table 5 shows the result for the test of the third hypothesis (**H_{o3}:** Level of employee's continuance commitment does not differ significantly in old generation banks as compared to new generation banks).

Table 5: Two-Sample Wilcoxon rank-sum (Mann-Whitney) Test for Employees' Continuance Commitment in Old and New Generation Banks

Two-sample Wilcoxon rank-sum (Mann-Whitney) test

gen	obs	rank sum	expected
newgen	173	26363	26642
oldgen	134	20915	20636
combined	307	47278	47278

unadjusted variance 595004.67
adjustment for ties -32649.18
----
adjusted variance 562355.49

Ho: cc(gen==newgen) = cc(gen==oldgen)
z = -0.372
Prob> |z| = 0.7099

P{cc(gen==newgen) > cc(gen==oldgen)} = 0.488

Decision: Reject Ho - Significant Difference

Source: *Researchers Computation, 2020(Output from STATA 13)*

Based on the result of Mann-Whitney Test (P=0.7975 > α=0.05), the norm is to accept the H_{o4} (employee's continuance commitment does not differ significantly in old generation banks as compared to new generation banks). In furtherance, the probability of employees' continuance commitment in New Generation Banks exceeds that of Old Generation Banks (e.g. 0.488 or 48.8%).

In Table 6 below, the Mann-Whitney results of the forth hypothesis (**H_{o4}:** Level of employee's normative commitment does not differ significantly in old generation banks as compared to new generation banks) are presented.

Table 5: Two-Sample Wilcoxon rank-sum (Mann-Whitney) Test for Employees' Normative Commitment in Old and New Generation Banks

Two-sample Wilcoxon rank-sum (Mann-Whitney) test

gen	obs	rank sum	expected
newgen	173	26787	26642
oldgen	134	20491	20636
combined	307	47278	47278

unadjusted variance 595004.67
adjustment for ties -29687.46
----
adjusted variance 565317.21

Ho: nc(gen==newgen) = nc(gen==oldgen)
z = 0.193
Prob> |z| = 0.8471

P{nc(gen==newgen) >nc(gen==oldgen)} = 0.506

Source: Researchers Computation, 2020(Output from STATA 13)

The Mann-Whitney U (z=0.193) is not significant at p-value of 0.8471. Therefore, the H_{o4} (employee's normative commitment does not differ significantly in old generation banks as compared to new generation banks) stands, even though the probability of employees' normative commitment in New Generation Banks exceeds that of Old Generation Banks by 0.506 or 50.6%.

5. Discussion of findings

All the four null hypotheses are accepted, denoting that the level of employees' commitment, including affective, continuance and normative commitments, is not significantly different in OGB as compared to NGB. This is rather inconsistent with the finding of related study by Mittal and Mittal (2015) and Akpan (2019). However, the probability that employee commitment (affective, continuance and normative) are greater in NGB than OGB confirms the findings of related study by Olajide and Afolarin (2012) and Jubril (2009).

The research findings have several managerial implications. First, the finding of 'no significant difference in employee commitment level of the OGB and NGB' presents an opportunity to the banks' human resource managers to rejig the human resource policies that have direct bearing on employee commitment so as to 'make a big difference' or create disequilibrium level of commitments in the banking industry. Second, any of the banks that is able to significantly improve on its employees' commitment level can derive competitive advantage in human resources capable of attracting best talents from competing banks. Third, the attracted staff can influence customers switching behavior, which can translate to improved turnover, profit and growth.

6. Conclusions and Recommendations

Employee commitment is an en effective employee retention strategy that can cascade into higher employee productivity, organizational performance and profitability. Employees' commitment levels may differ among individual employees or groups of employees working in the same or different organization(s) like banks, which may have far reaching consequences: good and bad. Thus, this study examines whether the organizational commitment of employees working with the OGB and NGB differs significantly. Based on the study's findings, it can be concluded that the level of organizational commitment by OGB's employees do not differ significantly from what obtains in NGB in Ilorin metropolis. The study, therefore, recommends that either of the banks should focus on improving employees' level of commitment as a differentiation strategy for gaining competitive advantage. The banks (OGB and NGB) that act first, fast and rightly may derive the benefits from such competitive advantage.

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Cash Flow Optimisation Strategies and Performance of Deposit Money Banks

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Abstract. Banks encounter varying challenges in terms of competition which have effect on their competitive ability in meeting customer demands. The need to settle every obligation promptly necessitated the examination of Deposit Money Banks' cash-flow optimisation strategies and performance. Ex Poste research design and content analysis of 8 quoted Deposit Money Banks that published their financial statements between 2010 and 2018 were used. Panel regression on STATA analytical tool revealed that aggregate bank performance (ABP) indicated by ROE, ROA, Capital Adequacy, EPS and dividend. 1per cent increase in customer deposits will yield 57.9per cent increase in the performance of sampled banks while 1per cent increase in loans will yield significant decrease in bank performance. Overall R-square of the model showed that 36.2per cent variations in bank performance can be attributed to cash-flow optimisation variable. This affirms the importance of strategising cash-flow optimisation.

Keywords: Optimisation, Panel Regression, Performance, Quoted Banks, Strategy.

1. Introduction

The role of banks and finance industries in enhancing economic development cannot be overstated. This includes the functional role of mobilising idle funds to areas of more relevance in the organisation. Banks have faced daunting problems which challenge their competitive ability thereby affecting continued operational capacity.

One of the approaches to cash management is the cash conversion cycle, it is a common connection between the elements of working capital and the actual flow of cash for business or daily bank operations; similarly it can be described as the period that captures the outlay of cash and the inflow of cash from bank`s simple and extra-ordinary operations. According to Lambrix and Singhvi, 1979, applying the 'working capital management and the working capital cycle informs the importance of optimising the cash flows which is often achieved by reducing the time lapse between the onset of cash conversion cycle. The essence is to ensure that capital adequacy is achieved in order to meet various obligations such as satisfying the expectations of stakeholders through wealth maximisation, dividend payment and enhancing market share. Optimisation implies making the best or most effective use of cash resources in order to enhance attainment of bank's objectives.

The need for proper cash management by firms and business organisations is predicated on holding cash in order to meet the demand for in and outflow of cash (transactions), holding cash to preempt emergencies (precautionary) and holding cash in order to take advantage of possible investment opportunities (speculative). Akinsulire (2014) posited two methods of efficiently managing cash, through cash planning and cash budgeting. This is expected to include ensuring that the organisation's financial resources are safeguarded effectively through early settlement of customers' obligations and avoiding holding idle cash. Cash holding has influence on the performance of firms; Aiyegbusi and Akinlo (2016) opined that effective cash management if missing, has implication for the business' investment as it directly affects the level of profitability. Adagye (2015) found that two proxies of profitability are positively affected by working capital variables, these are return on asset (ROA), and return on equity (ROE). On the other hand, Bhunia, Khan and Mukhtar (2012) suggested that the relationship between liquidity and profitability of a firm equally influence the rate of continuity of working capital availability.

Cash optimisation refers to the provision of optimal amounts of cash for ATM's and branches whereas cash management refers to the handling, collection and usage of cash. For banks, it involves the use of financial instruments such as treasury bills, money market funds and certificates. The foregoing implies that cash optimisation concerns planning and providing for cash availability in adequate quantity that will meet the daily, monthly and annual needs of the bank.

The benefits arising from effective cash planning and management in these wise are diverse. Banks and financial institutions fill gaps in terms of public financial needs by enabling customer cash and cheque deposits, which translate to bank asset and liabilities. Since customer deposits are held in trust by the banks; ensuring that the payment needs of customers are not endangered, delayed or deterred is crucial to the need for cash optimisation strategies. Often, the policies of the bank derive from the stipulations of the Central bank as the apex bank of the nation and they influence the working capital decisions of banks. Alexander (2018) averred that cash optimisation lower cash-in-vault by 10%, improve security for employee and customers, while the need for armored car fund pick-up fees is reduced, equally, operational efficiency and accuracy of detailed information is enhanced. To optimise cash following Deloite (2018), implies embracing financial and cash flow discipline in both good and more difficult economic times.

Extant literature found that among the indicators of bank performance are capital adequacy, liquidity, profitability and quality of management (Brendan & Raymond, (2010); Pittsburg, (2017); McCaw, (2018); Alexander, (2018); Anye, (2018). Liabilities arising as a result of bank deposits constitute the life-wire of the banks even though management is concerned with risks that may arise on asset yield (Nnamdi, 2007). The extent of inherent risk to this position is the uncertainty that exists in investment decisions and possible loss or depreciation in value if cash remains un-invested. It therefore becomes essential that cash available to business be optimised to overcome the inherent uncertainties.

Optimisation implies engaging in cash planning that includes short term funds, loans, overdrafts, deferred income and accrued expenses. While this position is good, a market which has turned to be highly competitive coupled with high customer expectations need to be approached more proactively. To optimise and achieve expected result, demands application of appropriate strategies. In banking, strategies that focus on cash flow optimisation could be attained with diversifying customer base, debtor cum creditor base and operational base efficiency. Taylor (2018), suggested application of value chain Model to improve flow of materials, information and finances in firms. However, applying the value chain to improve the customer base is of great significance to cash flow optimisation. Value chain strategy aims at service delivery that meets customer interest and needs. Every customer desires product delivery that showcase quality and grant customer satisfaction without bottlenecks, delays and unnecessary complaints. Extant literature (McCaw 2018, Pittsburgh 2017, Jajale, 2017) emphasised that this position influence high turnover which ultimately improve cash flows. Aleksev (2015), posited that attainment of strategic objectives is identified with setting targets (employee/employer), mapping out how the objectives will be attained and stating clearly critical milestones through the map.

Equally, in an environment where interest rate fluctuates, a strong cash position originating from cash optimisation improves liquidity, enables investing in other opportunities, secures financing and reduces the need for incurring high interest rate (FNB 2017). Current operating cash policies as rolled out by the Central Bank include maintenance of the application of a monetary policy rate of 14per cent (July 2016) 13.5per cent (March, 2019), liquidity ratio of 30per cent, cash reserve ratio of 22.5per cent, this decision continues to be operated under the Medium Term Framework due to the influence of monetary policy. Current developments in the domestic and global economies according to CBN 2018, enhance the application of the guidelines by individual banks.

The daily and regular activities and customer demand include withdrawal of large sums through cheque payments, inter-bank customer settlements of financial instruments, Automated Teller Machines (ATM) services, and banks therefore need to preempt liquidity risks through monitoring and control of liquidity level in order to continuously free banks from stress.

Liquidity challenges have significant effect on profitability ratios, solvency and financial performance (Lukorito, Muturi, Nyang'au & Nyamasege (2014). For example, large withdrawals by politicians for electioneering campaign as observed by Onal (2015), is responsible for the cash squeeze of most banks recently in Nigeria. This is further affirmed from the position of Brown (2014) that customer deposit withdrawals impact banks' working capital. Adequate liquidity level is equally needed for payment of dividend as its regular payment has implication on share value (Mbah, Ekechukwu & Ugwu, 2019). Anye (2018) in a research on 'managing liquidity' suggested that lack of prudency in managing investment bank's liquidity resulted into liquidity difficulties in spite of adequate capital levels maintained by the banks. This agrees with Reval, (2017) and Nixdorf, (2017) that emphasized the need for adequate capitalisation and its proper management. The crux of cash optimisation therefore is applying appropriate adequate capitalisation strategies and effective cash management in order to achieve organisation objectives.

The main objective of the study therefore is to examine cash flow optimization and performance of banks (Quoted Deposit Money Banks).

1.1 Statement of Problem

Organisations such as banks need to maintain adequate liquidity level in order to have ready cash to meet daily obligations to depositors. Notwithstanding, customers encountered problems in withdrawing out of their account deposits as a result of the failure of the Automated Teller Machine (ATM), while at times, the ATM declines transactions because there was no cash in the till and sometimes the service provider may not be available. Challenges of security for customers' deposits are equally common with hackers obtaining customer details fraudulently and withdrawing most or all savings in customer's account. Depositors are usually discouraged with failure in banking services. This is because, customer deposits are easy to drop without any hitch, whereas to withdraw out of such deposit is usually with challenges. Equally, the introduction of spurious bank charges or multiple charges as recently being experienced include charges on bank transfer, current account maintenance charges, charge on specified bank deposits and withdrawals in excess of threshold, 3per cent as processing charge and 2per cent for cash deposits in excess of N500,000 (CBN, 2019). These have the tendency of discouraging depositors and customer loyalty.

Liquidity is useful for inventory purchase, payment of salaries, daily operating expenses, settling depositors' demands, enhancing bank value and many others, inadequacy of cash to meet these needs usually jeopardise customer loyalty. However, there is a need for Financial Institutions (FIs), to embrace cash management strategies towards usage-driven levels in line with policies on working capital. It thus becomes imperative that banks pursue appropriate cash flow management techniques in order to forestall the possible challenges of low cash holding or cash outage which could portend grave implications for the organisation such as low customer patronage or bankruptcy. Besides, incessant cash withdrawals trailed the operations of banks and statistics inferred global challenges as transportation costs 74 per cent, ATM out of cash 63 per cent, reporting and reconciliation 58per cent, fluctuating customer demands 54per cent and manual processes 54per cent. This sheds light on the challenges of attaining the objective of cashless operations. Managing cash operations to improve efficiency in these areas remain a challenge. The incidence of customers in waiting line, non-transparency of processes, forecasting inward cash flows require proactive solution. Failure to meet stakeholder, investors and customers' obligations, managing deposits and loan benefits affect the value of the business, these are unavoidable benefits from deposit money banks which emanate directly from an effective cash optimisation. The broad objective of the study therefore, is to examine the effect of cash flow optimisation strategies on the performance of banks.

The main hypothesis of the study is cash optimisation strategies have no effect on performance of money deposit banks.

The study will examine the effect of cash optimisation on ROE, ROA, EPS, capital adequacy and Dividend per share of money deposit banks in Nigeria

1.2 Operationalisation of Variables

Y= Dependent Variable = Performance
X = Independent Variable
Y = f(X)
Where:
Y = bank performance
$X = f(x_1, x_2, x_{3, x4, x5})$
x_1 = return on equity (ROE)
X_2 = return on asset (ROA)
X_3 = dividend per share (DPS)
X_4 == capital adequacy (CAQ)
x_5 == Earnings per share (EPS)

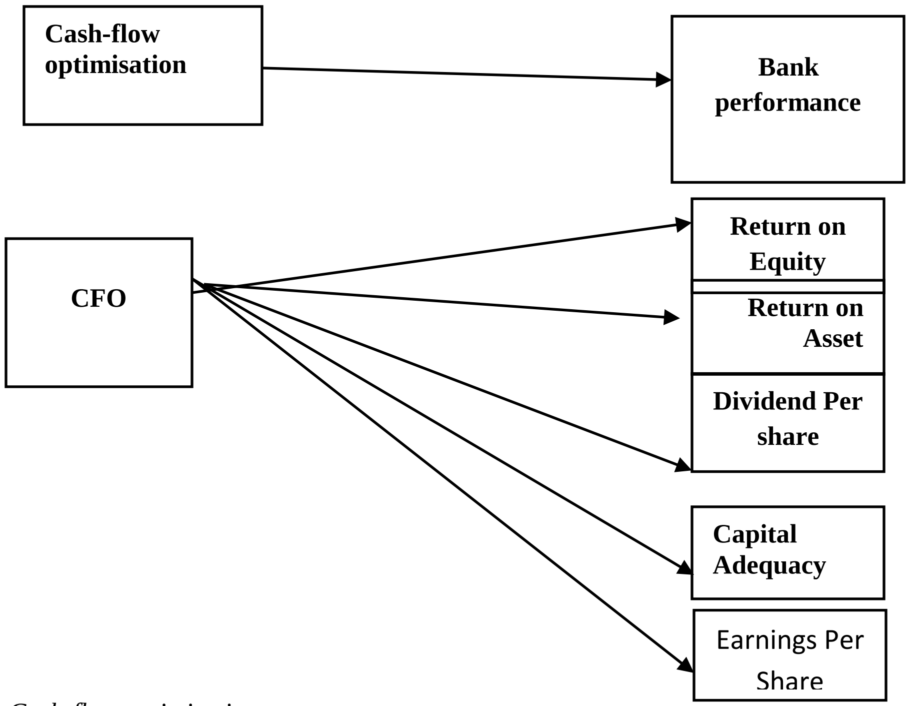
1.2.1Model of the Study

Cash optimisation model (researcher's model) 2018

Model Representation
CASOP = BP (ROE+ ROA+ DPS + CAQ + EPS = Bank Performance (BP)

CASOP = $a+\beta_1$LiQ + e………………… 1
ROE = $a+\beta_1$ LiQ + e………………… 2
ROA = $a+\beta_1$ Debt + e………………… 3
REV = $a+\beta_1$ DTO + e………………… 4
BP = $a+\beta_1$ ROE + β_2 ROA + β_3 DPS+ β_4 CAQ+ β_5 EPS + e

Figure 1



CFO = Cash-flow optimisation
Researcher's Model, 2020

2. Literature Review

2.1 Conceptual Clarifications

2.1.1 Liquidity

The value attached to optimal liquidity in banks are affirmed with different assertions as highlighted in the following discus. Liquidity implies the capacity of the bank to convert its current assets into immediate cash, also it could imply buying or selling a security without affecting its price (Song'e 2015). Bank liquidity enable the ability to meet cash demands of customers, settling current debts on demand as well as other obligations that may exist. A low liquidity may signal financial difficulty while high liquidity ratio implies that fund resources are not being adequately invested. Thus, there needs to be a balance in the liquidity management of the business. Overcoming liquidity challenges thus requires proper management as well as paying attention to liquidity risks. According to Mccaw (2018) liquidity management is 'the cornerstone of every treasury and finance department; equally it is significant for ensuring that cash is available for short-term investments, settling cash for goods and services or meeting short-term debts. Reval (2018), equally suggested a need to forecast cash in order to manage and optimise cash-flow and improve decision making. This involves closely monitoring procurement and inventory, settling suppliers, improving flow of cash between the short-term assets and liabilities (Reval 2017). Proper management of cash is poised to enhance stability, growth and efficiency of the business. It can therefore be briefly summarised that the attempts of banks and organisations to forecast and manage their working capital will undoubtedly reduce risks of cash loss and enhance the liquidity position of the business. From the perspective of capital market participants, Acharya 2016) opined that 'liquidity is considered significant for transaction costs, bid-ask spreads, price impacts and trade securities' market depths'; liquidity thus, could be lost where the credit rating and loanable funds fall.

2.1.2. Cash Optimisation

This involves designing and operating a cash management process to ensure it meets the expectation of the bank and it is achieved by maximising relevant factors such as efficiency, utilisation and outcome, in the process of cash management. Optimisation in this study implies finding the best solution from all possible options that are required to effect proper cash management. Thus, this study examines a model in maximising cash in order to forestall the challenges of low or none liquidity in banks. Banks can enhance profitability through efficient management of cash and currency value chain (Fiserv.com). Embracing a workable strategy is thus advocated for attaining optimum performance by banks. Mclinne (2000) in a study in New Zealand, suggested that the working capital concept is not sufficiently recognised, hence there are deficiencies in the management of working capital. He therefore suggested that cash management should focus on the levels, composition, structure, and performance of working capital as well as introducing financial data for this purpose.

Differentiating between cash optimisation and cash management, Kyriba (2013) opined that cash optimisation involves effective treasury management which includes management of risks, establishing cash certainty and working capital management. Cash management rather implies managing cash flow in terms of cash collection, disbursement and strength (Bee, 2005 and Coutlier, 2009).

2.1. 2.1. Strategies to Achieve Optimisation Objective

Extant literature identified various ways of approaching cash optimization, these include directing cash management policies to encompass budgeting, forecasting and financing, handling daily collections, purchase orders and payment thereof (Adam, Lee, Thibault and Stewien, 2018) The application of predictable cash flows in line with long-range decisions, assessing and measuring accuracy and effectiveness of ongoing cash-handling process, examining cash forecast tools, gathering relevant data from business units, reviewing contingency plans and evaluating technology platforms' are added means of achieving optimisation goal (Reval, 2014). In order to increase efficiency and free-up funds that could be applied to better investments Pittsburgh, (2017) suggested that favorable circumstances around cash flow should be evaluated.

Cash optimisation therefore is identified as effective management of inventory and eliminating stock holding cost, through this, cash is made available for investment in more profit generation for product or service organisations. Secondly, in case of banks, customer base require diversification and this will be achieved through improved customer service. Proper management of the account receivable can be achieved when trade debtors are committed to payment timeline (Al-Tamimi, 2010), charges on late payments are reviewed, and the business with good procurement package that improves account payable are turned around to the advantage of the bank. Key Performance Indicators (KPI) when reviewed regularly, lead to monitoring daily records of sales, purchases and inventory (Fuse Financial Partners, 2015)

Diverse strategies such as optimising cash flow include diversifying the customer base, reporting the cash flow as a means of encouraging transparency, encouraging customer deposits, selling or leasing equipment, sometimes settlement of expenses can be delayed, ordering new stock of materials could be delayed to fully consume store items while payment of interest periods could be varied. The use of technology was advised for cash flow optimisation, effective management of accounts receivable and proper inventory management constitute optimisation techniques that enhance growth, profitability and value adding to the organisation (Deloitte 2018, Anye 2018).

Cash optimisation processes are in-exhaustible; diverse other processes include improving working capital through enhanced customer service and applying marketing strategies that involves the use of new distribution and sales channels.

Equally, embracing competitive financing, minimising risk exposure among others, attract cost reduction while there is also a need to optimise returns through debt reconversion and inventory management. From the foregoing, it is noteworthy that an effective and efficient performance by the bank through cash optimization is not achieved through a solo process, but a combination of proactive processes that removes various risks around cash-flow. Stakeholders have various expectations of the bank, this is enhanced when cash is adequate to meet investment decisions, grow shareholders' wealth, earnings per share and distribute dividends.

2.1.2.2. The Role of the Central Bank (CBN)

Legal backing for the apex banks' monetary policy derive from the Section 12 Sub-sections (1) to (5), CBN Act of 2007, as financial and provisional guidelines are equally provided for the operations of deposit money banks through the Central Bank,. Re-prints of new notes to replace old notes that are withdrawn from circulation enhanced currency stock holdings of the commercial banks. Likewise, the introduction of N100, N500 and N1,000 notes between December 1999 and 2005 was to enhance economic expansion and create efficient payment system by the banks thus, influencing the efficient cash management process in the banks. These acts agree with the position of Acharya (2006) who argued that banks' concerns should focus market and liquidity risks noting its effect on the capital market. Risks include the processes and strategies that banks use to determine cash flow needs during normal and cash-squeezed periods without negatively impacting the overall financial position of the bank. Banks could also be subjected to liquidity risks if the markets on which it depends encounter liquidity losses. These scenarios inadvertently affect the performance of the banks. Differentiating cash optimisation from cash management, is poised to enhance bank performance in the current dispensations when businesses are down due to the fallout of lockdown as a result of corvid-19.

2.1.2.3. Challenges of Cash Optimisation

Various challenges with respect to cash optimisation are identified and they include: inaccuracy in cash forecasts, wastefulness, bad timing and deprivations. True cash cycle management is suggested to require holistic, end-to-end approach in banking operations, (Carrioni, Goltz, Okroy and Stoeckle, 2017). This captures the movement of cash throughout the operations of the organisation, optimising costs, automating the processes, improving consumer experience and enhancing security. Nixdorf (2017), amplifies this by suggesting that cash management is a holistic end-to-end approach since it captures cash movement throughout all the operations of the organisation. Vossen (2010) suggested that banks should create and optimise liquidity in order to give hope to companies especially when other forms of financing become difficult. Managing liquidity risk is to ensure the banks own liquidity so that the bank can continue to serve its function.

Other challenges include increasing volume of cash withdrawals, transportation and cash handling costs and the demand for improving efficiency, transparency and accuracy of processes as well as increasing customer deposits. These could create threats to bank processes hence should be preempted.

2.1.2.4. Benefits of Cash Optimisation

Bank interest rate before 2017 revolved around 21 per cent. However, owing to economic demands and stakeholders in the business sector, interest rate has been pegged to 14 per cent. Thus, in an era where interest rate fluctuates, a strong cash position will lead to a drop-in interest rate. Equally, liquidity will be enhanced to create better opportunities for investment. Pittsburgh (2017) suggested that higher cash balances stand to reduce the need to borrow, while covering the increasing complex costs of the organisation. Adam, Lee, Thibault and Brian (2018) posited that cash optimisation influence prudent investment decisions, cost reduction, enhance financial stability, impute cash discipline and produce performance in terms of profitability and competitiveness. Cash optimisation is essential if profit performance is to be achieved, it constitutes a major desire for stakeholders wherein wealth maximisation is regarded as a necessity (Shehu and Farouk, 2014). Reval (2014) equally added that cash optimisation will reduce the risk of operational inefficiency where proven cash processes, open line-reporting and forecasting control measures are embraced, thus the need for investing every idle cash and equally ensuring that depositors' demands are met as at when due.

2.1.3. Working Capital / Liquidity

The need for organisations to possess a high working capital strategy in order to remain competitive is linked to being financially disciplined in order to take advantage of certain cash benefits such as fund growth, shareholder returns and cost reduction (Deloitte 2018). Liquidity is influenced by the extent to which the working capital is managed to generate cash. The current asset comprises the stock of goods, bank and cash balances, retained earnings, receivables and debtor balances. It is presumed that none of these items should be allowed to remain high as this would imply capital lock-up. Liquidity is influenced by the extent to which the working capital is managed to generate resources such as cash. The current asset through a good working capital management comprises of stock, bank, receivables, debtors and cash balances. It is expected that none of these items should be allowed to remain high as this would imply capital tie-down. Working capital is interest free, serves as a significant revenue source for a firm (Morgan, 2015). Optimisation of working capital enhances income generation, influence beneficial management of inventory, improves the payables and receivables to increase liquidity, and overall, generates adequate working capital which influences investment decision making.

Liquidity shortages in bank operations negatively affect customer patronage, loyalty and the rate of cash deposits. Working capital management involves the tending both current assets and current liabilities, such that overcapitalisation and undercapitalisation are avoided in order not to jeopardise the continuous operation of the business. (Van Horne 1980). As captured by Pandey (2007), the working capital policy of the bank is significantly influenced by the bank's growth and working capital demands. Optimising working capital enhance hitch free operations in which bills are settled promptly, liabilities and short term obligations are kept at minimum and company's value is enhanced through prompt collection of receivables and investing in the growth of the bank (Akinsulire, 2011; Dije and Shehu, 2015)
According to Abba, Okwa, Soje and Aikpitanyi (2018), capital adequacy ratio enhances the mopping up of losses as a result of the ability to determine the soundness and safety of the cash flow related operations. It further throws light on capital adequacy's importance when assessing the operational efficiency of the banks.

2.1.4. Banks' Regulatory System and Internal Control

The era of bank distress historically revealed regular close down of banks in spite of their period of start-up; between 1951 and 1952, seventeen new banks were established whereas only one of the banks lived beyond two years (Sanda, 2005). The regulatory framework followed the banking ordinance of 1952 and 1958, Central Bank Act of 1958, and the eventual establishment of the Central Bank in 1959. This has also gone through developmental changes that featured amendments to the Act 1968, Banking Decree of 1969, No. 24 of 1991 and the Banks and Other Financial Institutions Decree 25 (BOFID, 1991). These efforts were meant to provide a comprehensive regulatory framework for regulating the operations of banks in Nigeria. Notwithstanding, there were various reports of subsequent bank failures. This reveals the serious importance of creating a reliable internal control system that will curb wrongful practices that impacts the liquidity position of the banks and jeopardise the banking system. Following these, the CBN was mandated to:
Maintain reserves through sound management and investment to ensure security, liquidity and good return on investment, promote monetary and financial stability, regulate the operations of all banks operating in Nigeria such that reserves and vault operations are safe guarded and provide directions for instituting internal

control in the banking system. Monetary Policy ratio, Capital Reserve Ratio and Liquidity ratio as approved by CBN for financial institutions are 14 per cent, 22.5 per cent and 30.5 per cent respectively.

Internal control is considered efficient for working capital management. It enhances an evaluation of the extent of correlation, relationship between established criteria and actual results as well as creating checks and balances for the movement, recording and reporting of cash. Internal control however is not without its challenges— poor stability, backward economic development and failure to apprehend erring officers. Internal control is identified as useful for preempting errors and intentional fraudulent acts and negligence; it is thus earmarked as a driver of sources and quality performance in banks and firms' working capital operations (Schneider 2008). It is therefore required to be a process that must be sustained though, it is not an end in itself (Chekwuani et al, 2016). The attainment of long-term profitability by banks is linked to 'a reliable and standardised' managerial reporting system which is influenced by compliance with banking rules policies and subsisting laws. This, to a greater extent impact possible risks to cash management.
Ayagre and Ishmael (2014), emphasised the importance of a "strong control framework to carefully monitor daily operations. Based on the outcome of their study, control environment and close monitoring were highly rated by respondents with average means of 4.72 and 4.66 from an examination of the internal control framework practiced by banks''. Internal control system is a key function and it involves detailed mechanisms that examine the procedures of executing all activities to achieve efficiency and effectiveness in the operations. Another study that evaluated the control environment of Ghanaian banks, found that strong internal control exists, however the study still recommended that the "board should not remain apathetic to whatever problems the banks encounter'' (Ayagre, 2014).
Cash Optimisation and Return on Equity (ROE), Earnings Per Share and Dividend.

Return on equity is the measure of net income divided by total shareholders' equity expressed in percentage; this is an indication of the bank's ability to turn its equity investments into profits. When the value of ROE increases overtime and on a sustainable basis, it points to the ability of the bank to generate value for shareholders which is an indication of management's good performance. The converse will imply poor performance by management. The performance of the bank equally impacts the growth in earnings per share as a fall out from high profitability, the same applies to creating opportunities for expansion and satisfying the dividend expectations of shareholders.

2.2. Theoretical Discus

Working capital is the life blood of a business as it is the source of funding the day-to-day operations of the firm thus requires optimum attention. Working capital optimisation includes monitoring all factors that influence the cash operating cycle. This agrees with the theory of working capital management which according to MClnnes (2000), contends that if ''working capital is managed according to prescriptive theory then businesses would be able to invest in working capital, finance working capital, monitor factors that influence working capital, manage cash, accounts receivable and inventory accounts''. Through a strategic management of the working capital, Sanjay (2009) noted that liquidity, solvency/bankruptcy, efficiency, profitability and shareholder- wealth-maximisation of the business are impacted.

2.2.1.Commercial Loan Theory

The theory was developed by Adam Smith in the 18^{th} Century, a pertinent position of the theory states that ''a commercial bank should forward only short-term self-liquidating productive loans to business organisations''. Banks' lending decisions are premised on the level of liquidity arising from substantial profits earned from off-balance sheet activities. Loan opportunities equally endear customers to the bank. According to Ahtiala (2005), extending loans to good customers enhance optimality, customer value increases, while provision of liquidity and services improve bank–customer relationship. This was in anticipation of Central Bank action on lending, the expectation was that with self-liquidating loans and possession of liquidity, loans will not turn out bad, it will earn income for the bank and it will be applied to production process. Notwithstanding these benefits, a situation where loan is not honored due to an outstanding loan may result into loss of production and reduction in customer loyalty. The theory assumes that loans are self-liquidating, however where there is adverse economic effect such as depression, there is possibility that such loans may not be redeemed.

2.2.2. Theories of Demand for Money: Tobin's Portfolio and Baumol's Inventory Approaches

This theory is an off-shoot of Keyne's Theory of Demand for Money which suggested that ''people hold their assets in either all-money or all-bond, thus pointing to its insensitivity to interest rate'' (Dwivedi, 2005). The position was challenged, hence Tobin and Baumoi's Portfolio theory which averred that money held for transaction purposes is interest bearing. Tobin extended this position into the liquidity preference function pointing to people's preference for holding wealth in money form which is assumed a riskless asset. This fact further emphasises the need for bank managers to intensify effort towards cash maximisation in order to satisfy customers' demand for money and providing needed security for it.

2.2.3. Capital Adequacy Theory: Calem and Robb (1996)

Calem and Robb (1966), explained the theory as a measure of a bank's capital expressed as a percentage of the bank's credit risk exposures. It helps to ensure that the bank can absorb a reasonable amount of loss and complies with statutory requirements. The capital adequacy ratio is important given its ability to measure the financial soundness of a bank, it protects the firms themselves, the interests of the customers, the government.

The theories that underpin this study are Theories of Demand of Money and Capital Adequacy theory. The essence of cash optimisation is to ensure cash availability for meeting customer demands which implies the liquidity position of banks should be adequate to meet customer needs. The importance and relevance of these theories are accentuated in the cash optimisation need of banks in order to meet obligations to customers.

The *A-Priori* position is that the approach will enhance customer loyalty, ease the banking processes and enable the realization of performance objectives.

2.3. Empirical Framework

Deloitte (2018) in a study titled 'strategies for optimising cash management' examined variables such as account receivable, accounts payable and inventory and suggested freeing them from the balance sheet, for cash optimisation purposes. He suggested a culture of prioritising application of cash whether business climate is accommodating or not. Equally, initiatives that influence 'prudent investment decisions, cost reduction and cash planning will improve financial stability, cash discipline and performance in terms of greater profitability and competitiveness. Optimal results are only feasible when all operational departments such as marketing, sales, purchases among others collaborate effectively.

In an empirical study by Waeibrorheem and Suriani (2016), on 'determinants of liquidity risk between Islamic and Conventional banks, Time Series based on 2000 to 2010 (10years) data obtained from Islamic banks' annual reports was used. Multivariate regression analysis was used for hypothesis testing, it was found that Islamic banks maintain a higher liquidity percentage and possess unique asset and liability structure. The study suggested that the current excess liquidity of Islamic banks is not unconnected with modality for funding the banks as funds flow from both internal and external sources in which two major fund providers are linked to the funding framework.

Lukorito et al (2014), in a study of the effect of liquidity on profitability of commercial banks, examined 43 banks in Kenya; these banks reported 'significant growth and improved financial performance' in spite of stiff internal competition. Findings of the study revealed that the variables of liquidity were statistically significant and had positive relationship with banks' profitability. The study suggested that banks need to maintain 'minimum cash balance in order to maximise returns while they equally invest heavily in assets achieve substantial gains and establish sustainable liquidity levels. This reiterates a strong synergy for bank performance through fund sourcing and application thus revealing the importance of financing and cash optimisation.

Kiptoo, Kariuki and Kimani (2017) examined the working capital management practices and financial performance of a Tea processing firm using Correlation on SPSS for analysis. The study found that the firm had established an inventory and payment management policy to guide the firm. The result of the analysis which used Pearson Correlation and ANOVA revealed a negative and significant relationship with the financial performance of the tea firm. Suggestions therefrom are that working capital cycle should be effectively managed in order to improve on profitability.
Gap

Jajale (2017), conducted a study titled 'effect of cash management on the financial performance of commercial banks' in Mogadishu, through a descriptive study investigated variables such as capital adequacy, receivables and cash management in 48 banks and used frequency and percentages for analysing the data. Gubar, Zubareva and Merzljakova (2011), in an empirical study titled 'Cash flow optimisation In ATM Network Model' and with the use of primary data, posited that if the amount of cash upload in the ATM is small, there will be an increase in servicing expenses (route costs) while a larger amount upload will lead to capital tie-up in the ATM. The study thus, suggested a need for optimising cash value for ATM upload in order to overcome the extremes of under or overloading. The two studies focused on the effect of cash management on financial performance and suggested bank management should ensure availability of standardised and written manuals to guide trade credit decisions. This study focused on quoted banks performance indices in Nigeria, using variables such as ROE, ROA, Capital adequacy, DPS and EPS. Data analysis applies panel regression on secondary data to determine the effect of cash optimisation on the performance of banks.

3. Methodology

3.1 Research Design

The study is ex post-facto research design, uses qualitative data obtained through the content analysis method of data gathering.

3.2. Sources of Data

Documentary sources which included Central Bank Annual report, journals, published financial statements of quoted banks, books and statistical reports are potent sources of data for the study.

3.3. Population and Sample

Population is 24 post consolidation banks having minimum capital base of N25 billion which are listed on the Nigerian Stock Exchange (NSE) as at May 2018. Sample of the study is limited to 8 quoted deposit money bank's using published financial statements between 2010 and 2018 which disclose required information for the study.

3.4. Validation of instrument

This lies on the strength of the audited and published financial statement according to stipulated IFRS guidelines, these statements have passed through statutory audit process.

4. Data Analysis and Discussion of Results

Data analysis shall be carried out using simple Panel regression on STATA software. Descriptive analysis will cover Mean and Standard Deviation. Hausman, Breusch and Pagan Lagrangian multiplier test for random effects are applied in the study.

Table 1: Panel Regression Results for Main Model

	ABP (Pool)	ABP (Fixed)	ABP (Random)
C	-208.33 (0.24)	-389.48 (0.01)*	0.305 (0.00)*
LIQ	0.633 (0.00)*	0.124 (0.54)	0.633 (0.00)*
LDR	0.462 (0.21)	0.07 (0.81)	0.462 (0.21)
LIA	57.98 (0.07)*	47.05 (0.07)*	57.98 (0.07)*
CL	-38.55 (0.10)*	-3.87 (0.83)	-38.55 (0.10)*
F-statistics	5.67(0.00)*	2.21 (0.08)*	22.68 (0.0)*
Adjusted R- Squared	0.298	0.061	0.362
Hausman Test	1.00		

Author (2020). Note: (1) bracket [ ] are p-values (2) * , implies statistical significance at 10 percent.

From Table 4.1, the Hausman test was first used to determine whether fixed or random effect is suitable for the model. The probability of this test showed 1.00 which is higher than the acceptable 5 per cent, thus, the null hypothesis to estimate random effect was accepted.

$ABP_{it} = \alpha_0 + \alpha_1 LIQ_{it} + \alpha_2 LDR_{it} + \alpha_3 LIA_{it} + \alpha_4 CL_{it} + \mu_1$

ABP = Aggregate Bank Performance which include ROE, ROA, Capital Adequacy, Dividend and EPS.

From Table 4.1, the size of the coefficient of the independent variable (α) shows that a 1 per cent increase in bank's liquidity will lead to a 0.63 per cent significant increase in their (sampled banks) performance, also a 1 per cent increase in loan to deposit ratio of sampled banks will lead to a 0.46 per cent increase in performance. Furthermore, a 1 per cent increase in the bank's liability will result to 57.9 per cent significant increase to the performance of sampled banks; finally a 1 per cent increase in the loans by customers of the sampled banks will lead to 38.5per cent significant decrease in the performance of the banks. Only LDR does not singularly have a significant effect on the dependent variable (ABP). Also, the overall R-square of the model showed that 36.2 per cent variations in bank performance can be attributed to the cash-flow optimisation variables used in this study, while the remaining 63.8 per cent variations are caused by other factors not included in this model. This shows a moderate explanatory power of the model. However, the F-stat showed a probability value of 0.00 which indicates that the explanatory variables are statistically significant because the p-value is less than 5 per cent, the level of significance adopted for this study. Therefore, the model is statistically significant.

Thus, the study concludes that cash-flow optimisation has significant effect on the performance of sampled deposit money banks in Nigeria. Hence the null hypothesis is rejected.

The outcome of the analysis affirms that cash flow optimisation has significant effect on the performance of sampled banks. This agrees with the position of Lukorito et al (2014) in his study of Kenyan banks which examined the effect of liquidity on profitability of commercial banks. The study noted that a significant growth in profitability and improved financial performance. Waeibbrorheem and Suriani (2016), equally observed that high liquidity percentage has a relationship with the funds flow of the banks. These findings are in harmony with the position of Deloitte (2018) who emphasised prudent investment decisions that focuses on cost reduction and cash planning which will improve financial stability and hence overall bank performance.

Appraising the Theories of demand for Money, Baumoi in Portfolio theory suggested that bank managers pursue intensified efforts towards cash maximisation to provide for meeting customers' demands. Equally, the Capital Adequacy Theory based on risk assessment to which banks are exposed, suggested the importance of having a sound financial position to protect the interest of customers in terms of their deposits. Hence, maintaining a good liquidity position is apt to enabling prompt payment of dividends, enhanced investment options that would influence earnings growth and loan deposit ratio and high customer patronage and customer retention as well as profitability and stakeholders' wealth. Hence the model of the study which states that Bank performance is influenced by cash flow optimisation –
$BP = a + \beta_1 ROE + \beta_2 ROA + \beta_3 DPS + \beta_4 CAQ + \beta_5 EPS + e$
This implies an inevitable role expected of banks in ensuring that processes eased through ATM use, obtaining cash as at when needed without unnecessary delays.

5. Conclusion and Recommendations

This study focuses on appraising the performance of deposit money banks from the perspective of settling and effecting a dividend decision, retaining cash for business expansion as well as being able to grant loans on customer application as may be required. Cash optimisation in this contest goes beyond the level of cash management; to ensure optimum result especially with the current challenges of cash outage at ATMs and other service delays that customers encounter should be preempted. Likewise, customers' investment needs anchor on the grace of obtaining needed loans and other advisory services. Customer retention lies on the quality of service and benefits derived from the banks, therefore deposit money banks need to proactively workout strategies that will enhance cash operations optimally.

Managers' understanding of and approach to risk factors in terms of their stewardship reveals the strength of the bank in relation to liquidity, customer size, and meeting the expectations of shareholders and other stakeholders. Aggregate Bank Performance which includes ROE, ROA, Capital Adequacy, Dividend and EPS are elements of measuring the performance of the bank and these vividly communicate a lot of information about the bank's capability thus pointing to the need for setting strategies that enhance optimisation of available funds as well as generating more resources to consolidate needs.

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Challenges of Commercializing Education in Nigeria in a Dwindling Economy: Implication on Educational Managers

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Abstract. This paper is a theoretical paper which examined the challenges of commercialising education in a dwindling economy in Nigeria. It described commercialisation as synonymous but with little difference to privatisation. While privatisation is the process of transferring ownership and control of a government owned business to private individuals for profit maximisation, commercialisation means that the government while retaining ownership, will hand off the funding and management of those enterprises leaving them to tend for themselves with whatever expertise they may have. The paper highlighted the goals, types, rationale, positive and negative impacts of commercialisation. It also looked at the concept of dwindling economy and its characteristics. From the negative impacts of commercialisation of education, its challenges in the face of dwindling economy become obvious. Among others, is the hike and high rate of school fees to the level that if quality education is to be achieved through private institutions it therefore means that it is only for those who can afford leaving the less privileged in the hands of the mercy of God. The paper therefore recommended among others, that if every citizen is to enjoy quality education then the government should continue to take full risk and responsibility of giving quality education to her citizens for the betterment of our society and development.

Keywords: Commercialization, commercialization of education, dwindling economy, management.

1. Introduction

Education is the knowledge that is imparted in schools and colleges that makes us to be independent and stand on one own feet. Education is a basic need. Every child has a fundamental right to acquire education. It is often the duty of the country and its government to give back to the country and take care of its people in the context of giving education that is free to the people, which in turn, help the country grow and prosper.

Management of education however is no longer what is used to be. Most countries such as UK and US have commercialised education and more countries are following the trend. In Nigeria the history of commercialization of education began with the private schools that were operated by the missionaries before they were taken over by the government. The Nigerian government later performed badly or disappointingly in maintaining and managing these schools. Educational sector really suffered a lot of setback including inadequate funding by state and federal governments, poor educational planning of preschool, primary, secondary, vocational and universities, non-functional facilities, disruption of academic calendars by academic staff etc. To arrest the failures of educational system many private universities were been licensed in the country while various primary and secondary schools are also proliferated thus given rise to commercialisation and privatisation of education. It is believed that the rationale of commercialisation of education among others are to achieve quality of education through quality learning environment and infrastructure, manage economic recession, to reduce financial drain on the state in the form mobilisation of private resources to finance investments that can no longer be funded from public finances and the development of professional efficiency of teachers to be more effective to produce better results than public schools.

Unfortunately, in attempt to have quality education, through commercialising education in the hands of private individuals, it is no longer the case as usual especially about the knowledge the students gain, but about how much money can be extracted to get what one wants. Commercialised education is characterised with high cost of fees and seems to be made the exclusive preserve of the rich and for the highest bidder especially when it comes to private own institutions which are there to supplement the government efforts. In the face of dwindling economy characterised with unemployment, loss of jobs, high cost of living, loss of business, fall in investment and production of capital goods, reduction in income and aggregate demand, fall in business and profit (Amarachukwu, Friday & Timothy) etc, caused by oil fall and now pandemic virus, what is the fate of less privileged Nigerians of having the chance of getting the basic education they need.

Rather than helping to manage economic recession and to help in achieving quality education in Nigeria, commercialisation of education becomes the other way round. Though commercialization of education might have its advantages, the author is of the feelings that in the face of a dwindling economy, it is posing many challenges especially when coming from the angle of the cost involved. The aim of the paper therefore is to highlight the challenges of commercialization of education in the face of a dwindling economy in Nigeria. However in attempt to do that, concepts such commercialization, commercialisation of education, origin of commercialization of education, impacts of a commercialised education, dwindling economy and its characteristics will be reviewed.

2. The Concept of Commercialization

Commercialization is the process of managing or running something principally for financial gain. It is the process of introducing new product or service to the general market. It can also be seen as the process of introducing a new production method into commerce making it available on the market (Wikipedia)
Zayyad (2004) defined commercialisation as the reorganisation of enterprises wholly and partially owned by government in which such commercialised enterprises shall operate as profit making commercial venture without subvention from government.

Commercialization is also somehow synonymous but with little difference to privatisation. According to Ayodele (2004) in Chukwuma, Odiwo, Kifordu, (2016) privatisation is the process of transferring ownership and control of a government owned business to private individuals. It is a transfer of ownership right from a public agency to the private sector. It is the sale of government owned assets and the opening of certain markets to the private sector. Privatisation has also been defined by privatisation and Commercialisation Act of 1988 and the Bureau of Public Enterprises Act of 1993 as the relinquishment of part or all of the equity and other interests held by the Federal Government or any of its agencies in enterprise whether wholly or partly owned by the Federal government.

Privatisation is the transfer of ownership of enterprise to the general public through sales of their shares on the stock market or private placement. Privatisation can be said to ensure the elimination of inefficiency and the injection of efficiency in the management of the enterprise. When this is done it will have a new lease of life, price, of products, services will tend to be competitive.

On the other hand Commercialization according Chukwuma, Odiwo, Kifordu, (2016) is the practice of making a profit from services or activities formerly offer free or at low price to the public. To Chris (N.D) it simply means that the government while retaining ownership will hand off the funding and management of those enterprises leaving them to tend for themselves with whatever expertise they may have. Whether commercialization or privatisation the focus is profit maximisation. How can government own an enterprise and will not fund and manage it. Handing over the funding and management leads to privatisation. Therefore, in this paper commercialisation and privatisation are used as one, as our discussion is focused on commercialisation of education in the hands of private individuals.

2.1 Rationale of Commercialisation

According to (2016), the following are some of the rationale of commercialization in government enterprises or agencies:

- To overcome inefficiency enterprise
- To manage economic recession
- Bringing about a reduction in government expenditure and imports
- Reduce financial drain on the state in the form mobilisation of private resources to finance investments that can no longer be funded from public finances.
- Generation of new sources of tax and revenue etc.

2.2 Goals of Commercialisation

Zayyad (2004) identified the following as the main goals of commercialisation:

- To create a more result oriented and accountable management based on performance contracts.
- To strengthen the financial control at the enterprise level.
- To upgrade the management information system of the affected enterprise
- To ensure financial solvency of the enterprise through effective cost recovery and control and prudent financial management.
- To provide enhanced operational autonomy at the enterprise level
- To remove bureaucratic bottleneck and political interference through clear role definitions between the supervising ministry, the board of directors and the management of public enterprises (pp 4-5).

3 Origin of Commercialization in Nigeria

In Nigeria, as already said, the history of commercialization of education began with the private schools that were operated by the missionaries before they were taken over by the government. The recent trend of the emergence of private institutions in Nigeria emerged largely as a result of the incapacity of the government to satisfy the increasing educational demands. They have evolved during two historical periods. The first during the period of Nigeria’s second republic experiment (1979-1983) private universities emerged without any defined educational planning for their development and were later abolished by a military regime in 1984. Both prior to and during this period official thinking followed mainly two presidential commissions on higher education in Nigeria, the Ashby Commission (1962) and the Cookey Commission (1981) that were very conservative about proliferation of universities (public and private).

In 1986 the idea of privatisation and commercialization was made a conscious policy when President Ibrahim Babaginda budget speech clearly stated that the Federal and state government would embark on transfer of government interests in agricultural industrial and commercial enterprises.

The second period in the evolution of private universities occurred as a planned development project under the Obasanjo led government of 1999-2007 which issued licences to private individuals and organisations to establish private polytechnics, monotechnics and universities.

4. What is Commercialization of Education?

Commercialisation of education is a trend of decreasing emphasis on the humanities and increasing attention to the demand of the students. It is a tendency which gives emphases on to make education profitable as well as business oriented.

Ogbogu and Caulfield (2015) defined commercialisation of education as the restructuring of an institution owned by government wholly or partially, giving them the right to accumulate profit. This means that profit maximisation and sustaining such institution are the driving forces to commercialisation of education as a way of preventing total collapse facing managerial and funding problems.

According to Borgoham (2016) the focus of commercialised education is that students are paying more for education than the government invests. According to Roman (2016) commercialisation of education as carried by Corporations, is the practice of altering or disrupting the teaching and learning process in schools from kindergarten through college, by introducing and advertising other commercial activities in order to increase profit. Nor (2015) says commercialization of education is same as privatisation. After education becomes commercialised the proprietors of institutions consider profit as the main criteria. In fact commercialisation of education may be seen as a process of private ownership and management of educational institutions whereby investments are made with the motive of earning profits. It is a situation where education is seen as a commodity that can be purchased like any other. Commercialisation of education is an international phenomenon which means, the movement of education from being the responsibility of government to that of commercial individuals and organisations (Twebaze, 2015).

From the definitions above it can be deduced that commercialization of education means making education a business with profit motive. Rather than seeing education as service to be rendered by the government, education is now a business operation where the services are sold to the recipients who should be ready to pay for its price.

4.1 Impacts of a Commercialised Education

Commercialisation of education has both positive and negative impacts. The following are some of the positive impacts:

- Increase of private institutions which substitute government owned institutions.
- Provision of employment opportunity to the citizens
- It helps in personal development of individuals.
- It helps in economic development of the country.
- Leads to quality of education in terms of quality learning environment and infrastructure in some of the institutions.
- Reduction of the cost of education on public funds through student fees (Odebiya and Aina, 1999).
- Fulfilment of expectations of parents. Every parent tries their best to provide quality education to their wards and to fulfil their dreams
- Development of professional efficiency of teachers.
- Privately managed and regulated schools are generally supposed to be more effective efficient and produce better results than public schools.
- Parents who can afford can desire to choose the school to which they send their children.
- Enhances economic development as it is a source of income to owners of private institutions
- Increased vacancies for more teaching and non-teaching staff thereby helping to solve a small percent of the problem of unemployment in our nation as well as prospective students seeking admission.
- Safe guarding the unnecessary prolonging of school programs due to strike actions by both academic and non-academic staff.

Negative impacts include:

- It is education for sales to the highest bidders (Sam 2018).
- Extremely for those for those who can afford (Zainab, 2016)

- Only the highest bidders can purchase
- Unethical practices of obtaining degrees with money
- Exploitation of the people and the society to suffer
- Less salary to teachers and other workers.
- Poor conditions of service of teachers
- Proliferation of privately owned mushroom schools
- High cost and hiking of school fees
- Students paying more than the government
- Unable to maintain the principle of equality in education
- More profit oriented than knowledge to be acquired.
- Materialistic outlook- paying money to take education
- More emphasis on marks
- Main focus is profit maximization
- Made the exclusive preserve of the rich (Kumar, 2017
- An act of blunder to facilitate few rich people in the business

5. The Concept of dwindling Economy

According to the Collins English Dictionary (2014), dwindling means growing less in size, intensity or number until there is nothing or almost nothing left. It means diminishing or shrinking gradually (Wikipedia). Economy is the state of a country or region in terms of production and consumption of goods and services and the supply of money. An economy is an area of the production, distribution or trade and consumption of goods and services by different agents. According to Shawn Grimsley an economy is a system of organisation and institutions that either facilitate or play a role in the production and distribution of goods and services in a society. Economies determine how resources are distributed among members of a society; they determine the value of goods or services and they ever determine what sorts of things can be traded.

According to Yaura and Muhammed (2020) dwindling economy put together is known as depression economy or economy depression interchangeably and or recess economy. It is an occurrence wherein an economy is in a state of financial turmoil, often the result of a period of negative activity based on the country Gross domestic product (GDP) rate. An example of the factor that led to this dwindling economy is the fall of oil and the recent pandemic virus (COVID-19) which has been ravaging the human race and leading to the decline in GDP. This forces degradation in the performance of economic sectors, retrenchment of staff and wrapping up of industries etc. It is a difficult time for the economy of a country where there is less trade and industrial activity than usual and more people are unemployed. Dwindling economy is the backward movement of the economy from previous position. It is characterised by layoffs or employment falls, loss of business, fall in investment and production of capital goods, reduction in come and aggregate demand, fall in business and profit (Amarachukwu, Friday and Timothy). Others according to Uzie (2016) are decrease in sales and services due to decreased finances available to individuals and families, reduction in workforce and loss of jobs, high cost of living etc.

6. Challenges of Commercialisation of education in a dwindling economy in Nigeria

In as much as commercialisation of education is good in itself and by going through the negative impacts as already been listed, it has posed a lot of challenges to Nigerians especially the less privileged in a period of dwindling economy characterised with unemployment, loss of jobs, etc. in Nigeria.

6.1 Inability of less privileged to be able to send their wards to quality and standard schools

If getting good and quality education is all about private institutions, it means most children will not be able to afford such quality education due to high cost of school fees. For some years now as rightly remarked by (Ezebuiro, 2020) private educators are really doing a lot to provide standard and quality education for Nigerians but the challenge is the better the school the more expensive it will be. Looking at the poor and below standard condition of our public schools, these private schools are gaining more patronage than one may ever imagine not minding the dwindling economy of the nation.

These private educators hike up the school fees to the extent that those who will want their children to receive quality education, and withdraw their children from public schools and enrol them in private schools struggle to provide a few thousand to settle their children fees. Some of these school fees are so high that one imagines how less privileged Nigerians can afford to give their children the required education. Let us take a look at some of these Nigeria private schools and their fees as put down by Ezebuiro (2020):

- Regent School Maitama Abuja=N1.35 millilion per year
- Bloombreed High School Port Harcourt=N1.5 million
- Lead british International School, Abuja= N1.5million
- Norwegian International School Port Harcourt= N1.8million
- Greenoak International School Port Harcourt= N1.9 million
- International Commuinity School, Abuja= N1.9 million
- White plain british school Abuja= N1.6million
- Charles Dale Memorial International School, Port Harcourt=N2 million
- Dowen College, kekki, Lagos= N2 million
- Chrisland College, Ikeja =N2 million
- Atlantic hall, Epe, Lagos = N2.27million
- Corona Secondary school, Agbara Ogun State = N2.55 million
- Hillcrest School, Jos = N2.65 million
- Day Waterman College, Abeokuta = N3.7 million
- Grange high School, Lagos= N4.5million etc.

From the cost above it therefore implies that education is made for sales to the highest bidders (Sam, 2018). Also with hiking of school fees and students paying more, the commercialised education becomes exclusive preserve of the rich (Kumar, 2017) etc. In the face of dwindling economy, it is not possible for the less privileged to be able to send their wards to such a school.

6.2 Undue increase competition by parents leading to forced expenditure

A trend in the private school system is the notion of school visitation by parents as a way of giving their children the opportunity to check on the progress of the children. According to chukwuma and Ezepure (2018), that activity has turned showing their family’s financial might by way of expensive goodies given to these children. As such children from low income families are stigmatised or their parents being forced to spend beyond their income in order to match the competition. This has continued to increase the cost-burden on the parents and robs them funds that would have been used for investment or to create more wealth for the family and nation at large.

6.3 Producing graduates with super grades that can hardly perform

In a bid to create an impression that a particular school is good some as rightly posits by Chukwuma and Ezepure (2018) some resort to giving students good grades even when they do not deserve. Students are passed with high class but in the world of work where they will make their contributions; their performances are found wanting leading to graduates remaining unemployed or unemployable.

6.4 Poor payment of salaries to workers

Apart from the above, teachers in some of these private institutions work more than what they are paid. In private secondary schools specially, most teachers are paid monthly peanut as salaries while the general condition of service is very poor. In most times as remarked by Azunda (2017) teachers’ salaries are not paid when due while in many months they are not paid at all. What level of contribution to the society will these teachers have and how can their children also get basic education? Since they do not earn well it means they have to take huge amount of loans with high interest to get their children educated.

6.5 Poor condition of service for servicing teachers

Apart from the less salary of teachers, poor condition of servicing teachers is also a problem. Employed teachers of these private institutions are not stable and they lack job security. The recent pandemic virus in the nation for instance pushed aside many of these teachers without pay while some totally lost their jobs without sympathy from their employers. This could be as a result of no outstanding policy protecting their job. In a dwindling economy characterised with high cost of living, how could such persons survive it.

6.6 Proliferation of Mushroom schools that lack quality

The challenge of proliferation of mushroom schools that lack quality, due to profit maximization attached to private institutions, cannot be overemphasised. In such schools the quality of education suffers tremendously. Some of these mushroom private schools cannot be differentiated from the public schools. The students who pass out from those institutions are inept that cause severe damage to the society. While parents are busy paying huge sums of money students are not given the desired quality education and the end point is that they cannot perform well in the labour market and their productivity will be low. In this case the economy will continue to be affected adversely.

7. Implications to educational managers

Management is the process of getting things done through the use of human and material resources. Olga (2011) defined management as a process of coordinated activities involving planning, organising, directing the activities of an organisation to determine and accomplish stated objectives with the use of human beings and material resources. Educational management can be viewed as a political arena where people bargain, lobby and for power and even struggle for power and influence over education policies especially during its formulation. Educational management can also be perceived as a democratic process where educational professionals in diverse disciplines converge and participate equally or at least on a representative level in the formulation and planning of education programs (Obasi, 2005).

In this paper educational managers are policy makers who are at the head of educational affairs who are expected to set goals, make and influence decisions, share power, allocate and expend resources as well collectively achieve goals. In this perspective educational managers are the ministers, Commissioners, directors of education with their relevant experts in the fields of education. They formulate policies on education based on national and state objectives. They are those who are the top of educational management overseeing the overall management of both private and public schools

The challenges of commercialising education in Nigeria have implications on education managers. It implies that they should do the following:

- Have regular monitoring of these commercialised institutions to assess their quality and standard so as to produce quality students
- Ensure that the management of commercialised institutions are well regulated in terms of given adequate policies that will guide a moderate and affordable school fees to be paid in these private institutions.
- Ensure education quality assurance to help check and reduce abuse of proliferation of private mushroom institutions.
- To ensure good operational environment for effective operation of educational institutions.

8. Conclusion

Nigeria like other countries of the world has adopted the policy of commercialisation of it governmental programmes including education.

It is a way to bring sanity especially quality of education into the system. This paper has been able to look at the impacts of commercialised education, and challenges of commercialisation of education in the face of dwindling economy in Nigeria. From the reviews it is observed that commercialisation has both positive and negative impacts. The negative impacts on its part pose some challenges to Nigerians especially the less privileged in the face of a dwindling economy. The implication of this on education managers is that they should ensure that the management of commercialised institutions are well regulated.

9. Recommendations

Based on the conclusion the following recommendations are made on the way forward:

- Government through should continue to take full risk and responsibility of educating all her citizen for the betterment of society and development.
- The government should take the responsibility of giving her citizens quality and standard education so that everyone irrespective of class should have access.
- The government through education managers should enact employment policy that will guarantee workers job security in terms of stability and safety in private institutions
- In as much as profit motive is a strong character of commercialised education the government should enact economic policy that will guide a moderate and affordable school fees to be paid in these private institutions.
- The government should give adequate maintenance of public schools in terms of quality infrastructure, quality teachers to lift up the poor state of most public schools.
- The government should adhere to 26th percent of annual budget recommended by UNESCO in funding education. When this is done greater number of the citizens will benefit while few private institutions will still serve to compliment the efforts of the government.
- Government should ban all mushroom private institutions that lack quality to produce quality students as well as adequate welfare to staff.

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Strike Action and Workforce Productivity in Manufacturing Companies in Rivers State

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Abstract. This study investigates the relationship between strike action and workforce productivity in manufacturing companies in Rivers State. The study adopted a cross-sectional survey design. The population of the study comprised of 264 managers of twenty-two (22) companies in Rivers State, Nigeria. Census was adopted in which all the elements of the population were studied. Three hypotheses were formulated to guide the study. Data were elicited through structured questionnaire along Likert 5-point scale, while the Cronbach Alpha coefficient of 0.90 bench-mark was observed to confirm the reliability of the instrument used. Out of the 264 questionnaire administered to respondents, 252 copies were duly retrieved. Data retrieved, were analyzed using descriptive statistics of mean, standard deviation while the formulated hypotheses for the study were tested with Pearson's Product Moment Correlation at 0.05 level of significance respectively with the aid of Statistical Package for Social Sciences (SPSS). Results from the analysis revealed that: there is a significant relationship between strike action and workforce creativity. Also, there is a significant relationship between strike action and output quality. Lastly, there is a significant relationship between strike action and quality service delivery of manufacturing companies in Rivers State. The study further recommends that government should enforce and ensure that Nigerian labour laws are complied with, by all company's management/executives. Also, management should prioritize the setting up of good negotiation panel/communication network concerning terms and conditions of employment to avoid strikes.

Keywords: Strike action, Workforce Productivity, Creativity, Output, Quality service delivery.

1. Introduction

There are number of factors that contribute to the success of any organization, these factors include: capital, equipment, manpower, environment and parties in business. All these factors are important but the most significant factor is the human factor since it is the people that will put the other resources to work. It should be viewed as such by management in giving due attention to human relations in order to achieve the organizational goals and objectives. The main objective of setting up a company is to make profit and to achieve its organizational goals therefore, adequate industrial relations' programmes that support industrial harmony should be put in place to enhance productivity.

The title of this study strike action and workforce productivity in manufacturing companies in Nigeria appropriately confirms the age-long fight between trade unions over wage against management in Nigerian workplaces and this battle has long been drawn, with no end in sight. The casualties are uncountable on both sides despite the great effort that have been made to end this protracted chess game and battle of wits (Nduka in Jaja, 2015).

Nigeria as a nation with rich and well diversified natural resources has the potential of attracting a lot of investment into its manufacturing sector due to the important role the natural resources play as raw material for production which is the core occupation of manufacturing companies. Despite the foregoing, Nigeria like every other nation globally is not invulnerable from uncertainty and unpredictability that emanate from continuous interactions evolving from the economic, political, socio-cultural and technological environmental factors that affect the ease of doing business particularly in the manufacturing industries.
Furthermore, disagreement in most cases grows like a burning flame of fire and degenerate to industrial actions such as: Strike; (strike frequency, duration and verities), lockouts; (machine shutdown, primitive lockout and personnel lockout), layoff, protests, picketing, plant closure or removal and so on, which sometimes have very indubitable demonic influence on the efficiency and effectiveness of the employees particularly on their creative ability to deliver quality product and services. However, in spite of these actions, the managers seem to be one step ahead of subordinates, as most times the subordinates take a surrendering but necessary step to return and maintain a balance of corporate co-existence. But the more the Nigerian managers continue to pay lip service to corporate co-existence, the more these managers will run ring around the neck of their subordinates (Jaja, 2015) resulting to employees' low morale and productivity.

The common denominator was however traced to ignorance and elements in the crumbling pillar equation according to (Jaja 2015) in his inaugural lecture titled; Breaking the Management Coconut: Do you see Crumbling Pillars or an Ark? To the present study, the ignorance and elements in the crumbling pillars refer to the inability of the employers and employees to channel the energy they spent on strike actions, layoffs and unionization in their organization to a positive work practices that may lead to competitiveness, creativity, quality products, increased output and quality service delivery to mention but a few. In line with what Atuma, (2012) has said, Geisler, (2010) posited that managerial conscience like wisdom, deals with the understanding of what is morally right and wrong while relating with subordinates in the workplaces, whereas Jaja and Okwandu in Jaja (2015) assert that this is based on human judgment and duty will.

1.1 Statement of the Problem

There has been knowledge and communication explosion in the past decades which has resulted in nations of the world being a global village. However, instead of each organization or nation enriching the other with their civilization to achieve effective cooperation and mutual welfare, there is mistrust, dislike, and bitter antagonism, Chnder, (1993) cited in Osisioma (2005) among members of the organization. The problem with the organization is that the mistrust, dislike, and antagonism have given rise to conflicts. Nations, communities, organizations and even family units are not spared from the overhanging Sword of Domiciles.

Studies have been conducted on Organizations respectively but none has related industrial action (strike action), to workforce productivity (creativity, output and quality service delivery) in manufacturing companies in Rivers State thus leaving a gap. Against this background the study examines the extent of relationship between Strike action and workforce productivity of manufacturing companies in Rivers State rather than the processes through which disagreement and disputes are generated. This is because managers and investors of manufacturing companies wouldn't want to witness their investment and vision go down-the-drain, strategies must be put in place to set these anomalies straight in both the managerial and employee status which of course channels and encourages a deeper insight concerning this study.

1.2 Objectives of the Study

- To determine the degree of relationship between strike actions and creativity of employees of manufacturing companies in Rivers State.

- To examine the degree of relationship between strike actions and output of employees of manufacturing companies in Rivers State.
- To investigate the degree of relationship between strike actions and quality service delivery of employees of manufacturing companies in Rivers State.

1.3 Hypotheses

Ho_1: There is no significant relationship between strike actions and creativity of employees of manufacturing companies in Rivers State.
Ho_2: There is no significant relationship between strike actions and output of employees of manufacturing companies in Rivers State.
Ho_3: There is no significant relationship between strike actions and quality service delivery of employees of manufacturing companies in Rivers State.

2. **Literature Review**

2.1 Theoretical Foundation

The importance of industrial relations with regards to the organization's economic actions and growth can never be over emphasized as one cannot do without the other if the organization must attain its ultimate goal, thus pluralist theory of industrial relations was aptly enshrined to place a deeper insight on the variables under study.

2.1.1 Pluralist Theory of Industrial Relations

The pluralist theory to industrial relations emanated from the positions of Sidney and Beatrice Webb in England, John R. Commons who is unarguably presumed to be the father of U.S. industrial relations, and members of the Wisconsin school of institutional labor economists in the early twentieth century. The views of pluralist theory were stipulated in the New Deal U.S. labor policies of the 1930s Great Depression Epoch and cemented in practice by a generation of postwar scholar-arbitrators, as mostly used by neo-classical scholars in the field of industrial relations.

The pluralist theory of industrial relations state that:

- Disputes or conflicts are inevitable and they occur as a result of different opinions, values, and beliefs within the workplace.
- Industrial disputes or conflicts can be avoided or minimized by involving the trade union representatives in decision-making processes.
- Industrial disputes can be better managed through a system of negotiated trade-offs and settlements.

Collective bargaining deals with problems on a collective basis, as they are most efficient means for institutionalizing employment rules. Thus, management should ensure fairer outcomes by balancing employee and management power.

2.1.2 Implication of the Theory to the Study

This approach is more applicable in modern organizations such as manufacturing companies in Nigeria as it recognizes the importance of trade unions as legitimate representatives which enable employees to influence management decisions (Seniwoliba, 2013). This can be effectively done when there is dispute (strikes) in the system. The legitimate representatives enable the restoration of peace and harmony in the workplace which are drivers to workforce productivity (creativity, output and effective service delivery).
It is evident that there are divergent interests between capital and labour - employers seek to maximize or create wealth whilst employees seek to protect their well-being among manufacturing companies in Nigeria. The pluralist approach is a reflection of what is happening in various sectors of the economy such as education, manufacturing, agricultural and construction industry. Organizations are made up of individuals who organize themselves into groups, each with its own interests, objectives and leadership. In practice, the pluralist theory encourages the formation of trade unions for the protection and promotion of

employees' socio-economic interests. These mechanisms curtail industrial disputes (strikes) while enhancing workforce productivity (creativity, output and effective service delivery) through the injection of industrial peace and harmony in the workplace setting.

3. Strike Actions

Strike actions refers to work stoppage, caused by the mass refusal of employees to work. A strike usually takes place in response to employees' grievances. In the view of Salami (2009), strike is said to be a termination of employment, a negative response to job or a negative response to carry on labor with some workers performing in mixture or in recital or in accord by a general awareness for the reason of forcing their boss to concur to conditions of engagement or to support counterparts to perform identically.
Mamoria, Mamoria and Gankar (2011) in the words of C.W. Doten, argue that strikes are merely symptoms of more fundamental maladjustments, injustice and economic disturbances. Patterson sees strike as a temporary cessation of work by a group of employees in order to express their grievances or to enforce a demand concerning changes in the work conditions. Section 2(q) of the Industrial Dispute Act 1947, defines strike as a cessation of work by a body of persons employed in any industry acting in a combination, or concerted refusal under a common understanding of a number of persons who are or have been so employed to continue to work or to accept employment. In view of this definition, strike postulates three main elements, namely, plurality of workmen, cessation of work or refusal to do work and combined or concerted actions. Note "Cessation of work" implies that mere absence from work is not enough but that cessation of work or refusal to do work should be the result of concerted action on the part of workmen for the purpose of enforcing a demand. Such a stoppage, even for a short period, say, for two to four hours, will fall under the definition of strike (Mamoria, 2011).

Strike actions could be caused due to dispute relating to minimum wages; salary and incentive issues; increment is not up to the performance; dissatisfaction with the policies of the company; hours of work and interval timings; holidays and leaves with pay; bonus, provident fund, and gratuity; withdrawal of any facility or allowance; and wrongful dismissal of workmen. In Nigeria, the most obvious reason of strike is the non-payment of wages or salaries to the workers of the factory by the employers. Industrial Disputes Act 1947, defines Strike " as a cessation of work by a body of persons employed in any industry acting in combination or a concerted refusal under a common understanding of any number of persons who are or have been so employed, to continue to work or to accept employment". Mere stoppage of work does not come within the meaning of strike unless it can be shown that such stoppage of work was a concerted action for the enforcement of an industrial demand. The sympathetic strike is perceived when workers of one unit or industry go on strike in sympathy with workers of another unit or industry who are already on strike, it is called a sympathetic strike. The members of other unions involve themselves in a strike to support or express their sympathy with the members of unions who are on strike in other undertakings. The workers of sugar industry may go on strike in sympathy with their fellow workers of the textile industry who may already be on strike. General strike means a strike by members of all or most of the unions in a region or an industry. It may be a strike of all the workers in a particular region of industry to force demands common to all the workers. These strikes are usually intended to create political pressure on the ruling government, rather than on any one employer.

3.1 Strike Varieties

Generally, a strike can be looked at in various ways as a course of action determining the psychology of men at work or as an action for some economic cause or to serve some political end. For whatever purpose or in whatever form they are launched, strikes may be broadly classical into primary and secondary strikes. Primary strikes include but not limited to; stay away strike, Sit-down and Stay-in strike, tools-down/Pen-down strike, Token or Protest strike, Lightning or Cat-call strike, Go-Slow, Picketing and boycott, Gherao, and Hunger strike. While the primary strikes are based on the direct demand of those in strike, the secondary strike is compensatory and is a type of strike in which the striking employees have no demands or grievances of their own against their employer but they go on strike for the purpose of directly aiding or supporting others in their cause. In other words, employees have no direct interest in the advancement of the cause of the strike. Such a strike is an unjustifiable invasion of the right of employers and is generally unlawful (Mamoria, 2011). In whatever ways we look at strike, its effect is endemic and odious to the development and productivity of an employee and the organisation.

4. Concept of Workforce Productivity

A workplace is a location where someone works for his or her employer, a place of employment. Such a place can range from a home office to a large office building or factory. For industrialized societies, the workplace is one of the most important social spaces other than the home, constituting a central concept for several entities: the worker and his/her family, the employing organization, the customers of the organization, and the society as a whole. The development of new communication technologies have led to the development of the virtual workplace, a workplace that is not located in any one physical space. Productivity is commonly defined as a ratio between the output volume and the volume of inputs. In other words, it measures how efficiently production inputs, such as labour and capital, are being used in an economy to produce a given level of output. Productivity is considered a key source of economic growth and competitiveness and, as such, is basic statistical information for many international comparisons and country performance assessments. For example, productivity data are used to investigate the impact of product and labour market regulations on economic performance. Productivity growth constitutes an important element for modelling the productive capacity of economies. There are different measures of productivity and the choice between them depends either on the purpose of the productivity measurement and/or data availability. One of the most widely used measures of productivity is Gross Domestic Product (GDP) per hour worked. This measure captures the use of labour inputs better than just output per employee. Generally, the default source for total hours worked is the OECD Annual National Accounts database, though for a number of countries other sources have to be used. Despite the progress and efforts in this area, the measurement of hours worked still suffers from a number of statistical problems. Namely, different concepts and basic statistical sources are used across countries, which can hinder international comparability. In principle, the measurement of labour inputs should also take into account differences in workers' educational attainment, skills and experience. Accordingly, the OECD has started to develop adjusted labour input measures.

Historically, the 1980s witnessed the spread of quality and productive techniques, popularized by Japanese firms while the 1990s saw a virtual explosion in terms of techniques and methods for productivity improvement in a large measure, these were motivated by the Japanese competitive superiority in manufacturing and quality over the American and European firms. The ongoing decade of 21st century has seen the relative decline of Japan as compared to China that has gained the second position among the world's large manufacturing economies. The modern practices of productivity enhancement are an amalgam of the traditional methods, variations that is made upon the traditional methods and new methods. Automated assembly lines, for instance, can be seen as an extension of the scientific management philosophy, aided by computerized manufacturing by computerized numerical control (CNC) machine and implemented through flexible manufacturing system incorporating cellular manufacturing layouts and robotics technology. Productivity improvements have tremendous potential for exercising cost control and effecting cost reduction, resulting in the implementation of individual Workforce Productivity strategy. As noted, most modern productivity improvement techniques attempt to retain the advantages of mass production that is low-cost, with customized production that is necessary for the differentiation to be created.

5. Creativity

Creativity on the other hand, is inherently disruptive. It is the burst and spark of a new idea so brilliant that it interrupts whatever you are doing just so you can get it onto paper. At a glance, it also appears to be completely opposed to productivity. it cannot be quantified and measured accurately. It is simple. That is great for developing big ideas but maybe not so much for those looming deadlines. Can productivity and creativity really be balanced or are they fundamentally at odds with one another? However, creativity leads to productivity, provided the workplace environment is developed and nurtured in a way that allows the two to peacefully co-exist.

The term creativity refers to the ability to produce something that is both new and valuable. Good education, proper care and provision of opportunities to inspire, stimulate and sharpen the creative mind and it is in this sphere that parents, society and teachers make a significant contribution. One has to help children in nourishing and utilizing their creative abilities to the utmost, and the educational process should aim at developing creative abilities among children. This can be done through teachers and parents who should know the importance of the creative process and the ways and means of developing creativity.

Fostering creativity is essential for organizational survival. Among others, this could be achieved through **promoting working without boundaries.** For many people, especially entrepreneurs, that passion comes as easily as breathing. But for some, sparking that passion in the workplace requires a little more motivation. Regardless of their department or role, workers who participate in the creative process can take ownership of an idea rather than a to-do list. When staffers can own and nurture an idea from the beginning to its execution, they become more passionate and emotionally invested and will work that much harder to see that their idea come to life. **Promoting creativity removes the fear of failure.** A key component of fostering a creative environment is giving people the freedom to fail.

6. Output

Generally, the growth and stability of the economy of any nation is a function of the growth of the totality of the small and medium scale enterprises. In the light of the foregoing, it is imperative to know that if the individual employees are not being productive due to one reason or the other, then the organization is not productive because the productivity of the organization is solely dependent on the output of the employees. Yesufu (1984) asserts that the nature of physical condition under which an employee works is important to output. Office and factories that are too hot and ill ventilated are debilitating to effort. Apart from poor working environment other factor that can affect output of an employee include industrial actions. For example, Work-to-rule aims at the restriction of output through deliberate reduction in the pace of work. In Nigeria, for instance, Work-to-rule (popularly referred to as go slow‟) actions have featured prominently in labour-management relations for a long time, although they became a regular instrument of union bargaining strategy following the no-strike provision of the wartime legislation (Yesufu, 1984; Ubeku, 1986; Fashoyin, 2005).

6.1 Output Quality

Quality in this work is defined as the ability of a product or service to satisfy the purpose for which it was meant to serve. Output quality on the other hand is seen as the extent to which a product actualizes the organizational goal. Therefore, it is essential to put strategies in place to improve our output quality. Bergmann and Scarpello (2001) opined that compensation systems have traditionally been designed to attract and retain employees and to motivate them to increase their effort and outputs toward the achievement of organizational goals. Juran (2013) said that quality is the hardest aspect of Workforce Productivity to measure. The common element of the business definitions is that the quality of a product or service refers to the perception of the degree to which the product or service meets the customer's expectations. Quality has no specific meaning unless related to a specific function and/or object. It is not easy to define the word quality since it is perceived differently by the different set of individuals. If experts are asked to define quality, they may give varied responses depending on their individual preferences (Juran, 2013).

As it was noted in Section 175 of the Ghana Labour Act, 2003 (No. 651) that strike is any action taken by two or more persons acting in concern, which is intended by them to restrict the service they usually provide to the employer or reduce the output of such service in order to put more pressure on the employer to meet their demands (Gyamfi, 2011). So, the effect of industrial actions on workforce productivity cannot be over emphasized, it influences the Output quality, production time, and general output as well as the employee productivity.

7. Quality Service Delivery

The discussion of quality service delivery as a measure of workforce productivity in this study was examining the phrase in its intangible features as time factor/saving and customer satisfaction. This study looked at quality service delivery as getting the best out of every activity involved in service, it involves continuously meeting the agreed customer requirement at the lowest cost by employees. Quality is an ambiguous term although we cannot define it; we know what it is (Prisigi, 1978). Nevertheless, Parauraman (1988) argue that quality is zero defects; doing it right the first time. Yet in the view of Juran, (1974) quality is fitness for use, the extent to which the product successfully serves the purpose of the user during usage. Also reacting to Juran, Zeithamal (1990) posit that quality is exceeding what customers expect from the service.

Given that as it may, the phrase "service quality" is coined from combination of two independent philosophies and having explained quality to a reasonable extent, it will be imperative to attempt to decipher what service is and to have a clearer vision of our position towards the emerging declaration. Therefore, service according to Berry, (1990) is an act, deeds and performance or a form of product that is not tangible. Berry (1990) further defined service as activities, benefits or

satisfaction that are offered for sales, or provided in connection with the sale of goods. From the oxford advanced learner's dictionary (international student's edition), service is defined as "system that provides something that the public needs, organised by the government or a private company". In the interim, the meaning derived from the definitions of quality and service indicates that both concepts are abstract and relatively concerned with the circumstance as it varies from individual to individual and this leads to the understanding the phrase, quality service delivery.

Quality service delivery could be seen as the regularity with which a service provider can provide efficient service to the customer Zeithamal, (1990). It is of the essence to note that organization cannot deliver adequately if the employees fail to provide quality service; therefore, every organization must be sure that their employees are productive to enable the organization provides adequate quality service to their customers. In other words, service quality can be defined as the difference between customer expectation of service and the perceived service. Example; if expectation is greater than the satisfaction gained then the customer is dissatisfied. Simply put, service quality is a comparison of expectations with performance or an assessment of how well a delivered service conforms to the client's expectation. Quality service delivery could be considered in different scale depending on the expectation of the customer because what constitute quality service is not sacrosanct. It means different thing to different persons, and sometimes it connotes; Assurance - exciting, reliance and self-assurance, Empathy - compassion, personalized interests given to customers, Reliability - delivering on time and

Responsiveness - willing to help customers and provide without delay.

8. Empirical Review

Nwaogu (2012) examined the influence of strike action on employee's performance and productivity. The aim of the study was to ascertain the relationship between strike action (causes of strike, delay in payment, perception of strike and practical solution to strike problems) and employee performance and productivity. The study adopted a survey research design. The population put together was 12,000 and the sample size is 746. The instrument used for data collection is the questionnaire and interview. The instrument for data analysis is Chi-square method of testing of hypothesis and simple percentages of analyzing the tables. Findings revealed that causes of strike were linked to delay in payment, communication disruption, resource scarcity and management leadership; There is a strong relationship between strike action and employee's performance/productivity.

Mayomwa (2015) examined industrial conflict and its management strategies in selected manufacturing companies in Lagos State, Nigeria. The study utilized co-relational survey method which involves the use of structured questionnaire and personal observation to elicit information from the respondents. Participants comprised of staffs of three manufacturing companies in Lagos, Nigeria. Multistage sampling technique was employed in selecting the respondents from the three manufacturing companies under the study. The data collected were analyzed using descriptive statistic including tables, frequency counts, and percentages as well as mean scores. The findings revealed that the causes of conflict in manufacturing companies in Lagos State, Nigeria include poor means of communicating grievances to top managers, unfavorable economic and industrial policies, poor employee compensation and welfare among others. Therefore, this study concluded that managers should combine strategies such as bargaining, collaboration and avoidance when dealing with industrial conflict to maintain cordial and productive labour-management relationship.

Yusuf, Salako, Adedina and Ayelotan (2015) explored the implication of the incessant industrial action by academic staff unions on the students' academic performance: ex-post-facto evidence from University of Lagos, Nigeria. With the objective of carrying out relative analysis of the students' academic performances in the pre-strike semester to post strike semester capturing the academic performance by GPA. The study developed a theoretical framework and employed ex-post-facto research design. However, its sample size was 448. Descriptive and Z-test were used to analyse data. The research revealed that strike action disrupts academic calendar which bestowed on students' psyche cost, disheartenment and unable to speedily regenerate themselves towards academic exercises at the resumption. Consequently, poor academic performance in the post-strike semester.

Hassan, Malik, Hasnain, Faiz and Abbas (2013) investigated the role of contextual factors such as job complexity and relationship with supervisor on employee creativity that in turn have positive effect on firm's innovation and performance. This study further investigated that employee intrinsic motivation mediates the relationship between contextual factors and employee creativity. Data were collected through convenient sampling from banking employees working in different branches of seven Pakistani banks operating in Multan city through 164 questionnaires which then analyzed using SPSS 16. The results showed the direct relationship of job complexity and supervisory relationship with employee creativity keeping the mediating variable unaffected. Further, employee creativity has shown significant positive relation with organization innovation capability and firm performance.

9. Methodology

Research design is a framework that is used as a guide in collecting and analyzing data for a study (Baridam, 2001). As opined by Ahiauzu (2006), a good research design should capture the type of research that is undertaking by the researcher, the unit of analysis and the time frame for the study. Thus, the type of research design adopted in this study is the cross-sectional survey design. The population of the study comprised of 264 employees of managerial positions (4 first line managers, 4 middle line managers and 4 top line managers) in Personnel, Account/Finance, Marketing and Production departments from twenty-two (22) manufacturing companies in Rivers state. However, census was adopted in which all the elements of the population were studied since the population consist only managers of the companies. Data were generated through structured questionnaire along Likert 5-point scale, as well as through textbooks, journals, periodicals, company magazines and the internet. Face and content validation of the research instrument used for data collection was carried out, while a reliability coefficient of 0.90 was obtained from the pilot study using the Cronbach Alpha. Data were analyzed using descriptive statistics of mean, standard deviation and the hypotheses were tested using Pearson's Product Moment Correlation at 0.05 level of significance respectively with the aid of Statistical Package for Social Sciences (SPSS).

10. Data Analysis and Results

Table 1: Descriptive Statistics for Strike Actions

Descriptive Statistics

Strike Actions	N	Minimum	Maximum	Mean	Std. Deviation
There is strike actions in my company	252	1	5	3.02	1.423
My company has gone into more than one strike actions this year	252	1	5	3.87	1.457
My company has embarked on different types of strike such as sympathy, sit-down, economic and wild cat strike.	252	1	5	2.20	1.457
Strike actions tend to depict grievance and disinterest employees have for management decisions, processes and mechanisms.	252	1	5	4.37	1.244
Valid N (listwise)	252				

The data in table 1. illustrates the frequency (N) and response rate (Mean) for Strike Actions measured on a 4-item instrument and scaled on a 5-point Likert scale. The values on the Mean and Std. Deviation columns on the table indicate that strike item 2, (My company has embarked on different types of strike such as sympathy, sit-down, economic and wild cat strike) with a mean score of 3.87 and standard deviation of 1.457 has the highest mean value as opposed to item 3 with mean score and standard deviation of 2.20 and 1.457.

Table 2: Descriptive statistics for Creativity

Descriptive Statistics

Creativity	N	Minimum	Maximum	Mean	Std. Deviation
Employees devise new ways to improve their productivity in the workplace.	252	1	5	3.81	1.389
Workers engage in active role orientation, such as initiating change and influencing their environment.	252	4	5	4.68	.466
Workers have the ability to be pacesetters for others to follow in his environment.	252	3	5	4.77	.545
Workers initiate programmes that can address a contending issue and attain organizational goals.	252	3	4	3.97	.165
Valid N (listwise)	252				

Descriptive statistics on Creativity items

The data in table 2. illustrates the frequency (N) and response rate (Mean) for Creativity measured on a 4-item instrument and scaled on a 5-point Likert scale. The Mean (4.77) indicates that creativity item 3, (Workers have the ability to be pacesetters for others to follow in his environment) has the highest mean value and portrays that almost all the staff opposed the statement on item 3 and checked the "very low extent box".

Table 3: Descriptive statistics for Output

Descriptive Statistics

Output	N	Minimum	Maximum	Mean	Std. Deviation
Employees ensure they reach out to time accomplishment of production output	252	4	5	4.73	.443
The quantity of products conforms to management's production quality specification.	252	1	3	1.28	.523
Output levels of our products are high only when there is increase in the factor input.	252	1	2	1.13	.342
This company is always working to achieve the highest standards of quality output	252	3	5	4.60	.620
Valid N (listwise)	252				

Source: SPSS data survey (2019)

Descriptive statistics on Output items

The results in table 3 above revealed that there are 252 cases with 100% response in all the four (4) items of Output and recorded the highest mean score of 4.73 and standard deviation of 0.443 on item number 1.

Table 4: Descriptive statistics for Quality Service Delivery

Descriptive Statistics

Service Quality	N	Minimum	Maximum	Mean	Std. Deviation
Time saving is a priority to employees' quality service delivery	252	1	3	1.15	.380
Customers' complaints and grievances are promptly redressed to sustain their satisfaction	252	3	5	4.58	.525
Our customers are happy with the timely delivery of our products and services	252	3	5	4.18	.767
We often carry out customer survey to assess the level of their satisfaction on our products and services.	252	1	3	1.12	.344
Valid N (listwise)	252				

Source: *SPSS data survey (2019)*

Descriptive statistics on Quality Service Delivery items

The data in table 4 illustrates the frequency (N) and response rate (Mean) for service quality measured on a 4-item instrument and scaled on a 5-point Likert scale. The Mean (4.58) indicates that service quality item, (Customers' complaints and grievances are promptly redressed to sustain their satisfaction) has the highest mean value and portrays that almost all the staff opposed the statement on item 2 and checked the "very low extent box".

Table 5: Presentation of the result of the relationship between Strike and the dimensions of workforce productivity

Correlations

		Strike	Creativity	Output quality	Service Quality
Strike	Pearson Correlation	1	.918**	.930**	.930**
	Sig. (2-tailed)		.000	.000	.000
	N	252	252	252	252
Creativity	Pearson Correlation	.918**	1	.848**	.783**
	Sig. (2-tailed)	.000		.000	.000
	N	252	252	252	252
Output quality	Pearson Correlation	.930**	.848**	1	.928**
	Sig. (2-tailed)	.000	.000		.000
	N	252	252	252	252
Service Quality	Pearson Correlation	.930**	.783**	.928**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	252	252	252	252

**. Correlation is significant at the 0.01 level (2-tailed).

Based on the empirical results illustrated above, all previously stated null hypotheses are hereby rejected as the study finds that:

$Ha_{1:}$ There is strong, positive and significant relationship between strike actions and creativity at ($r = 0.918$, $p = 0.000 < 0.05$).

$Ha_{2:}$ There is strong, positive and significant relationship between strike actions and output quality at ($r = 0.930$, $p = 0.000 < 0.05$).

$Ha_{3:}$ There is strong, positive and significant relationship between strike actions and quality Service Delivery at ($r = 0.930$, $p = 0.000 < 0.05$).

11. Discussion of Findings

Results from table 5. of the Ho_1 ($r = 0.918$, $p = 0.000 < 0.05$). Ho_2 ($r = 0.930$, $p = 0.000 < 0.05$) and Ha_3 ($r = 0.930$, $p = 0.000 < 0.05$) indicate that there is a significant relationship between strike actions and workforce productivity. These findings are in line with the view of Nwaogu (2012); Jaja (2015); Mayomwa, (2015); which asserted that strike actions negate productivity if not promptly addressed. Inasmuch as the nature of the strike in Nigerian manufacturing industries is a critical factor there is need to encourage productivity by promptly attending to intending strike actions to enhance operations and productivity of workforce. There is the need to adopt confrontation in settling issues emanating from crumbling managerial pillars because casting illusion aside, confrontation, not dialogue is preferred instrument in solving problems arising from crumbling managerial pillars in Nigerian workplaces. Building a better relationship by managing dispute portrays the impact of strike actions on employee productivity; this is because inability to control conflict situations can lead to low productivity, work stress, career stagnation, work alienation, and termination of relationship (Chukwuemeka, et al 2012; Dim, et al 2017). Chronic unresolved interpersonal conflicts cause espionage, sabotage, wasted man-hour, endless emotional trauma, and wasteful drain resources. This situation is revealed through uncomfortable feelings, unwanted thoughts, disturbing perceptions and self-destructions which demoralize the Nigerian worker and wrinkle creativity of the individual employee.

Due to the instability in Nigeria economy, high level of unemployment leading to high poverty rate and the powerful influence of the owners of business in Nigeria, strike actions are not always noticeable among private operators rather it is shield under the trade union or Nigerian labour congress to exercise their unfair treatment on issues that bothers on wage, welfare, and general condition of work. Apparently, there has been incessant industrial actions rocking the Nigeria work system and the manufacturing industries are not exception and the result of these actions are felt in poor or inefficient utilization of the employee potentials that has left Nigeria manufacturing industry at the first world experience of bricks and mortar when other countries (India, Japan, China etc) are at the ebb of hitting the pure technology world for mass production efficiency. The less effectively we manage conflicts, the more conflict we experience as a result (Jaja, 2015).

It is also important to note that when strike actions are effectively managed, creativity, output and service delivery in the workforce are attained. Angry workers are capable of doing anything possible to frustrate the organization once they sense that the management is not yielding to their demands (Higgins, 2003; Thomas, 2009). Sometimes the period spent on strike affects the corporate schedules such as programmes on training and development. This negates workforce productivity via creativity, output and quality service delivery. And when a worker fails to train, he cannot cope with the trend in technology otherwise making such a worker to be unproductive or out of fashion in the industry.

Strike actions have the propensity to hinder efficiency of services quality delivery as employees usually defend their union (group interest) at the detriment of their personal company objectives. However, when strike actions are minimized among manufacturing firms, service delivery tends to be quality in nature as employees put in their best while conforming to the expectations of management.

12. Conclusion and Recommendations

Industrial disputes whenever and wherever it occurs tends to have debilitating psychological effects on the workers involved, as conflict usually have negative impact on the morale of employees. A sudden outbreak of conflict changes work performance and/or personal behaviour that could signal the beginning of problems at the workplace. The change can be due to poor communication between manager and employee repeated tardiness, absenteeism and misconduct. Furthermore, conflict create bad feelings, resentment and hostility that would not enable the employees to work together as a team and a resultant decline in work performance, low productivity, loss of customers, high labour turnover, adverse effects on the goodwill of the organization and complete collapse of the organization. However, the hypotheses tested all indicated strong, positive and significant relationship between the study variables which inspired the decision to reject the null hypotheses stated. Based on the findings, the study concludes that strike action actually influence the workforce productivity of manufacturing companies in Rivers State. From the conclusion above, the study recommends that:

- Government should enforce and ensure that Nigerian labour laws are complied with by manufacturing companies' management/executives to reduce strike in order to encourage employee creativity.
- Management of manufacturing companies should prioritize the setting up of good negotiation panel/communication network concerning terms and conditions of employment in order to avoid strike and ensure efficient quality service delivery.
- Employees should be taught appropriate industrial relations behaviours and need for skill development and enhancement, in order to promote their productivity.
- There should be instant redress to strike of workers and homogeny in the management of workforce' complaints.

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Entrepreneurship and Small Scale Businesses in the Era of Coronavirus Pandemic in Oyo State, Nigeria

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Abstract. This paper focuses on Coronavirus Disease (commonly referred to as COVID-19) and entrepreneurship, and small scale businesses in Oyo State, Nigeria. Due to the grave consequences emanating from the outbreak of COVID-19, a lot of studies were conducted by scholars of different shades of life to find out ways of mitigating the effects of the virus. However, most of these studies were full of generalizations since some of them centre on the entire world, others on the whole of Africa, and Nigeria thereby lacking in-depth analysis of issues. This study thus limits itself to discussing the challenges impeding entrepreneurship and small scale businesses as a result of the pandemic, with a specific focus on Oyo State. To accomplish this task, the paper attempts an analysis of the phenomena under consideration with the use of social distance theory. The study adopts interdisciplinary methodology, in line with the use of primary, secondary and tertiary sources; employing analytical and empirical tools in the course of investigation and analysis of the subject. It espouses the plethora of challenges faced by the entrepreneurs and operators of small scale business in the area under consideration. These challenges range from low patronage, closure of businesses, restrictions of movements, the paucity of funds, and loan default, among others. The paper reveals the roles of the Federal Government of Nigeria (FGN) through Oyo State Government in mitigating the challenges associated with this class of businessmen and the COVID-19 victims in the state generally. The study concludes that the efforts made at resuscitating the businesses under review are marginally felt; since many business owners did not benefit from any palliative. In this wise, the paper recommends amongst others social distancing and strict monitoring of the accurate distribution of COVID-19 palliatives to mitigate the negative effects of the pandemic on entrepreneurship and small scale businesses.

Keywords: Entrepreneurship, Small Scale Business, Coronavirus Pandemic, and Oyo State.

1. Introduction

Coronavirus Disease (COVID-19 pandemic) currently worsens the global and Africa’s huge health (both infectious and non-communicable conditions), economic, humanitarian, psychological and technological challenges. Humankind has become vulnerable to the pandemic worldwide, Nigeria inclusive. The pandemic has affected all sectors of the economy: the religious, educational, entertainment, tourism, and the economic / business sectors. Besides these sectors, the pandemic has covered all sectors of the societies the world over with its diverse challenges. It shook the entire world; the most developed countries of the world like the United State (US), Germany, Italy, and China, among others, are suffers more than Third World Countries (TWCs). There is no scientific evidence to attest to this but some researchers believe that TWCs are less affected because their weather is not favourable to harbour the virus. However, what is more, fundamental to note is that COVID-19 has shaken and is still shaking the whole world. Commenting on this matter, Obama (2020) clearly states that:

This pandemic has fully finally torn back the curtain on the idea that so many of the folks in charge note what they are doing. This pandemic is shaking the status quo and laid bare a lot of our country's deep-seated problems from massive economic inequality to ongoing racial disparities to lack of basic health cares for people who need it.

The above depicts that COVID-19 has negatively affected the global economy and businesses. To corroborate the dismal impact of COVID-19 pandemic, KPMG Professional Services (2020) discloses that: " the spread of the novel Coronavirus (COVID-19) is causing severe disruption to society, businesses in Nigeria and globally". Similarly, Musa & Aifuwa (2020) allude that, the negative effects of the invisible enemy is ravaging the entire world's population, leading to global economic crises. Businesses across the globe are falling; the negative impact of the COVID-19 pandemic is threatening their status or progress. Entrepreneurship and small scale business in Nigeria have their fair share of these negative effects of the invisible enemy as their survival is at stake.

Extrapolating from the above premise, this study highlights the impact of COVID-19 pandemic on entrepreneurship and small scale businesses in Oyo State, Nigeria. To do this effectively, the paper provides the statement of the research problem, objectives, scope and methodology of the study. It also attempts a review of related literature focusing on the conceptual clarifications of key variables that forms the topic. The study also delves into the history of the COVID, while also adopts the social distance thesis to analyse the effects of the pandemic on entrepreneurship and small scale business in Oyo State. The efforts of the FGN and Oyo State in mitigating the effects of COVID-19 are also highlighted. The paper in the final section provides a recap of the basic ideals encapsulated in the study and also made valuable suggestions.

1.1 Statement of the Research Problem

There are ample studies that treat issues relating to Coronavirus pandemic and businesses generally. Some of these studies discuss the effects of the pandemic on tourism while others explain how it affects the education industry. Other studies analyses how Coronavirus affect the transport sector (whether by air, water or land). But these studies did not focus directly on two variables of entrepreneurship and small scale businesses. It is this connection that this study serves as an intervention to treat how COVID-19 pandemic negatively affects entrepreneurship activities and small scale business enterprise in Oyo State in Western Nigeria.

1.2 Objectives of the Study

The general objective of this study is to empirically examine the effects of COVID-19 on entrepreneurship and small scale business in Oyo State of Nigeria. The specific objectives of this study are:

- To fill the gap that exists in extant literature by analysing the effects of COVID-19 on entrepreneurship and small scale business in the area under consideration.
- Highlights the challenges facing the businesses under consideration in the State.
- To assess the role of the Oyo State Government in ameliorating the challenges of entrepreneurship and small scale businesses in the era of COVID-19.

1.3 Scope of the Study

This study centres on entrepreneurship and small scale businesses in the time of the COVID-19 pandemic with a specific focus on Oyo State. The choice of this location was informed by three basic considerations. First, is the fact that Oyo State has a substantial number of COVID-19 as well as a good number of entrepreneurs and small scall businessmen and women. Secondly, there is no much of research works on the effects of Corona Virus (COVID-19) on the phenomena under review in Oyo State. There are also other areas in the Country that practice entrepreneurship and small scale businesses but this study limits itself to Oyo State for manageability leading to in-depth analysis of issues regarding the phenomenon under investigation,

1.4 Methodology

This paper employs the interdisciplinary approach to analyse the effects of COVID-19 on entrepreneurship and small scale businesses in Oyo State. The fieldwork consists essentially of identifying printed materials in form of books, journals articles, internet materials that treat the issue of the pandemic in Ibadan, Nigeria and elsewhere in the world. Besides, oral interviews were also conducted with those in business industries (both women and men), traders in the study area as well as members of the general public. The information gathered from these sources is carefully analysed and marched with written sources to enhance a better understanding of the effects of COVID-19 on phenomena under consideration in Oyo State.

Oyo State is located in the South-West geopolitical zone of Nigeria with her capital in Ibadan. Oyo State consists of 33 Local Governments Areas (LGAs) and 29 Local Council Development Areas and has a projected population of 8,929,410 with an annual growth rate of 3.2 (15). The landmass of the state is about 28,454 square kilometres and it is bounded in the South by Ogun State, Kwara State in the North, partly bounded by Ogun State and the Republic of Benin in the West, while in the East by Osun State. Ibadan is the capital of Oyo State and Nigeria largest city by geographical area. It has a population of over 3 million, with 11 Local government Areas in its metropolis (Usman *et al*, 2020).

2. Literature Review / Conceptual Clarifications

2.1 Entrepreneurship

An entrepreneur is a person who set up a business and takes on financial risks with the hope that he/she will make profit. In line with this view, Francis Nwokike the founder of The Total Entrepreneurs observed that: ‘an entrepreneur is an individual who sets up business or businesses, identifies and solves problems, creative, innovative, opportunist, risk-taker, self-starter, and open-minded with the hope of making a profit from the enterprise’ (hetotalentreprenuers.com, 05-10-2020). The implication of this argument to this work is that, an entrepreneur is quick to identify opportunities within a given market or region and devices ways of curbing all potential and existing obstacles within the market environment to his advantage.

Entrepreneurship on the other hand pertains to the action of a risk taker, a creative venture into a business. It is on this note that David Gumpert (1986:32) putting the case of America into study noted that: ‘is the stuff of which American heros are made’. Entrepreneurship is therefore the activity that involves the discovery, evaluation and exploitation of opportunities to reduce new goods and services, ways of organizing markets, processes and raw materials through organizing efforts that previously had not existed (Thokozani, 2012:94). To be enterprising is to keep your eyes open and your mind active. It is to be skilled enough, confident enough, creative enough, and disciplined enough to seize opportunities that present themselves regardless of the economy’ (Nwanfor, 2007:37). In this study, entrepreneurship is a process of utilizing business opportunities by individuals so as to make profit.

2.2 Small Scale Businesses

Conceptualizing small scale business is highly problematic arising from the fact that its definitions varies from country to country, from industry to industry and from one financial institution to another. Compounding this challenge as observed by J.N. Obi (2015:4) is the fact that:

If project cost is used as the criteria for measuring the size of a business, price inflation may render the definition meaningless over time. If the number of employees engaged in a business forms the yardstick for measurement, it may not be realistic bearing in mind that some *firms are capital intensive needing only very few employees.*

Take for example, the World Bank definition of small scale enterprise which established that any project whose total cost is not more than N30,000.00 has lost its relevance, at least in Nigeria, due to the effect of inflation. Similarly, the Federal Ministry of Industry's definition in 2001 which emphasizes that: 'a small scale business is an enterprise whose total cost including working capital but excluding cost of land, does not fall below One Million Naira and does not exceed Forty Million Naira and having number of employees between 11 to 35 workers' does not project the reality of such industries in Nigeria hence they are managed by one or two persons with little capital below 500, 000 naira.

That notwithstanding all these challenges, it is generally agreed by scholars that a small scale business is the one that is not large in terms of its size, scope of operation, financial involvement and the workforce. Most small scale businesses are owned by one entrepreneur. Sometimes a small scale enterprise is said to be a firm that is independently owned and operated and which is not dominant in its field of operation (Nicholas, 1997). Reinforcing this argument, the Committee for Economic Development in the United States of America considered a business to be small when, at least, two of the following features prevail:
The person managing the business is the owner.Capital is provided by the individual owner(s) of the business.The area of operation is local. The size of the business within the industry is small when compared with the bigger units in its field (Obi, 2015:4).

This definition captures what small scale business in context of this study means. This is because most small scale businesses in Oyo State belong to one or two of the mentioned features. Considering the rate of high unemployment in Nigeria, small scale businesses have crucial role to play by providing massive employment and also contributing to the Gross Domestic Product (GDP) and economic growth of the nation generally (Oshagbemi, 1983).

2.3 Coronavirus

Coronavirus also known as COVID-19 is derived from Latin world *corona* which means a 'crown'. This taxonomy was based on the microscopic attributes and appearance of the virus with a fringe of large, bulbous surface projections creating an image similar to solar corona or halo (Almeida, 1968). Coronaviruses therefore, are cluster of Ribonucleic Acid (RNA) viruses that cause diseases in mammals and birds. In humans and birds, they cause respiratory tract infections that can vary from mild to fatal one. Mild illnesses in humans include some cases of the common cold (which is also caused by other viruses, predominantly rhinoviruses), while more deadly types can cause SARS, MERS, and COVID-19 (Feigin & Cherry, 2017). The World Health Organization (WHO) (https://www.who.int/emergencies, 05-10-2020) streamlined some of the major and minor symptoms of COVID-19, thus:

The most common symptoms of COVID-19 are fever, dry cough, and tiredness. Other symptoms that are less common and may affect some patients include aches and pains, nasal congestion, headache, conjunctivitis, sore throat, diarrhea, loss of taste or smell or a rash on skin or discoloration of fingers or toes. These symptoms are usually mild and begin gradually. Some people become infected but only have very mild symptoms.
WHO (https://www.who.int/emergencies, 05-10-2020) also pointed out clearly how the viruses spread from one person to another. They asserted that:

People can catch COVID-19 from others who have the virus. The disease spreads primarily from person to person through small droplets from the nose or mouth, which are expelled when a person with COVID-19 coughs, sneezes, or speaks. These droplets are relatively heavy, do not travel far and quickly sink to the ground. People can catch COVID-19 if they breathe in these droplets from a person infected with the virus. This is why it is important to stay at least 1 meter) away from others. These droplets can land on objects and surfaces around the person such as tables, doorknobs and handrails. People can become infected-by touching these objects or surfaces, then touching their eyes, nose or mouth.

Arising from these findings, coronavirus in the Context of this study is a novel disease that affects respiratory system of the victims (both men and animals) especially the aged and sometimes leading to their deaths. It is the worst enemy of humanity in the 21st century as it has caused the worst global health crises and death toll compelling state to embark on total shutdown of the economy as a preventive measure.

2.4 Pandemic

The word "Pandemic" is gotten from the Greek word pan which means "all" and demos "the people "(Qiu, Rutherford, Mao, & Chu, 2017:3). Therefore, pandemic as a concept is taken to mean a widespread epidemic of infectious disease throughout the whole of a country or one or more continents at the same time (Honigsbaum, 2009). In modern usage, the term pandemic encompasses an: "epidemic …over a very wide area and usually affecting a large proportion of the population", and "distributed or occurring widely throughout a region, country, continent or globally", among others (Morens et al., 2009). Supporting this position WHO (2011a) was more forthcoming when they observed that a pandemic influenza is:

A situation in which a new and highly pathogenic viral subtype, one to which no one (or few) in the human population has immunological resistance and which is easily transmissible between humans, establishes a foothold in the human population, at which point it rapidly spreads worldwide.

Extrapolating from the above definition, a disease is acknowledged as being pandemic when it undergone the following scope, namely:

- Affects a wider geographical area, often global;
- Infects a very large number of people;
- Often caused by a new virus or a new strain of a virus that has been dormant for many years.
- Spreads quickly in humans as there is little to no existing immunity;
- Can cause a high number of deaths;
- And because of the need to control the spread of the disease, there is often social disruption, unrest and economic loss.

COVID-19 has undergone these attributes to be considered as a pandemic disease. It has claimed millions of lives in both advanced and underdeveloped countries of the globe thereby posing serious threat to peaceful co-existence of the man, and hampering socio-economic development.

3. Historical Perspective of Coronavirus (COVID-19) Pandemic in Oyo State, Nigeria

All studies conducted thus far, have shown that Coronavirus which emanated from Wuhan Province in China, have exerted outside Asian continent and covered almost every part of the globe, with very grave consequences in all spheres of life. In Nigeria, the Federal Ministry of Health has confirmed a coronavirus disease (COVID-19) case in Lagos State, Nigeria. The case, which was confirmed on the 27th of February 2020, is the first case to be reported in Nigeria since the beginning of the outbreak in China in January 2020. The case is an Italian citizen who works in Nigeria and returned from Milan, Italy to Lagos, Nigeria on the 25th of February 2020. He was confirmed by the Virology Laboratory of the Lagos University Teaching Hospital, part of the Laboratory Network of the Nigeria Centre for Disease Control. The patient is clinically stable, with no serious symptoms, and is being managed at the Infectious Disease Hospital in Yaba, Lagos(*National Disease Control Centre*, 2020).

In the study area, Oyo State, the pandemic began when a 42-year-old male UK returnee on board with the Virgin airline through Muritala Muhammed International Airport on 12th March 2020. He was picked up by his driver and drove straight home to Bodija Ibadan. He immediately went on self-isolation but developed symptoms of fever with two temperature readings of 37.9 and 38.2 on 13th March 2020. Laboratory sample of his nasopharyngeal swab was collected on 16th March 2020 and the result came back positive for COVID-19 on 21st March 2020. The Federal Ministry of Health was notified of the outbreak (Usman *et al*, 2020).

4. Theoretical Framework

The study explores Social Distance Theory which argues that effective distance between and amongst groups is paramount in reducing the spread of COVID-19 pandemic in Nigeria. Social distance as a theoretical construct originates in the works of Georg Simmel (1908): *The Sociology of Space* in which he outlined the 'geometry of social life'. He saw social distance as a complex interpretation of sociality as forms of 'distance' in both a geometric and a metaphoric sense. In his another work titled: *The Stranger*, Simmel sheds light on the root and his conception of social distance theory. The theory was later on modified by Simmels's American student Robert Park and his associate at the Chicago school of sociology, Emory Bogardus (1933). For Bogardus, social distance is a function of affective distance between the members of two groups: social distance studies the center of attention which is on the feeling reactions of persons toward other persons and toward groups of people. Thus, for him, social distance is essentially a measure of how much or little sympathy the members of a group feel for another group.

Putting into consideration how social distance can mitigate transmitable epidemics, Reluga (2010) notes that social distancing practices are changes in behavior that prevent disease transmission by reducing contact rates between susceptible individuals and infected individuals who may transmit the disease. This theory can be applicable in reducing the spread of COVID-19 pandemic in Nigeria. However, the major draw back of the theory arises from the fact that the benefits of social distancing depend on the extent to which it is used by individuals. This is because, individuals are sometimes reluctant to pay the costs inherent in social distancing, and this can limit its effectiveness as a control measure. Although, the importance of social distancing stemming moderate transmittable diseases cannot be overemphasized. This is because of its strategic usefulness in delaying the spread of epidemic until a vaccine becomes widely available. But in highly transmittable epidemics with no available vaccine, the social distancing rather becomes meaningless. Puting into consideration the mode of transmission of COVID-19 (hand shake, body contact, cough, *et cetera*), social distancing could be an effective measure to reduce its spread hence the utilitarian value of this theory to our study.

5. Effects of COVID-19 on Entrepreneurship and Small Scale Businesses in Oyo State, Nigeria

The effects of COVID-19 on entrepreneurship and small scale businesses in Oyo State are legion. For this study, these effects are discussed particularly on pure-water business, Point of Sale (POS), cyclists activities, foodstuff vendors, mattresses depot, back soap industry and pharmaceuticals, among others. To enhance a better understanding of the phenomena under review, these effects are discussed one after the other as seem in the succeeding paragraphs.

Coronavirus (COVID-19) pandemic had scaled down the level of pure water production in Oyo State. According to an informant, who is also the owner of a pure-water factory, Mr Adeyemi (2020) recounted his experience that, " when COVID-19 was on its peak it was very difficult to get materials that are used in the production of sachet and table water and as such there was a reduction in the production ". To corroborate the above information, Egbesola (2020) who is the National President, Association of Small Business Owners of Nigeria (ASBON) clearly stated that:

Coronavirus was already harming the operations of Small and Medium Scale Entreprises (SMEs) in the country (Oyo State inclusive) as some were cutting down production, I have had several calls from members that are into manufacturing of pure-water. They can no longer get enough supply of *polythene for making sachet water and bottles because they are imported from China. No ship is leaving China currently because their factories have stopped production.*

This depicts that COVID-19 have seriously entrepreneurship and small scale business in Oyo State and Nigeria on a broader perspective. Commenting on the negative impact of COVID-19 on the phenomena under study, Degun Agboade, the President and Chairman of Council, Nigerian Association of Small and Medium Entreprises (NASME), poignantly stipulates that:

The pandemic is affecting us as we can no longer get a supply of our raw materials. Even micro-businesses that they buy and sell cannot get suppl of the goods they buy because most of them are majorly imported from China. Some are already shutting down since there are no materials for production. A lot of our containers are waiting on seaports in China for shipping but nothing is happening because of COVID-19 (Agboade, 2020).

With the effects of the pandemic on production and transportation from China to Nigeria, entrepreneurship and small scale businesses in Oyo State also bear the brunt. China being the major supply of industrial raw materials to Nigeria has a very positive impact on the Country. Whatever affects the Chinese industry affect Nigeria whether in large or small scale businesses as demonstrated above.

Relatedly, COVID-19 pandemic the Point of Sales (POS) services. One of the operators of this business in Ojo, close to Oyo Roundabout, Justice Akaa explained that before the pandemic his business was thriving very much better. This is an implication that his profit was higher compared to what he was able to get during peak COVID-19 pandemic (Oral interview with Akaa, 2020). He disclosed that before the pandemic under review his daily profit was between N2,000- N2,500 respectively but during the apogee of the COVID his daily profit was between the range of N1,500 to N 2, 000. However, as at the time of this study number of COVID-19 cases in the State and his business earnings are normal (Oral interview with, Akaa, 2020).

Furthermore, Coronavirus had affected the activities and earnings of the cyclists in the study area. There was a serious shortfall in their earnings since the State government declared a curfew to compel people to stay indoors for some hours for some time. In Oyo State, the curfew was very strict in the biggest towns in the State such as Ibadan, Ogbomoso, Oyo, Iseyin, Shaki, Eruwa and Moniya to be precisely (Oral interview with Busari, 2020). In these towns especially, many law defaulters were arrested and punished accordingly; some were taken to detention centres while others were compelled to pay a fine of N 7,000. Lamenting on the daunting effects of the pandemic, a cyclist (*Okada* rider) in Ibadan metropolis, Basil Kwaghaaondo alluded that:

I and my business suffered the effect of Coronavirus pandemic severely since I was usually indoors. I was afraid of coming out to look for passengers to carry with the fear of being arrested by the security operatives and contacting the virus. Even when I gathered some courage to come out to work; it was very difficult to get passengers to carry since the curfew was ongoing. As a result of these, my earnings declined drastically from the range of N 7,000 – N 700 respectively (Oral interview with Kwaghaaondo, 2020).

Besides, Coronavirus had negatively affected the indigenous soap industry; when the pandemic became heightened in the State a lot of our customers stop coming and it became difficult to sale. A little production that used to be exhausted in three to four days started talking a period one month. Even when the buyers came to approach us, they seek to be given by loan rather than to pay cash. When the issue of buying on loan became too prominent some producers of the soap temporary suspended their production (Oral interview with Ashola, 2020). Similarly, food vendor also experienced the consequences of the pandemic. Since the State prevented so gatherings of more than 30 persons and subsequently embarked on the total shutdown of the economy it difficult for them sale.

Despite all these, Coronavirus has added profit to those who are into pharmacy businesses. This is because COVID-19 killed a lot of Chinese, Americans, Italians, Germans, who are considered to be citizens of developed countries of the globe and created has created terror on the Africans, Nigerians, and the people of Oyo State on particular. To deal with this fear, they started buying speedily some medications to boost the immune their system and as such those who are into pharmaceuticals made a lot of gains. Agreeing on the preceding, a saleswoman with Goodwill Pharmacy, Yemisi Adesina revealed that:

During the peak of COVID-19, their pharmacy made attractive profits. Many people came and obtained drugs to boost their immune system to prevent been contacted with the virus. Some of these drugs were drugs include Chloroquine (QC), Vitamin C. In addition to the drugs were hand sanitizer and face masks.

As a result of the high demand of the aforementioned items, their prices were astronomically increased. For example, before the COVID small sizes of hand sanitizer was sold at N 200 while the big size was between the range of N500 -600 as the case may be. However, during an outbreak of Coronavirus the small size was sold for N700 while the big one goes for N2,800. Interestingly, before COVID-19 pandemic, our pharmacy was generated between N 70,000-N 8,0000. When there was an increase in the number of the cases of the pandemic our business started generating from N 160, 000 and above per day (Oral interview with Adesina, 2020).

Indications are that, even though many people suffered the effects of Coronavirus pandemic in Oyo State some people took advantage of the situation and made a lot of money out of it. Whatever we may say, it should be noted that COVID-19 pandemic has done more harm than good to entrepreneurship and small scales businesses.

Table 1: Daily Income from Entrepreneurship and Small Scale Businesses before and during the Peak of COVID-19

S/N	Business Name	Location of the Business	Amount Generated Before COVID 19 Per Day (₦)	Amount Generated During COVID 19 Per Day (₦)
1	Goodwill Pharmacy	Ojo, Ibadan	70,000 - 80,000	160,000 - 200,000
2	Theresa Chukwuemeka Foods	Ojo, Ibadan	100,000- 120,000	300,000 - 500,000
3	Cyclists (Basil Kwaghaaondo)	Itinerant, Ibadan	4,000 -7,000	500- 700
4	Instance POS	Ojo, Ibadan	2,000- 2,500	1,500-2,000
5	Indigenous Soap Industry	Awe	2,500- 5,000	6,00- 1,000
6	Prince Investments (Mattreses)	Ojo, Ibadan	460,000- 1000,000	100,000-300,000
7	Newspaper Vendor	Shaki	500,000-7,000	1,500- 2,000
8	Read Meat Seller	Eruwa	300,000- 700,000	100,000- 200,000
9	Nkechi Chima(Food Vendor)	Ogbomosho	10,000- 15,000	3,000- 5,000

Source: *Field Survey, 2020.*

The above table shows that there was astronomical inflation in the Oyo State during COVID-19. However, some businesses were not thriving well and some have shut down. However, those who were into pharmaceuticals made more profit than ever before. Those who were selling foodstuffs also made a lot of profit since people buy in larger quantities because of the curfew and uncertainties. However, food vending (selling of cooked food) business was not viable since people were not always allowed to go out of their house and the fear of eaten contaminated food. This called for the intervention of the State government curtail challenges emanated as a result of the pandemic in question.

Efforts by the Oyo State Government in Mitigating COVID-19 Pandemic for a Conducive Business Environment

The outbreak of the COVID-19 pandemic drew the attention of the Federal Government of

Nigeria and its different agencies to initiate several health, economic, security, and social responses to contain the disease and its impact on the society. The Nigerian Presidency provides leadership for policy direction and activities of the various Ministries, Departments and Agencies (MDAs). The president first banned flights from countries with high rates ongoing transmission of COVID-19 on March 18, 2020, and after 5 days, announced a total closure of the nation’s airspace and land borders (Alagboso & Abubakar, 2020). This was followed by provision of 500 billion naira for COVID-19 crisis intervention fund to enhance states for critical healthcare expenses. Federal government agencies and parastatals like Centre for Disease Control (NCDC), Federal ministries of Humanitarian Affairs, Disaster Management and Social Development, Ministry of Health, Ministry of Foreign Affairs, Ministry of Information, Humanitarian Affairs, among others created a synergy with the federal and states governments to fight the pandemic.

On March 9th, 2020 the president constituted the Presidential Task Force (PTF) on COVID-19 headed by the Secretary to the Government of the Federation (SGF), Boss Mustapha, with membership from various ministries, departments and parastatals. Since then, the PTF has coordinated a multi-stakeholder response to the pandemic, while providing technical and material support to states to manage the outbreak. The PTF also serves as an advisory body to the president on specific decisions such as imposing and lifting lockdowns and provides daily feedback to Nigerians on the work being done to reduce the spread of the virus through daily media briefings with journalists. (Alagboso & Abubakar, 2020).

In line with COVID-19 guidelines implemented by the federal government, the NCDC in alliance with Oyo state government imposed the follow steps. First, was implementation of dusk-to-dawn curfew from (7p.m. to 6a.m.) with effect on 29th March, 2020. This means, all movements were prohibited during this period except for essential services like medical attention, security, food suppliers amongst others. In his words, Governor Seyi Makinde wrote on his Twitter handle @seyiamakinde, thus:

I have directed that the following additional measures be put in place: a dusk to dawn curfew (7 PM to 6 AM); no gatherings of more than ten people...from Sunday night, March 29, 2020, all markets will be closed except those selling perishable food items... also, inter-state transportation into and out of the state will be suspended except vehicles carrying food items, medical, pharmaceutical and petroleum products. This takes effect from Sunday night, March 29, 2020. All measures will be reviewed on a weekly basis.

Other majors apart from dusk-to-dawn curfew were social distancing, suspension of religious activities, disbandment of gathering with more than 30 people and so and so forth. The executors of these directives were inter-agency team comprising of Oyo State Road Transport Management Authority, Nigerian Police Force, Federal Road Safety Corps, military among others. However, security agents became rather oppressive by extorting and humiliating the masses. For example, numerous videos emerged online showing how security agents humiliate civilians by physical assault including slapping, whipping, and subjecting lockdown violators to diverse abuses (Ojewale, 2020). It was in this regard that human rights activists, Human Rights Commission, Non Governmental Organisations (NGOs) like ActionAid, CLEEN Foundation, *et cetera* agitated against these brutalities.

Another vital role the Oyo State government played in stemming the spread of COVID-19 was series of free COVID-19 test cross the various communities in the state. For example, community based centres for free test of COVID-19 were located at State Hospital Oyo, General Hospital Saki, General Hospital Iseyin, General Hospital Igboora, General Hospital Akpata-Ibadan, Lekan salami Stadium Adamasingba Ibadan, Health is Wealth Secretariat Road Ibadan, and Ladoke Akintola University of Technology (LAUTECH) Teaching Hospital, Ogbomoso (Oral Interview with O. Olajire, 05-10-2020). A lot of successes were made in this respect hence cases were discovered from communities like: Oluyole (6 cases), Lagelu (4 cases), Ibadan South-East (3 cases), Ido (2 cases), Ibadan South-West (2 cases), Ibadan North-West (2 cases), Ibadan-North (1 case), Egbeda (1 case), and Akinyele (1 case), Local Government Areas of the State which might have spread and infected thousands of citizens within a short possible time (*This Day Newspaper*, 15th June, 2020).

To facilitate the treatment of COVID-19 patients, the Oyo state government also established isolation and treatment centres. For instance, there was isolation centre at Agbami, Jericho, Ibadan, infectious Disease Centre at Olodo, isolation unit of University College Hospital *et cetera*. These facilities were in operation for 24 hours of the day with adequate doctors and nurses as well as people trained to handle COVID-19 pandemic. The facilities were explored to work with laboratory support from Lagos State University Teaching Hospital, the Virology Laboratory of Redeemer's University in Ede Osun State, and the University College Hospital Virology laboratory Ibadan (Usman, Ayinde, Akinyode, Gbolahan & Bello, 2020). While the Oyo State Government also established and equipped an ultra-modern infectious disease hospital at Korondo-Ibadan. All these efforts were geared towards the fight against deadly Coronavirus.

Another important role Oyo State government played to reduce the spread of coronavirus was in area of sensitization. Here COVID-19 sensitization programmes were held on radios and television stations in Ibadan. As part of the COVID-19 sensitization programme, over 30,000 handbills in English, Igbo, Yoruba and Hausa were produced and distributed. While, the media sub-committee of Oyo State COVID-19 Task Force led by the Commissioner for Information, Culture and Tourism, Wasiu Olatubosun and Chief Press Secretary to the Governor, Taiwo Adisa, Special Assistant to the Governor on Community Relations (Arewa Community), Ahmad Murtala, as well as members of the Emergency Operation Centre (EOC) of the state visited different communities to educate the people on the essence of COVID-19 guidelines. Among the communities visited were Hausa settlements where the Seriki Hausawa of Ibadanland, Dahiru Ahmed Zungeru and Seriki Sasha, Haruna Maiyasin Katsina (CON) where employ to enlighten their various communities on COVID-19 guidelines (Feyisipo, 2020). Also, villages across the state where visited with the strategy of house – to - house approach. The campaign language follows such words:

I know that we the Yoruba people love our children who return from overseas, but do not rub bodies with overseas returnees now or hide them. If you see anyone who returns from abroad, tell him or her to isolate for 14 days or inform your local government chairman who will in turn inform us in Ibadan. Coronovirus does not respect wealth, religion or countries; the best way to prevent it is run from people who return from abroad or even Lagos or Abuja. Also, if you see anyone coughing, sneezing or having high temperature, quickly inform us. Coronovirus does not show on the face, that is why you must prevent it (Twitter handle of Oyo State Governor @seyiamakinde).

All this strategies improved the awareness of the novel COVID-19 pandemic in the state. In certain parts of the state the decontamination and fumigation exercise was done. For example, the Oyo state government secretariat, Agodi-Ibadan was one of such places (https://oyostate.gov.ng/covid-19-oyo-govt-begings-decontamination-fumigation, 07-10-2020). The government also urge corporate entities, owners of business spaces and other identified organisations to carry out such exercise in their respective premises. Although not much was achieved in this respect hence only few places were decontaminated and fumigated.

Finally, was in area of relief materials given to people as COVID-19 palliative. The relief materials were majorly foodstuffs meant for the 'poorest of the poor' targeted for at least 90,000 households, and 30, 000 vulnerable persons in the society. Some of the communities benefited from these materials were: Igboora, Ibarapa North LGA. The general perception of people was that such palliatives were given to government officials and their cohorts rather than the general public. It was discovered from field survey that only few people were given such relief materials. As part of hasting the post-COVID-19 economic recovery, the Oyo state government inaugurated a 1 billion naira Micro, Small and Medium Enterprises (MSMEs) Development Scheme. According to News Agency of Nigeria (NAN), the scheme already started disbursement of the finance with beneficiary like Olarinde Olakunle who received the sum of 2.5 million naira, Ruth Adeniji and Taofeeq Oladimeji received 3 million naira each. Although the researcher from field survey confirmed that most of the small scale business entrepreneurs in Ibadan declined knowledge or receipt of such aid. Furthermore, Oyo state government also created room for Tax relief packages including tax extension of deadline for filling of annual returns for individual taxpayers and self-employed persons for five months (April 1st to August 31st , 2020). There was also an extension of the deadline for filling annual returns of employees by their employers for six months (March 1st to August 31st, 2020), among waivers of penalties and interest for employers in primary and secondary sectors of the economy (Olaitan, 2020). All these measures were taken so as to enhanced the economic recovery of the state after the COVID-19 pandemic.

6. Conclusion

COVID-19 is a 21st century shock to the global economy and its effects have cut across all sectors in both advanced and less developed countries. In Nigeria and Oyo State in particular, entrepreneurs and small scale businesses tested this venom. The pandemic broke in Oyo on the 12th of March, 2020 and since then, created fear in most people and calls for urgent government intervention to curtail its spread. The federal and Oyo state governments intervention policies were in form of lock-down of business activities, social distancing culture, closure of inter-state movement among others, which in the final analysis truncates the viability of entrepreneurship and small scale business in the state.

The study avers that although, the Oyo state government made tireless efforst to stem the spread of this novel disease so as to recusitate entrepreneurship and small scale business operations. Apart from this, the government made special provision for business owners in terms of tax rexation and relief, and also inurgurated a one billion naira MSMEs Development Scheme for this category of business owners. From our fieldwork survey, most of our informants declined accessing the money. The implication is that, the scheme was not effective to render its obligations perhaps as a result of the corrupt nature of our country Nigeria. Furthermore, the study observe that, the tax palliatives were not long enough to warrant business recusitation having ravanged by COVID-19 pandemic for over five months.

Arising from the above, the study made the following suggestions. Firstly, Oyo state government should put in place a monitoring unit to checkmate the disbursment of COVID-19 palliative funds to entrepreneurs and small scale business owners. The group should be assigned to track those beneficiaries following their documented addresses. Information gotten from beneficially should be cross check with those of the scheme to ensure transparency. In this way, those saddle with the responsibility of distributing the COVID funds would do the right thing instead of usuing the money for their personal aggredisements.

Secondly, the Oyo State government should liaise with NGOs, and other financial institutions that are willing to support entrepreneurs and small scale business owners in the state to secure soft loans to reinforce their businesses having battered by COVID-19 pandemic hence the state government alone lack the capacity to effectively achieve this feat.

Finally, the Oyo State government should grant at least two years of tax relaxation package especially for entrepreneurs and small scale bunisess owners in the state. The five-six months tax relief is not good enough to warrant business revival. This will go along way helping most of the small scale business owners to stand back on their feet having lost much capital during the period of necessary lockdown.

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Part Five

Communication Studies

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Video Censorship and Classification in Nigeria: Challenges and Prospects of National Film and Video Censor's Board

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Abstract. State's involvement in film/video industry worldwide, although varied in scope and nature, is not new but, usually communicated through capacity explicit organs. In Nigeria, the National Film and Video Censors Board (NFVCB), is an organ of sort. Without a doubt, the Nigerian government through the National Film and Video Censors Board (NFVCB) strives to ensure the protection of vulnerable members of the society, such as teenagers from the anticipated negative contents of video works. Researchers have contended that; detailed as the framework for censorship and classification provided by the board may appear, the NFVCB remains largely ineffectual in carrying out its mandate. This is because it is undeniably faced with loads of problems in the discharge of its duties. It is in accordance with this contention and the regulatory policies of the NFVCB that, this paper sought to examine the performance of the Board with a view to ascertaining the challenges it has had over the years while performing its job and what prospects it has going forward. The paper does not aim to be judgmental but a diagnostic's tool consequently; it sought to proffer solutions that will educate future administrative changes for better execution by the Board. This is done by exploring significant writing, utilizing verifiable, expository, observatory and meeting techniques to look at the issues encompassing the Board. The paper concludes by making a few proposals and suggestions that would assist with promoting and enhancing the work of NFVCB in the Nigeria film/video industry going forward.

Keywords: Censorship, Classification, Challenges, Prospects and Video

1. Introduction

The Law exists in any case to ensure the interests of the individuals. It grants freedom that ensures that citizens do have the right to speak out their views freely unless where this has a grave impact on other fellow citizens or causes damages to the country in some ways. When unfair bans and censorships are being used to contain these rights, it would certainly mean the end of freedom of speech and expression. Thus, when the "law" which is itself given the key obligation of ensuring the privileges of citizens confines reasonable use of such rights, individuals start to lose their confidence in the law.

Since the emergence and evolvement of the film industry the world over, it has been observed that the industry has always been forced to account for its social relevance and authority. Nollywood, (Nigerian Film industry) for instance, has often been subjected to moral and social scrutiny by what Okome (2010), describes as "cultural mediators" of African art from different quarters particularly from the scholarly class in Nigeria. The most prominent of these mediators and the object of this paper is the National Film and Video Censors Board, founded in 1993. The board on inception was mandated to "monitor, register and classify indigenous as well as foreign video productions for private and public viewing" (NFVCB, 1993).

To police the film industry as it were for enhanced performance in a politically, economically and socially diverse country like Nigeria is no mean task. This, maybe clarifies why detailed as the framework for licensing, censoring and classification of films by the Board may appear, one may contend that the NFVCB has remained generally incapable in the performance of its job (Ugor, 2007). Without a doubt, this is not far detached from the various difficulties the board has needed to battle with. Like many government agencies, the National Film and Video Censors Board (NFVCB) faces a complex public and constitutional shortfall that has obstructed its administrative capacities.

This current paper's goal is to identify the difficulties being faced by the Board in the fragile, difficult exercise of ensuring the privileges of three fundamental social foundations in Nigeria; the family, the Church/Mosque/African conventional religion, and the state. The paper additionally features the possibilities the Board has going forward and gives some key suggestions to help it in the performance of its legal obligations to the Nigerian film and video industry.

2. Brief History of Film/Video Censorship and Classification in Nigeria

Okome (1999), Okome and Haynes (2000) and Adesayan (2000) posit that a sickening economy aggravated by political instability and general social collapse in the late 1980s and early 1990s were the major factors responsible for the emergence of home video production. These factors undeniably suggest that:

Video production in Nigeria did not start from a professional and formal structure but from unprofessional, unemployed but creative and "hair-brained boys" (Adesanya, 2000).

The business of filmmaking in Nigeria was primarily to make brisk benefits from rushed productions sponsored by authoritative film marketers, most of whom were also becoming producers and directors overnight (Iyorza, 2016).

These factors made film/video production open to any and all individuals (Ugor, 2007). Subsequently, in no time, a large number of films with diverse themes and contents followed, dominant part of these containing ritual scenes, foul language, graphic violence, denigration of the Nigerian society, prejudicial portrayal of certain ethnic groups and abuse of cherished institutions. Omoera (2009) noted that, right from the works of the Yoruba theatre troupes which birthed the home video industry in Nigeria to the immensely proliferated video/film production in Africa, there is "a mixture of the good, the bad and the ugly of theme and dramatic construct of materials" - delivering films that frequently portray a greater amount of the degenerate, fixation and savage parts of our public life as opposed to the positive ones.

Before long, there was an emergence of a huge public out-cry for some form of regulation as consumers, especially parents cried-out against the negative contents of some of these movies. To deal with these worries therefore, the National Film and Video Censor's Board was created. Without a doubt, the Nigerian government through the National Film and Video Censor's Board (NFVCB) sought to ensure the protection of vulnerable members of the society, such as teenagers from the anticipated negative contents of video works. This form of protection and control is what many scholars inconspicuously allude to as censorship. Kajo and Anzaku (2019) see censorship as a method of guaranteeing that movies do not "disrupt the social order, violate societal moral code or harm the sensibility of the populace especially its young ones".

Film censorship or, censorship in general is not new, however its practice differs from one nation to another. State's involvement in the film/video industry worldwide, albeit shifted in scope and nature, is likewise not new but rather expressed through capacity explicit organs. In Nigeria, the National Film and Video Censors Board (NFVCB), is the organ burdened with the duty of film censorship. The role of the National Film and Video Censors Board therefore is to determine the likely impact a movie has on the audience, bearing in mind the age, social and religious sensibilities, as well as the overall social benefit to the country hence, provide relevant censorship and classification.

To perform its role, the board is mandated to:

- License: i) a person to exhibit films and video works and ii). Premises to the purpose of exhibiting films and video works.
- To censor films and video works.
- Regulate and prescribe safety precaution to be observed in licensed premises.
- Regulate and control cinematographic exhibition.
- Keep a register of all films and video works: i). Submitted for approval for exhibiting throughout Nigeria ii). Approval unconditionally iii). Refuse approval subject to such conditions as the board may impose.
- Keep a register for all: i). Licensed films and video exhibition premises, ii). Film and video distribution companies. iii). Video shops, centers, clubs or associations.
- Keep a register of all the films and video exhibitors
- Keep a record for all necessary information on film and video producers whose work(s) is to be distributed or exhibited in Nigeria.
- Keep records of all changes in any register kept by the Board.

Justifying this mandate, the Board states that, "we believe very strongly that Nigeria should define her identity, character, image and influence from the movies' global window…...it comes across as the strongest force of global goodwill and influence for Nigeria" (NFVCB, 2006).

3. National Film and Video Censors Board's Classification and Censorship Principles

The NFVCB's censorship and classification principles are based on Section 37 of the NFVCB Act which states that, "the Censors and Classification Committee in reaching a decision on a film or video work shall ensure adherence to certain basic principles" (NFVCB, 2006). The principles which serve as grounds through which a film or video may be denied or given approval to sell or screen to the Nigerian public are aptly summarized below:

Sovereignty and National Integration: Sovereignty and National Integration is one of the grounds through which a film may be denied or given approval by the Board. According to Reuben Abati (2005) cited by Idachaba (2018), "there is the need for film producers and other people involved in the sector to fuse the motives of films and the developmental aspirations, of the country into a national consensus or philosophy". Idachaba (2018), states that; the Nigerian government began a process of historical reengineering in the year 2005 through a project tagged the "Image project." According to him; "the new consciousness is that the Nigerian video can be used to repackage Nigeria". Okonkwo (2009) citing T. S. Eliot, the great English poet said, "Developing national consciousness is a conscious decision… It requires deliberate policy and efforts…. The nation is not a given…. It can only arise as the result of conscious effort, an existential choice which enables man to escape form natural determinants". As per Okonkwo, "the positive use of film will serve as a tool of national mobilization, a sign of national autonomy and a means of the preservation of national heritage and sovereignty".

Nigerian Culture: According to Danbello and Dakogol (2016), communication systems and the way they are put to use can either pose a threat to or promote cultural identity in most countries, if not all. This is because, communication is a part of culture as much as an influence upon it. Ekwuazi (1991) also asserts that, film is a cultural index, a social reflector and a socializing agent, therefore the instrument of unity to the nation. Okoye (2014) says that, the producers of films should target creating motion pictures that, “consolidate the growth of the industry by making movies that border on promotion of National interests”.

National Security and Public Order: As per Esiemokhai (2012) refered to by Chijioke (2015), National Security is a complicated organization of frameworks of cautious measures, pointed toward guaranteeing the wellbeing of governments, the state and their ethnicities. Gowon and Ikpanor (http://dx.doi.org/10.4314/ujah.v14i3.) posits that; “ethnic identity and consciousness is capable of creating inter-ethnic rivalry among different ethnic groups in Nigeria” and thus represent a genuine security challenge to the mission for the accomplishment of public character. The pair further assert that; the services of theatre through radio, television and stage can employ stories that bother on “the significance of national identity and also project the importance of security for the survival of Nigeria through social stability”.

According to them, sensational appeal to public character and social security can be extended in movies films, dances and songs, Gowon and Ikpanor (http://dx.doi.org/10.4314/ujah.v14i3.1). Thus, it becomes basic that movie producers and makers ought to add to tackling public security by providing employment to numerous craftsmen, cameramen, experts, makers, advertisers and drivers that constitute the youth population in Nigeria.

Morality and Decency: Opeyemi (2008), observes that, “Scantily scalded ladies with seductive make-up and appeal adorn the posters and jackets of many films”. According to him, “Often the films would feature single girls who do not keep a single relationship but for fancy and greed would keep a school of lovers who provide their every needs and whims”. As if in agreement with Opeyemi, The Youth Awake Movement (2013), states that; “Nollywood and our musical industry has steadily become the shadow of its conventional self…. It has gone from being a role model in the society to being a bad influence on the young generation”. The youths opined that; “the influx of our market with indecent and unholy movies especially soft porn and crime movies calls for concern amongst stakeholders in the industry”. According to them, the release of movies like “The Benjamins”, “Greedy Sex”, “Room 027”, “Bold 5 Babes”, and the likes, brings to mind the question of where our film culture is heading to in terms of moral decay (The Youth Awake Movement of Nigeria, 2013). The pace of indecent and nude dressing in our movies and musical videos these days ought to accordingly involve worry to each Nigerian.

Economic Well Being: According to a report by the Nigerian Film and Videos Censors Board (NFVCB); filmmaking employs about a million people in Nigeria, split equally between production and distribution, making it the country’s biggest employer of labour after agriculture (NFVCB, 2007). Also, according to NFVCB, Nollywood (Nigeria’s movie industry) grosses US$ 200m – US$ 300m a year in revenue. Nollywood movies cost between US$ 15,000 and US$ 100,000 (http://reserach.bglgrouping.com/diocuement/economic). Nigeria's former minister of finance, Okonjo Iweala (2005) is quoted as saying that “the industry has made over 30 billion Naira to the national economy in the past ten years, its export potential is high as it assumes unbelievable viewership in the whole of Africa and worldwide”. Agber (2005), states that; “film has generated an estimated 45 million Euros per annum”. Film is therefore a medium through which the country can grow its GDP if properly regulated.

International Corporation: Maton (2018), submits that the film industry has “showcased the creative ingenuity of actors and actresses”, thus according to him, it has become a “player in global audio-visual industry, and boosted the image of the country globally.” Okoome (2007) notes that, Nollywood has become a worldwide marvel on the grounds that, the rest of the world is starting to focus on it. Films in the likes of Wole Soyinka’s, “My Father’s Burden” can make bold statements on public morality especially where corruption has become an acceptable norm in the society. It is on record that Nollywood films have helped a lot in exporting Nigerian cultures globally. Its music, comedy, fashion, religion, and lifestyle is also appreciated across nations of the world. This can only improve if films/ videos are properly censored and classified.

Racial, Religious or Ethnic Discrimination: Maton (2018) believes that "There is no gain saying that Nigerian Film Industry occupies a very important role in national development of the Nigerian society and its cultures". Of course, ethnic, religious and racial differences constitute one avenue that has been highly exploited by some Nigerians for political gains or otherwise. The Jos crisis for example that claimed so many lives, including two serving legislators, has been largely attributed to people sowing the seed of discord between the Hausa/Fulani "settlers" and the natives. A film ought to be a medium to diminish ethnic contrasts; movie producers can lead the vanguard towards enthroning harmony and security on the Jos Plateau for example through productions which highlight the culture of reflection - on losses suffered, compared to the gains of the ethnic crises. Likewise, producers should extend in their movies, a greater amount of the things that join us as opposed to the things that partition us as a people.

Social Institutions: Popoola (2003) cited by Chijioke (2015), notes that, "the failure by movie producers to make any strong comment against social ills is a shortcoming of the films that use violence in their messages". The breakdown of social establishments like family, educational system, instructive framework, legal systems, among others, has additionally contributed to a great extent to the state of insecurity in our nation. As indicated by the NFVCB (2006), the film industry ought not add to the number of deviant children in the society, but rather champion the culture of moral life and respect for elders and constituted authority. It ought to advance educational and entertainment worth and national security sensitivity. The industry ought to evade blasphemy, obscenity, criminality, provoking religious and racial confrontation. It should last but not the least swear off savagery, defilement and lack of respect for African personalities among others.

4. Concept of Video Censorship and Classification

4.1 Concept of Film/Video Censorship

This paper adapts Encarta's definition of censorship which is; "the examination of books, periodicals, plays, films, television and radio programs, news reports, and other communication media for the purpose of altering or suppressing parts thought to be objectionable or offensive" (Encarta, 2006). What is "objectionable or offensive" material might be things viewed as shameless or profane, shocking or godless, rebellious or treasonable or harmful to public security. This, most likely clarifies why Encarta (2006), says the rationale for censorship is that, it is necessary for the protection of three basic social institutions; the family, the Church/ the Mosque/the African traditional religion, and the state by function - specific State organs. Okome (2010), describes these organs as "cultural mediators" of African art.

Nollywood, (the Nigerian film industry) for instance, is often subjected to moral and social scrutiny by different quarters especially from the scholarly class in Nigeria. The National Film and Video Censors Board, is saddled with the censorship mandate of monitoring, registering, classifying and licensing a person to exhibit indigenous as well as foreign video productions for private and public viewing in Nigeria.

4.2 Concept of Film/Video Classification

As indicated by Langford (2005), "Film is an art and just as the art itself, film has a complex range of departments". Along these lines, learning the classification of film is definitely the principal key for the learning of film. Film/video classification is largely the process of giving age ratings and content advice to films and other audio-visual content to support youngsters and their families pick what is ideal for them and stay away from what is most certainly not. In the film world, there are a wide range of sorts of motion pictures and there are many film groupings. Movies are frequently arranged into; content, treatment, sway and so on. In the aspect of content, films can be classified as; actions, comedy, crime, horror, obscenity, foul language etc. In the aspect of treatment and impact, there are eight main classifiable elements of public concern such as; theme, language, sex, nudity, violence, cruelty, horror, menace, drug use and criminal conduct.

Film/video classification hence rates a film while considering the exact portrayal of real-life actions and emotions. Hence expressions or expletives with sexual connotations or expressions normally specifically used in the context of certain groups in Nigeria is not permitted in ratings like; G, PG, and 12.
As verified by NFVCB (2006), youngsters have the common propensity to duplicate grown-up conduct without any thought of more extensive social ramifications and so, are typically the individuals who are probably going to be gravely influenced by brutality in films. Consequently, classification and censorship boards are often concerned about detailed portrayal of criminal and violent techniques and the glamorization of easily accessible weapons in films. In general, the Board's classification decisions are often guided by the need to protect the young, racial/religious harmony, treatment of theme, content, context, impact and national interest.

5. Challenges Facing Film/Video Censorship and Classification in Nigeria

Maybe the principle challenge confronting the Board is the misguided judgment members of the public and particularly, film producers have about the Board occasioned by the failure of the Board to interface appropriately with the partners in the entertainment world. The board has regularly been blamed for oppression by producers and filmmakers and actually received critical knocks from the press for subjecting film censorship to what they considered to be narrow Catholic Christian doctrines. Some film producers, notably Helen Ukpabio, have in the past, openly opposed the Board by delivering their movies without going through the NFVCB (Ugor 2007). This, maybe clarifies the apprehensions communicated by its present Director-General, Ms. Patricia Bala (The Nation) when she expressed; "we are careful not to interfere with freedom of expression."

Other challenges be-devilling the Board include:

Lack of Functional Distribution and Exhibition Framework: According to the board, the film/video sub-sector is still heavily dominated by foreigners and particularly, that the profit realized from film distribution is not usually invested in the production of films. Besides, distribution outlets for Nigerian-made, films are limited both locally and internationally. During the reign of the former Director-General of NFVCB, Mr. Emeka Mba, the Board initiated what it called: New Distribution and Exhibition Framework (NDEF), aimed at regulating film distribution through auditable structures. The laudable objective was expected to make the distribution subsector more receptive to the curious needs of the industry, and harmonize it with other sub-sectors so as to encourage a reasonable development and facilitate a balanced growth. Be that as it may, the plan is yet to take off.
Illegally Distributed Contents: This has continued to represent a genuine test to the board's activities. As indicated by Ms. Bala; "most of the pornographic movies do not emanate from Nigeria". She adds that; "the agency is talking with its counterpart in Ghana, on the need to fight the incursion, as some of the films appear to be from that country" (https://thenationonline.net/our-challenges-by-censors-board/). Ugor (2007), remarks that video films are often imported and exported illegally across the Nigerian borders under the watchful eyes of the nation's customs and immigration service. Also, according to Bala as reported by thenationonline; "the Internet is another medium of distributing of such illegal films, which even the advanced countries are having a problem with".
Dearth of Children's Content: Bala (https://thenationonline.net/our-challenges-by-censors-board/), notes that; "there is dearth of children-inclined movies…Children are not being catered for…There is a serious gap that needs to be filled by the industry. Last year, there were only seven movies rated for children of the 560 approved for home viewing," she

stated; 'There are challenges of inappropriate content unsuitable to the Nigerian brand, which we desire to project to the world.

Pitfalls in the Enabling Laws: There is no doubt that, the laws governing the performance of the board needs to be updated to meet the exigencies of the time. The absence of enabling laws to enhance the performance of the board is a serious challenge. The amendment of the Board's enabling law, which has been on the concurrent list since 1993 is yet to be passed into law according the current Director-General. Ms. Bala further stated that, "the proposed amendment is with the Ministry of Justice and I hope that it would get to the National Assembly soon so the Board can be strengthened to act when the need arises". (https://thenationonline.net/our-challenges-by-censors-board/).

Lack of Proper Monitoring: Given the vastness and the geographical spread of Nigeria, it is without a doubt exceptionally difficult for the officers of NFVCB to establish a monitoring presence all over the country with its present structure. Accordingly, it is hard for the Board to uphold its laws on films/video; in this manner, endless movies that ought to have gone under the sledge of the Board actually flood the market and attract viewers. Moreover, because of this vacuum, the movie producers themselves additionally stunt and divert oversight authority of NFVCB by offering to the market an alternate rendition of their movies as opposed to the ones classified and affirmed by the Board.

The NFVCB tries to guarantee that non-endorsed films are not traded in the market and that only authorized wholesalers work in the market. It likewise seeks to guarantee that that films/videos that are not censored nor classified are screened on broadcast stations or watched in film/video centres. The performance of these functions requires that it establishes a monitoring presence in all of the stated places. The implication of the lack of presence in these places is that another version of a film previewed and classified by the board can be marketed/exhibited or screened in the hinterland while only the censored version is sold or screened within the vicinity where the board's office is domiciled.

Lack of Synergy with Relevant Agencies: There is no doubt that the board can hardly be in charge of the industry alone without proper support from complementing statutory bodies like; the Nigeria Police Force, Customs, Immigration and Copyright Commission. The offences that occur under the regulatory functions of the National Film and Video Censors Board Act, are criminal in nature, hence they fall under the statutory responsibilities of the Nigerian Police. Also, importation and exportation of video/films are done illegally across the Nigerian border which is a preview of the nation's Customs and Immigration Service. The copyright commission ensures that copyrighted works are not pirated and hence get back to the Nigerian markets.

The NCS as a matter of national security make sure that imported or exported films and other video work are made to go through the "censorship filters" of the NFVCB. When the Nigerian Custom Service (NCS) the Nigerian Copyright Commission (NCC), the Advertisers Practitioners Council of Nigeria (APCON), which monitors advertisements and other relevant organizations synergize efforts properly with the NFVCB, curbing the menace caused by unregulated film/ video contents will be easier.

Duplicate Functions of State's Censorship Boards: Even though the federal system of governance enshrined in the Nigerian Constitution provides the National Assembly and the state houses of assembly to establish censorship boards, the creation of these boards largely duplicate the functions of the NFVCB. If not properly managed this can result into multiple censorship and classification standards that could pose a challenge and limit the acceptance of Nigerian films abroad.

Lack of Proper Procedural Framework: As a matter of principle, the board does not involve itself with either the pre-production or postproduction activities of the filmmaker(s). Ugor (2007) quoting Mr. Rotimi Martins a member of the board says, "We do not always know the story… We don't go to location…When the job has been completed, you now bring it to us for censorship". This principle in this age and time seems flawed. It is also obviously not at par with other film cultures such as the United States where the rating board starts its work from the scripted screenplay itself. With this principle in place, it is difficult to see how the NFVCB can control the content of video films. What they can possibly do is to merely tinker with what is presented to them in one way or the other in accordance with existing censorship standards.

Inadequate Funding: Balogun (2010), notes that, the difficulties which the Board faced in 2009 was "due largely to scarcity of funds in implementing programmes." Statutorily, the NFVCB receive its funding through appropriation and internally generated revenue. However, the NFVCB has often suffered from underfunding and has sometimes found it difficult to meet its running costs. The carry out its role effectively, the Board requires adequate funds to pursue building projects or procure office accommodation. The Board also needs sufficient funds to procure equipment and vehicles for extensive and intensive inspectorate, investigative and monitoring activities and to pursue vigorously, staff training and development programmes.

Piracy: Piracy is a very serious challenge, not only to the NFVCB but the entire Nigerian film industry. It makes the work of the Board almost ineffective and that of the artist whose work is pirated, unprofitable. Pirated films undoubtedly do not pass through the NFVCB in order to have their contents scrutinized and most are always filled with violence, sex and many acts that do not upgrade the average Nigerian audience, especially the youths.

Security: As an agency that deals with what bothers on the economic wellbeing of stakeholders, it must face a lot of security challenges. Security challenges here include both in the enforcement of the laws of the Board and the protection of members of staff. The Nigerian Police Force (NPF) is the body responsible for enforcing the laws of Nigeria, including that of the NFVCB. They are expected to ensure that offenders are brought to book and unregistered premises are closed down. Ugor (2007) however reports that, "out of the ten cases of infringement reported by the Board to the police, only about two are prosecuted".

The security of the staff of the Board is another thing. The former Director-General of the NFVCB, Emeka Mba was reported by Steve Ayorinde (2008), to have said; "I have become sensitive about my security". This was as a result of death threats sent to him over his reform programmes. He further said; "it is sad and frightening that people will call me in the middle of the night asking me if I wanted to make my wife a widow and my children orphans" (Ayorinde,2008).

6. Prospects for Better Performance

Despite all the difficulties the NFVCB faces, there are obviously bright prospects for its growth and development; more especially toward the realization of its aims and objectives. Some of these prospects are seen in the light of what the Board is doing or seem to be doing in moving its operations to the next level. These include:

Engaging with stakeholders: According to a former Director–General of the National Film and Video Censors Board (https://thenationonline.net/our-challenges-by-censors-board/), "We engage in responsibilities to engender genuine interactions and exposure to ensure that our regulations and statues are well understood and assimilated". Also, the Board has embarked on a series of advertorials on television and radio in an attempt to rally support from industry players, the viewing public and other stakeholders to check and abhor the different levels of abuse which threatens the film/video architecture in Nigeria. One of these advertorial is the "movies matters... act responsibly" adverts being aired on the national broadcast media to sensitize stakeholders in the film industry.

Self-Sustenance: Undoubtedly, funding is vital to the performance of any organization. As a revenue generating agency, the NFVCB holds great promise in sustaining itself. The capability of reducing its dependency on government is however hinged on the availability of adequate staff, equipment and materials to work with. With the explosion of film productions in the country, the possibility of the realization of this prospect is very high. With enough working tools and staff, monies accrued to it through the statutory functions will be effectively collected especially if it is able to effectively cover the whole country.

New Distribution Framework (**NDF**): The New Distribution Framework for the Nigerian film industry is another dream it hopes to realize. Mba quoted in Ayorinde (2008) notes that "the distribution system has its key objective of providing durable and commercially-viable structures, which will be accepted both locally and internationally". The benefits of this new framework according to NFVCB (2006) will begin to show when it introduces simple processes that are accountable and auditable thereby creating the basis for keeping track of performances of each movie product in the market and provide durable and commercially viable structure, able to attract local and international investors as well as sustain those already plying their trade in the market.

Shared Responsibility Plan (SRP): This came as a backdrop to the creation of states censorship and classification boards especially in Kano and Lagos states. If the inherent problems in working with state censorship Boards are being turned to prospects in what the Board calls; Shared Responsibility Plan (SRP), it will serve as a means of resolving the problem of overlapping powers and tackling other challenges of inadequate material and human resources. According to the Board; "Under this plan, the NFVCB shall continue to drive regulatory initiatives in the film industry in terms of censorship, classification and distribution, whilst the states help to monitor and enforce decisions reached by the NFVCB" (National Film and Video Censors Board, 2006).

Funding: The Federal Government recently pledged the sum of #300 Million to Nollywood. If this fund is sourced and put to proper use by stakeholders, it will go a long way in monitoring the production of films hence ensure that only high moral and ethical movies are produced, further enhancing the moral standards of the society.

7. Conclusion and Recommendations

In conclusion, one can say undeniably state that, Nollywood is one of the fastest ways of showcasing Nigeria and Nigerians to the outside world, it is therefore important for government and all stakeholders in this industry to take urgent steps to reverse the drastic moral decline going on in the sector at the moment.

Also, many stakeholders in the movie industry see their involvement as an avenue to improve on the lot of their economic wellbeing. To attempt to control their activities thusly can be entirely troublesome. It is on this note that this paper makes the following recommendations:

- The Board must ensure that interactions between stakeholders are stepped up so that confidence is built between the Board and stakeholders in the industry. Similarly, the Nigeria Copyright Commission (NCC) must do its utmost to protect the intellectual property rights of artists from unauthorized reproduction, exhibition and duplication.
- A strong collaboration among relevant bodies such as; the police, the Nigeria Customs, the Nigerian Communication Commission, the Nigerian Immigration Service and so forth, would go a long way to protect the works of both local and international artists and ultimately encourage them to produce more creative works. Aside from protection, such technical cooperation would also help mitigate the incidence of litigation.
- The security challenge is an ever-present worry, among staff of the Board. Subsequently, the NPF and other security agencies ought to provide adequate security backups for the NFVCB because of the sensitive nature of its operations.

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Communication Media Convergence and Issues in Video Production, Distribution and Consumption among Nigerian Youths

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Abstract. This work sets out to expose the issues in video production, distribution and consumption among Nigerian youths as orchestrated by communication media convergence. The paper examines information and technology effects, the easy access to movie production and distribution, and the ease of consumption which has further given rise to evolving issues including academic distraction, psychological disorders, addiction and death in some cases. These issues have also further corrupted the morals of feeble-minded Nigerian youths and caused several untold social instability in country. To explore the reality of communication media convergence and the accommodating technologies thereof, this paper adopts the triangulation (mixed) method of inquiry, using the quantitative and qualitative surveys and analysis, drawing from primary and secondary sources. A focus group discussion comprising fourteen (14) participants made up of Graduate students of Media and Communication Departments in the University of Calabar, Cross River State and Rivers State University, South-South Nigeria and a survey of 288 undergraduate students selected randomly from same universities in South-south and Nasarawa State University in Northern Nigeria was adopted. Findings showed that most Nigerian youths produce videos and transmit them through social media platforms with little or no knowledge of movie production skills and ethics and most of them are addicted to the contents of the communication media that have converged on the new technology. This paper concludes that the process of making and distributing videos among Nigerian youths as aided by new media has a lot of devastating effects on the youths and recommends social mobilization and massive orientation of Nigerian youths on the ethics of new media use.

Keywords: Communication, Consumption, Convergence, Distribution, Film, Media, Production, Video.

1. Introduction

The production of film, during the mid-part of the 20th century to the beginning of the 21st century, has been described as primitive, tedious, time consuming and stressful by film and communication scholars. For instance, Evans (2012) states that the tape based video production techniques assumed an analog editing which was linear because of the impossibility of jumping instantly to any point in a video tape, which meant the editor had to roll through every shot to reach a point he wishes to edit. The technological build-up of the film apparatus was initially designed more for government business than for commercial or private use. Hassan (2013) recounts that even radio and television in Europe and other developing countries were initially government-owned and government-run while feature film industry was in private hands with newsreels, documentaries, short films and animation films remaining the responsibility of the public sector.

Film products transited to enclosed plastic cases on a reel, and were sold in shops for anyone who desired them. Cinemas and film halls sprang up and became the most famous points of distribution of the film contents. Interested viewers saw the publicized posters of the movies and noted the specified time for their display. The movie content consumers would have the movie time scheduled on their plans for the day. Perhaps, it was not easy in Nigeria for an individual to purchase the film projector to see movies as people do in the comfort of their homes today. Consumption patterns required film viewers to physically register their presence at the cinema halls. Hollywood, Bollywood and Chinese films were the most present. Film production in Nigeria was yet to gain its feet in the industry.

Film production, distribution and consumption began in Nigeria for the purpose of public enlightenment and education by the colonialists to aid the administration of the colony Effiong and Iseyen (2017) are of the view that only documentary films were produced and used as propaganda by the colonial government to promote their programmes as well as foreign activities that were of interest to them at that time. Effiong and Iseyen (2017:85) capture the film development mood in Nigeria during the latter part of the 20th century thus:

The effort of the 70s and 80s precipitated what is today and globally acknowledged as Nollywood, which started with Igbo popular films in the 1992…Films produced by this industry, are undoubtedly popular and able to satisfy the appetite of film audiences in Nigeria and Africa in general. The emergence of this feat is traceable to Kenneth Nnebue's living in "Bondage" which was followed by "Nneka", "Glamour Girls", Domitila, Onome etc. All these productions were around the early and late 1990s.

With the advent of video tape players, the viewership of Nigerian movies was domesticated in almost every urban household. Film shops witnessed a geometrical evolvement while marketing and distribution were based on buying, hire purchase or borrowing. Consumption patterns also depended on the availability of electricity power supply, time and the interesting nature of the film's storylines. The storylines were designed to reflect typical Nigerian cultures and rural lives; there were few plots that anchored on urban lifestyles. The Nigerian films were widely consumed by the local and international audience. Agbese Aje-Ori, cited in Effiong and Iseyen (2017), acknowledges that the Nigerian movie industry thus became popular across Africa and abroad.

The production, distribution and consumption of Nigerian movie contents today have however been manipulated by global and technological exigencies; notably the communication technology and media convergence. The technological dimension of convergence is the most readily understood. Flew (2019) explains that with the World Wide Web (www), smartphones, tablet computers, smart televisions, and other digital devices, millions of people are now able to access media content that was once tied to specific communications media (print and broadcast) or platforms (newspapers, magazines, radio, television and cinema). Frankel (2014: blog.internationalstudent.com) describes the idea of media convergence thus:

…it (the media) has completely converged. The music that was once in the form of a CD can now be downloaded in an mp3 format anywhere the consumer wishes, whenever the consumer wants. The letters and mails that used to come in the mailbox can now be communicated in an email, on social media like Facebook, or via text. With the help of smartphones, computers, tablets and more, the concept of digital media convergence has launched farther and faster than the media could have predicted. Where instead of purchasing a newspaper, people in search of news can find it online equipped with videos and other media.

The thrust of this paper is to investigate Nigerian youths' movie production, distribution and consumption experience in the era of communication technology and media convergence and the developments arising from their practice of movie making using the mobile technologies. The paper focuses on conceptual clarification and a brief theoretical review and examines the effects of communication and media convergence on movie production, distribution and consumption by Nigerian youths.

2. Theoretical Framework

Two basic theories imported to understand the issue of communication and media convergence and the production, distribution and consumption of Nigerian movie contents are:

- The Theory of Technological Determinism
- The Theory of Uses and Gratification

2.1 The Theory of Technological Determinism

Technological Determinism Theory is Marshal McLuhan's idea introduced in 1962 based on the article; "Guternberg Galaxy; The Making of Typographic man", and according to Ike (2005: 224 – 225), the theory states that "media technology shapes how we as individual in the society think, feel, act and how our society operates as we move from one technological age to another (Tribal age, Literate age, Print age, Electronic age, Computer age)". Technological determinism theory partially explains contemporary persuasion. It implies that the technology of any given era is the major determinant of the cultural patterns of that era. Larson (1992: 84) captures the late Marshal McLuhan's controversial technological determinism theory as he puts it: "the message of any medium or technology is the change of scale or pace or pattern that it introduces into human affairs" or, in briefer terms," "the medium is the message". This is a clear indication that technology and further innovations can affect human behaviour and alter changes in their ways of doing things. It extends to mean that the communication idea reduces from being a complete responsibility of the encoder but a holistic function of the media.

To apply this theory in this discourse, the implication is that the digital technology of our time, including computers, laptops, smart phones, to name a few provide us with access to a pool of common information and experience using a combination of text, pictures, motion, sound and other effects. The technology that has gone digital therefore has determined the convergence of camera, audio and video recorders, editing technology, libraries, internet, radio, television and short films on a single platform. This digital technology further determines the modes of film production, the strategies for film distribution and the patterns for film content consumption.

2.2 The Theory of Uses and Gratification

The Uses and Gratification Theory was introduced by J. G. Blumber and E. Katz in 1974 and according to Ike (2005: 236), the theory holds that "consumers of media content take active part in the communication process and are goal oriented in their media use; that media users seek out a media source that best fulfills the needs of the user". By implication, the theory assumes that the receivers have various needs (marketing needs, social needs including dating, and self-identity needs) and would prefer any platforms or means that would make them to meet up those needs. Some of these - in fact many of them, if not all-involve using the digital media.

In application, the movie producers find the new technologies and their accompanying benefits in producing and distributing videos easier and more convenient while the consumers of the media contents or movie audience would only select movies that would give them the desired satisfaction at the time. Furthermore, the theory suggests that the ease of accessing videos with the opportunities provided by the new technologies will encourage more participation in the media of convergence. The theory however questions the impact of media convergence on the consumer and suggests rather that the media audience determines what effects to befall them from films produced, distributed and consumed through digital technological convergence.

3. Communication and Media Convergence

The term communication is generally used by everyone in the society, including organizational behaviour scholars, management practitioners, academics and the general public. It is a process; series of actions or operations, always in motion and directed towards a particular goal. Nwagbara (2006:7) recalls that the word communication is derived from a Latin word ‘communis’ which means ‘common’. More comprehensively, Ober (2006:5) defines communication as the “process of sending and receiving messages-sometimes through spoken or written words and sometimes through such nonverbal means as facial expressions, gestures and voice qualities. This implies that the definition of communication is contextual and may be defined to suit the business, social or technological context. Iyorza (2015:11) defines communication inferentially as “a process of exchanging information between or among individuals through a common system of symbols, signs or behaviour.” Above all, communication involves the transmission of information, ideas or beliefs from the encoder to the decoder with the aim of achieving a common understanding, promoting a course or reacting to given stimuli in a communication encounter.

Naturally, every communication process is made possible by the encoder (sender of the message), the message (the basic idea to be transmitted), the medium (the channel or platform that conveys the message) and the decoder (the receiver of the message). There is a symbiotic relationship between communication and the medium, known in plural as ‘the media’. The term media is often misconstrued because of the different contexts within which the word is used.

In journalism, Ike (2005:138) defines “media” as “those institutional structures that foster the rapid transmission of standardized information to relatively large audience through some mechanized channel or medium”. Examples here include radio, television, newspaper and magazines which are conventionally ‘mass media’ because of their ability to reach out to a large audience at a time. Haralambos and Holborn (2008:711) present a technical and contextual meaning of the media thus:

The term media is used rather too broadly in popular language. Academically it is useful to distinguish between mass media, where a message is conveyed from one point to a very large number of other points; interactive media, which provide a limited degree of communication back from individual points to a message’s point of origin; interpersonal media, where messages are conveyed between single points; and network media, which permit messages to be conveyed between single points or small or large numbers of points in any direction; new media: those aspects of the media associated with ICT.

Apart from the above characteristics, the term ‘media’ in contemporary postmodern era remains basically a technologically based concept, however, few discourses exist from sociologists who have emphasized the vibrant but ignored human based media such as the family, the school, the peer and the church. The 21st century developments have unquestionably ushered in new modes of technological media operations. In the modern era (the period between 1650 and 1950s), Iyorza (2014: Journalism 8) states that television, radio, newspapers, magazines, posters and billboards were the dominant technologically based media, but their independent existence gave them a departure from what is obtainable today. From the period of 1951 till date, technological advancements have paved way for all modern media to converge on a single platform, a development known as communication and media convergence.

Convergence simply means the occurrence of two or more things coming together. Burton (2007:187) describes the benefit and operation of convergent media thus:

…technology has brought about a convergence in the electronic codes which carry the media texts and enhances our ability to encode all visuals, sounds and prints in binary digital terms, such that one can store, copy, edit and transmit media content in this binary code, and also store movies, photos and music.

Advantageously, media convergence simplifies the production of media content while also greatly expanding, accelerating and facilitating its distribution, often with associated cost savings. A digital film for example can be shot and circulated globally within seconds through the internet, eliminating the need for film processing, printing and physical distribution. Similarly, Gasher (2014) explains that consumers can access multiple forms of media content - books, radio, television programmes, music, movies, newspapers – on their computers, smart phones or other devices at a time and place of their choosing often for free. Media Convergence therefore is a term that describes the merging of previously distinct media technologies and media forms due to digitization and computer networking.

Since a diverse array of content is now being accessed through the same devices, media organizations have developed cross media content. For example, news organizations no longer simply provide just print or audiovisual content but are portals that make available in forms such as text, video and podcasts. In the 21st century, with content now accessible in digital form across multiple devices, users themselves are not consumers of content from convergence of the media, but increasingly its producers and distributors.

Communication and media convergence refers to the union of independent channels of information transmission on a single technological platform. The convergence is made possible by digitization of the media. Digital technology embraces digital electronics and utilizes certain equipment to transform picture, text, sound, image and other information into binary digits that can be recognized by electronic computer, which then computes, processes, stores, transmits, spreads and resumes these pieces of information. The enabling platform for communication and media convergence has therefore impacted generally on the production, distribution and consumption of media contents.

4. Video Production Process

Sharma (2015:423) states that the production process in filmmaking begins with the "pre-production phase (a stage for developing ideas and planning prior to the process of production), production phase (principal photography or shooting stage) and the post-production stage (editing and distribution)." The wave of digital technology has affected the production of Nigerian films in several ways in the era of communication and media convergence.

The impact of using communication converged technologies in the Nigerian film production today include the outcome of steady visuals, incorporation of more and standard visual effects and the creation of an imaginary world into the film footages. The overall impact of easy shooting or recording include the easier modes of production of the videos, easier to manipulate cameras, higher qualities of film disk, inclusion of interesting spectacle in the movies, achievement of the impossible, exciting and creative contents. The shooting and portrayal of witches and wizards, flying spirits, magical or spiritual healings and miracles all featured in the Nigerian films are today achieved with much ease with the advent of communication and media convergence technologies.

The negative implications however include over-manipulation (exaggerations) of some scenes such as the magical contents, high cost of purchasing the technologies of media convergence which compel some film producers to occasionally resort to low standard equipment. Some Nigerian movies are produced online and distributed without censorship. The impact is the negative image that such unwarranted movies attract to Nigeria.

In terms of distribution, the media convergence has offered an opportunity of applications for transmitting Nigerian films and YouTube is one of them. Other social media platforms such as Facebook and Whatsapp also receive distributed Nigerian films from online uploads. Digital distribution of Nigerian films today is thus cheaper, and quicker, and can be done simultaneously across the globe. The greatest demerit of easy distribution is the circulation of uncensored materials that could be detrimental to Nigeria's culture and image at the international market. The online distribution of Nigerian films has not cut down the piracy levels. Digital data files are broadcast and downloaded by satellite and the quality can remain consistent under multiple screening. Disadvantageously, the distributed Nigerian films hardly reach consumers who do not have the internet access or requisite technology of media convergence which may be expensive.

Traditionally, Nigerian films were delivered by distributors to cinema projectors through simple means of transportation. Fan (2007) holds the opinion that movies always had many reels which must be contained in a special large box but with media convergence today, the digital distribution of a film is possible with an encrypted high-capacity hard disk that can store vast amount of data. With media convergence, movie consumers enjoy Nigerian films through different platforms and cinema and no longer one sole choice of distribution point. The emergence of video sites like Netflix and Itulu has expanded the distribution ports for films.

The consumption of Nigerian films is by no means diminishing, and if anything, it is increasing. Communication and media convergence has floated multiple media platforms and expanded the audience base. The communication technology has become a very vital tool to own and as such, consumers of Nigerian films in Nigeria and abroad download uploaded films at will for viewing. They store the movies in the storage base of the digital media and retrieve at their convenience.

Digital technology and media convergence has availed Nigerian film consumers with the opportunity to search for whatever films they want, opportunity to skip, pause, scrutinize images and sequences in ways that have not been available before and the opportunity to explore their own creativity easier and affordably. Media convergence has enabled the proliferation of Nigerian film viewership locally and internationally, especially among Nigerians in diaspora.

On a negative note, consumers of Nigerian films download film content illegally and almost free, thereby short-changing the producers. Other consumers are taking in uncensored content involving pornography and violence while most consumers have increased their level of addiction to Nigerian films due to the opportunities provided by communication and media convergence.

5. Nigerian Youths and Video Obsession

The definition of 'youth' has always been a contending issue as it differently considered by individuals, countries or international organizations. Hilker and Fraser (2009), citing the United Nations General Assembly, define youth as anybody aged between 15 and 24 years or anyone in a transitional stage in life between childhood and adulthood. The implication is that all Nigerian youths belong to the category of African youths but not all African youths can fall within the category of African youths. Again, there is no single definition of who a youth is except such qualification is situated within the context of geographical declaration or individual consideration. In Nigeria, the National Youth Policy of Nigeria (2009) states that although the African Youth Charter recognizes a youth to be one between the ages of 18 and 35, a Nigerian youth is a citizen of the Federal Republic of Nigeria aged between the ages of 18 and 29.

Characteristically, a Nigerian youth, apart from those engaged in few employments and undergraduate studies, has been rendered idle due to dearth of jobs opportunities and the staggering nature of Nigeria's economy. The President of Nigeria, Retired General Muhammadu Buhari once described the Nigeria youth as 'lazy' owing to similar reasons advanced above but his assertion was greeted with maximum criticism because Nigerians felt that such remark from a sitting President was capable of compounding the negative and unmarketable image of the Nigerian youth internationally. However, the President was not far from the truth. In Nigeria, most youths observably spend quality time at pubs, drinking and partying with the little they earn. Even at the age of 20years and above, most Nigerian youths even live with and depend on their parents for shelter, food, clothing and other basic needs of life.

Apart from the desire to get fulfillment from the basic communication opportunities from the mobile information and communication technologies, young Nigerians have insatiable craving for 'latest' mobile phones in order to enjoy what Abraham Maslow described in his Theory of Hierarchy of Needs as 'Self-esteem'. Citing Belch and Belch (2005), Iyorza (2014) explains Abraham Maslow's Motivation Theory of 'Hierarchy of Needs' as comprising five basic levels of human needs, arranged in a hierarchy based on their importance namely: physiological needs, safety needs, social needs, esteem needs and self-actualization needs. The esteem need is the desire to be recognized and promoted; the need to belong and it supports the fact that even unemployed Nigerian youths want to be noticed as possessing very expensive phones that do not even depict their social status in reality. Some go extra miles to burgle houses, attack pedestrians on the road or steal from phone shops in order to own 'expensive phones'.

Truthfully, most mobile technology or phones owned by whatever means by many young Nigerians have photographic cameras, video camera recorders, voice recorders, editing components and many online platforms which enables them to distribute information at will. Most popular among these platforms for video transmission is Instagram. Others are Whatsapp and Facebook. Nigerian youths are heavily obsessed with taking 'selfies' (pictures of selves) at acceptable even at odd times such as when driving, eating, walking and bathing. The Nigerian youths have massively migrated to making videos by recording planned and unplanned events and transmitting same through available social media platforms to friends for different reasons.

Disappointedly, the obsession about information technology, especially the mobile phone is increasingly high among the Nigerian youths. The craving need to possess the new technology of communication for various reasons has led many Nigerian youths to acts of prostitution and armed robbery. The indulgence of the Nigerian youth in the excessive use of mobile phones for different purposes has constituted a great negative effects and distraction especially to those in tertiary institutions as research has shown.

Mojaye (2015) states that the excessive use and dependence of Nigerian University undergraduates on the new media technology has resulted to some negative effects including classroom distraction reduced cognitive ability and cheating during examinations. Other negative effects include cyber bullying, health hazards, psychological disorder, poor writing skills, eating disorders and addiction. The time to read has been taken over by taking of pictures and making and transmitting videos to online subscribers. Most youths have become victims of fraud through video chats while others have lost their lives in accidents and road crashes in the course of taking pictures or making videos. The desire to possess mobile phones and accessories among Nigerian youths, and their obsession about the use of the new technologies to make videos has led many into untimely death. Ogunnaike (2020) reports that Olajide Asade, a youth of 26 years old was crushed to death by a vehicle in Siun, along Abeokuta – Sagamu Express Way, en route Lagos in Nigeria, while the young man was making a video call with his girlfriend on Wednesday, 6th May, 2020.

Another great dysfunction of free access to video production and distribution gadgets in the era of convergence is the corruption of younger minds with uncensored video materials that are either obscene and pornographic or characterized with violence. In Nigeria, a lot of new and social media users of all ages were exposed to a recorded and distributed alleged gruesome murder or beheading of the Adamawa State Chapter Chairperson of the Christian Association of Nigeria by the Boko Haram religious sect. Worst still, videos made, edited (photo shopped) and transmitted on social media platforms by most youths and 'forwarded' by agents of mischief including some adults, have become instruments of propaganda in Nigeria today as evident in many circulated social media videos.

6. Methodology

A total 302 persons, comprising youths from Nigeria, within the age range of 20 and 35 years, were part of the sample population of this study; 14 participants of the Focused Group Discussion (FGD), comprising Post Graduate students from Media and Mass Communication Departments of the University of Calabar and Rivers State University, Southern Nigeria and 288 undergraduate students of two Nigerian universities; Nasarawa State University, Keffi, in Northern Nigeria and University of Calabar, Cross River State. The undergraduates were selected randomly from different departments and 300 copies of the questionnaire were shared out for the quantitative survey but only 288 were returned. The aim of the FGD was to investigate the existence and nature of the production, distribution and consumption of movies in the era of communication technology and media convergence by Nigerian youths, while the quantitative research was designed to find out from the target audience the reality of their movie production, distribution and consumption modes.

6.1 Data Presentation and Analysis

Table I: Developments in Video Production

Developments in Video Production	Frequency	Percentage
Nigerian youths producing videos with mobile phones.	258	89.6%
Nigerian youths producing videos without requisite knowledge and training.	184	63.9%
Nigerian youths producing video contents as they deem normal.	230	79.9%

Source: *(Field Survey, February 2020)*

Table I above shows that a greater percentage of Nigerian youths (89.6%) have actually capitalized on the opportunities created by communication and media convergence technology to produce videos using phones. Majority of the youths (63%) who produce videos do not have the requisite training and skills required in the conventional film production industry. These skills enable a large number of young video producers (79.9%) to make videos from their phones out of intuitive knowledge not minding if the videos are contravenes the ethics of broadcasting.

From the Focus Group Discussion conducted, participants were of the opinion that the communication and media convergence technology has given room for easy production of videos by amateur youths in Nigeria. Okoi and Otonko (FGD 2020) share the opinion that convergence technology has made video recordings easier than the conventional methods for Nigerian youths today because the process "requires no crew and payment for the production staff while editing of the videos has become cheaper and easier." Oludamola (FGD 2020) adds that the production of videos with obscene and offensive content by youths in Nigeria is done out of "mere excitement" and this is because of ease of production of videos made possible by the new technology. Nwachinemere and Boma (FGD 2020) opines that social media has made itself a leader in media convergence and this allows for users to also be creators of content. Videos are made on the spur of the moment as events unfold to share your experience. So it is quite easy with a simple smartphone.

Table II: Developments in Video Distribution

Developments in Video Distribution	Frequency	Percentage
Nigerian youths distributing videos with obscene and offensive content.	222	71.1%
Nigerian youths forwarding online videos made by others.	266	92.4%
Nigerian youths distributing videos without knowledge of codes of broadcasting ethics.	170	59%

Source: (Field Survey, February 2020)

Table II confirms that a large number of Nigerian youths (71.1%) are actually circulating video contents with obscene and offensive content while more (92.4%) distribute and forward videos produced by themselves and sent to them by others without minding the nature of the content. More than half of Nigerian youths (59%) are distributing and forwarding video contents online irrespective of their contents without knowledge of codes of broadcasting ethics.

Ebere (FGD 2020) describes the modes of film distribution among Nigerian youths as faster and to a larger audience at a less cost than distributing disc materials to marketers under the conventional method. However, downloading the videos, pirating some and mass distributing them has become the greatest undoing of communication and media convergence technology. Ebere (FGD 2020) says "the availability of applications like Xender makes online distribution of videos easier on the new technologies". Belema and Amadi (FGD 2020) adds that with the convergence technology, distribution of videos once generated can reach the rest of the world within seconds at the cost of almost nothing. The issue of piracy is also on the increase due to the media convergence technology (Social Media). Nwachinemere (FGD 2020) adds that this has led to lack of proper regulation of contents and an increase in obscene contents.

Table III: Developments in Video Consumption

Developments in Video Consumption	Frequency	Percentage
Nigerian youths receiving videos from others.	280	97.2%
Nigerian youths consuming pornography, violence and falsehood through videos.	260	90.3%
Nigerian youths actually interested in the consumption of the pornographic, violent and falsehood content.	240	83.3%

Source: *(Field Survey, February 2020)*

Table III indicates that majority of Nigerian youths (97.2%) receive videos from others and a large number of them (90.3%) accept and consume online video contents that are characterized by pornography, violence and falsehood. A significant number of the Nigerian youths (83.3%) actually derive satisfaction and value from the videos characterized by pornography, violence and falsehood sent to them by their friends.

Analysing the video consumption trends, Abu, Orok, Onwuneme and Anene (FGD 2020) share the opinion that Nigerian youths consume online videos promptly without considering their quality and determining if it will help them morally. This is quite detrimental to the moral growth of the Nigerian youths. Abu, Orok, Onwuneme and Anene (FGD 2020) also add that ease of production, distribution and consumption of videos among youths has "exposed them to weird cultures and rendered most of them addicted to video contents online even at the detriment of their academic studies". Thus, the consumption of video contents from the communication and media convergence technology has assumed a new dimension and affected the lifestyles of Nigerian youths. Susan and Preye (FGD 2020) were of the opinion that since media convergence has made it easy to develop videos, and distribute videos, it has also aided an increase in online video consumption. No form of restriction is placed on online videos. The Nigeria Film Video Censors Board (NFVCB) have no power to monitor or regulate what is screened online and this has led to obscenity becoming the order of the day. They both observed that gone were the days when viewing a porn video was an abomination because today with just a click of the button with a right amount of data on one's smartphone, a porn video comes up.

7. Findings and Conclusion

The following findings are inferred from the above analysis in terms of emerging developments in the production, distribution and consumption of video contents in the era of communication and media convergence:

- The production of videos using mobile communication gadgets enabled by the growing sophisticated communication and media technology and applications among Nigerian youths has become a lifestyle which remains on a steady rise.

- As long as the communication and media convergence has come to stay with periodic improvements to make the video production process easier, more Nigerian youths will continue to produce online videos without bothering to learn the skills and the ethics as required in the conventional method.
- Most Nigerian youths are in the habit of distributing their produced movies and forwarding other peers' videos irrespective of the fact that such video contents are inimical to moral expectations.
- Many Nigerian youths producing and circulating online videos have no knowledge of the code of ethics of broadcasting in Nigeria; one of the reasons why the Federal Government has considered a bill to arrest sources and distributors of false news in the country.
- Consumption rate and utilization of online videos among the youths in Nigeria is very high and most of the youths who are already addicted to the movies find contents of pornography and violence very interesting.
- Most Nigerian youths are addicted to the use of communication media convergence technology and as such are easily distracted while others misuse the new media; a trend that invite untold negative consequences to them.

Communication and media convergence is an unavoidable phenomenon of the postmodern era which has enabled the union of independent media on a digital platform. The opportunities of digitization in media convergence, including increased storage base, easy technological manipulability, transition and conversion of information from one form to another and easy interaction have impacted on the production, distribution and consumption of Nigerian film contents both positively and negatively on larger bases by the Nigerian youths. With communication and media convergence, video production among Nigerian youths and film makers has been greatly improved upon; transiting from the analogue mode to the digital mode of film production which assures better picture quality, ease of production, quick editing and more. However, the addiction of the Nigerian youths to the seemingly new technology and their sustained attitude of producing, distributing and consuming video contents are some the developments that have been birthed among the youths by the advent of communication and media convergence. To conclude, media communication convergence is truly a blessing to this generation, the video production and distribution opportunities associated with the development has evolved issues of academic distraction, moral retrogression, increased obsession, increased social disorders and untimely deaths among some Nigerian youths.

This study therefore recommends that the Nigerian Federal Ministry of Information and National orientation should develop a strong strategic communication plan and a social and behaviour change communication programme using social mobilization and advocacy to Nigerian youths. The communication plan should engage communication tools such as drama, posters, billboards, radio talk and discussion programmes and should feature experts who should always pick up communication technology issues for discussions targeted at youths in Nigeria. Thus, the communication and media strategies should adopt the use of attractive media including film, radio, television, drama and town hall meetings. The Federal Ministry of Information and National Orientation in Nigeria should encourage the Nigerian youths to promote healthy lifestyles, moral behaviours and healthy social living among their peers for a peaceful society. Parents should form the habit of talking to their children on the types of messages that circulate on the social media; what to circulate and what not to circulate, what to view and what not to view in order not to corrupt their moral upbringing.

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