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Editorial

This edition of *NIU Journal of Social Sciences* focuses on Development Administration, Social Psychology and Personnel Management.

The first part of the Journal addresses issues in Development Administration such as Technological Innovations, Tourism Management, Climate Change, Security or Intelligence Management, Welfare Services, Rural Development and Good Governance. It is argued in one of the papers that if good governance must be bequeathed to future generations, then the present generation of leaders must be willing to exercise good mentorship in all ramifications, even in the academia. It is therefore, suggested amongst others, that mentorship should be taken seriously especially by lecturers, politicians, and officers in government, to ensure National Development.

Papers in the second section are on Social Psychology. One of the papers in this Section argues that it seems something of a paradox that these women – novelists in engaging in feminist critiques of patriarchy, should to some extent appear to do so through the agency of the difficult relationship between a mother-figure and a daughter even when no psychological exploration in the delineation of these characters appears to be intended in these novels. The paper aims to draw attention to each of these writers' representation of certain aspects of the relations between the female protagonist of their respective novels, who appears to embody the novelist's feminist values, and her parents, especially to the uneasy tensions that seem to exist between them.

In last section on Personnel Management, one of the papers explores the challenges arising from the influences of ethnic diversity, which tend to undermine the adherence to merit principles in the recruitment processes of the Delta State Public Service. The study is grounded in the Weberian bureaucratic model, offering recommendations to address the issues affecting the effectiveness of recruitment exercises in the Delta State Public Service due to primordial factors. One key recommendation is the implementation of measures that prioritize merit over traditional recruitment methods. Specifically, the paper suggests that the recruitment process should be based on the expertise of recognized professionals in the respective fields, aiming to hire the necessary staff while avoiding an excess of personnel in the system.

On the whole, this issue of *NIU 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



Effects of Electricity Demand on Economic Growth in Nigeria

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Abstract. The study examined the effects of electricity demand on economic growth over a period of year 2000 to 2022. The objective is to examine the extent to which electricity demand has positively impacted the economic growth. The study utilized the covariance, multi-regression error correction model and Durbin-watson test. The study concluded that there is positive impact of electricity demand on economic growth in Nigeria. The results also show long and short run positive and significant correlation between electricity demand and real gross domestic production, electricity access and RGDP, electricity production from oil, gas and coal and RGDP. This study therefore recommends investment at private and public levels should be encouraged to increase electricity supply to meet with the customers' rising electricity demands. Finally, government should enforce law directing private operators in distribution electricity to provide prepaid metering system to public institutions, private institutions and the remaining households of the country.

Keywords: Economic growth, Electric power Consumption, Electricity access, Electricity demand, Electricity production

1. Introduction

Electricity is an important element for the development of any economy. It is impossible to operate a factory, run a shop, grow crops or deliver goods to consumers without using some form of energy supply. Most economic activities of human being revolve around the electricity. More importantly, electricity has proved to be an important factor that drives technical progress, social life and economy of any nation. Besides capital and labour, electricity is considered as a third important

production factor of any nation's economy (Nkalo & Agwu, 2019; Adebisi, Alenoghena & Charles 2023). Electricity is mandatorily required in production, making it an essential factor that generally determines the productivity of any firm. Electricity is the run of electrical charge or electrical power through cable; it's a secondary source of energy produced from the conversion of other energy sources such as fossils fuels, solar energy, nuclear power, coil and other natural sources of energy which are called primary sources (International Energy Agency, 2016).

Electricity power is not freely obtainable in nature; therefore, it must be produced by transforming other major sources of energy; mainly from renewable energy, non-renewable energy and fossil fuels. Renewable and nonrenewable energy sources can be used as primary energy sources to produce useful energy such as heat or used to produce secondary energy sources such as electricity (Chinedu, Daniel & Ezekwe 2019). There are five main renewable energy sources which are solar energy (from the sun), geothermal energy (from heat inside the earth), wind energy, biomass (from plants) and hydropower (from flowing water). Most of the energy consumed in the Nigeria is from nonrenewable energy sources like petroleum products, hydrocarbon gas liquids, natural gas, coal, nuclear energy. Crude oil and coal are known as fossil fuels. However, fossil fuels remained the leading source for electricity generation in the world and indeed Nigeria. In 2020, fossil fuels generated 61% of the world's electricity power used by consumers, down from 66% in 2015 (Energy Information Administration, 2020).

Nigeria generates electricity through the thermal and hydro energy sources. However, the major source of electricity generation in the country comes from

fossil fuels especially gas which accounted for about 81% with the remaining percentages of electricity is generated from hydropower and other sources of energy (Yakubu, Chindo & Bala 2022). Nigeria's average electricity power generation is 4,000 Megawatts though, sometimes the generation hit the 5,000MW with usually an average of 3,000MW being distributed to electricity consumers across the country (Yakubu, Chindo & Bala 2022). The fluctuation in power generation and transmission was largely due to infrastructural deficits in the country's electricity value chain. Stakeholders in the power sector believed that the current electricity power capacity in the country is increasingly inadequate to cater for the power needs of the Nigeria's growing population (Nigerian Electricity Regulatory Commission, 2020).

An economy's production and consumption of electricity are basic indicators of its size and level of development. Expanding the supply of electricity to meet the growing consumers' demand is one of the great challenges facing developing countries like Nigeria. Modern societies are becoming increasingly dependent on reliable and secure electricity supplies to underpin economic growth and community prosperity. Furthermore, access to electricity is particularly crucial to human development as electricity is, in practice, indispensable for certain basic activities, such as lighting, refrigeration and the running of household appliances, and cannot easily be replaced by other forms of energy. Individuals' demand of electricity is one of the most clear and undistorted indication of a country's energy poverty status. Electricity demand is increasingly at the forefront of governments' preoccupations, especially in Nigeria. As a consequence, a lot of rural electrification programs and national electrification agencies have been created to monitor more accurately the needs and the status of rural development and electrification. Use of electricity is important in improving people's standard of living.

In Nigeria economy, growth in electricity demand and use are closely related to growth in the modern sectors - industry, motorized transport, and urban areas - but energy use also reflects economic factor (such as the relative price of energy). The high price and shortage of supply of electricity have always negatively influenced productivity and firms' profit. Yakubu et al (2022) asserts that electricity power, consumer price index and economic growth are positively related. The implication is that when there is a high efficiency of electricity supply, the running cost of the firms is drastically reduced, leading to higher electricity demand, higher electricity

consumption, and consequently higher profitability, higher productivity and growth in the economy.

Over the past decades, studies on electricity and economic growth have been extensively carried out (e.g Adebisi et al 2023, Awad & Yossof 2016, Khobai, Mugano & Roux 2017, Yakubu et al 2022). On the other hand, the result of the causal relationship between electricity demand and economic growth still unknown and required scholarly attention. Therefore, this study considered electricity demand side, access and electricity production from oil, gas and coal sources including the already studied consumption side. The main objective of this study is to find out the impact of electricity demand on economic growth in Nigeria for the period of 2000 to 2022 using Multi-regression Error Correction model.

2. Empirical Review

The connection between electricity and economic growth has attracted the attention of various scholars. The subject under review is a fundamental issue that should be subjected to thorough review of related empirical studies so as to understand the positions of the concerned scholars and researchers on this subject matter and to establish the gap inbuilt in the previous related research.

Stern, Burke and Bruns (2017) reviewed the macroeconomic perspective of electricity access and use and their casual effects on economic growth with focus on Sub-Saharan Africa. The finding revealed that electricity use and access are strongly correlated with economic development. A similar study by Nkalo and Agwu (2019) reviewed the impact of electricity supply on economic growth in Nigeria. The study revealed that lack of access to electricity in some parts of Nigeria affects development and impinge negatively on the economic growth. Khobai, Mugano and Roux (2017) investigated the causal relationship between electricity supply and economic growth in South Africa using annual data covering the period between 1985 and 2014. The parameters were estimated using the Vector Error Correction Model to determine if the variables could cause each other. The outcome of the tests showed that electricity prices, trade openness, employment and capital Granger-cause economic growth and electricity supply. Yakubu et al (2022) investigated the impact of electricity power on the economic growth in Nigeria using annual data from 1981 to 2019. The study employed Autoregressive Distributed Lag (ARDL) bounds test for cointegration of variables through Augmented

Dickey-Fuller test (ADF) and Phillip Perron (PP) unit root tests. The result of the study revealed that, electricity power is statistically positive and has significant impact on the economic growth in both the long run and the short run.

A recent study by Adebisi et al (2023) investigated the impact of energy supply on economic growth in Nigeria between 1971 and 2020. The study employed Autoregressive Distributed Lag (ARDL) model with Bounds Testing for cointegration approach to examine the extent to which energy supply impacted the productive sectors of the economy. The finding revealed a long-run relationship between the electricity supplied through hydropower, oil and gas and economic growth. The findings of some studies (Adebisi, et al. 2023, Nkalo & Agwu 2019) suggest that electricity supply has positive impact on the economic growth).

Furthermore, Awad and Yossof (2016) examined the link between electricity production and economic growth and employment between 1980 and 2013 in Sudan. The work used energy generation since it is what is generated that is supplied. Their work employed cointegration and Wald causality test methods. The cointegration test showed that the variables have a long-run relationship and a bi-directional causality between energy generation and economic growth. The results imply that even in the short run, a decrease in electricity supply leads to a fall in economic growth and vice versa. Therefore, policy design is to strengthen the existing electricity generation policy to boost economic growth. Gbadebo and Okonkwo, (2009) investigated the relationship between energy consumption and the Nigerian economy from the period of 1970 to 2005. The energy sources used to test for this relationship were crude oil, electricity and coal. By applying the co-integration technique, the results derived infer that there exists a positive relationship between current period energy consumption and economic growth. With the exception of coal which was positive, a negative relationship was noted for lagged values of energy consumption and economic growth.

Enu and Havi (2014) carried a study aiming at examining the extent to which electricity consumption influences economic growth in Ghana. The study employed Augmented Dickey- Fuller test, Co-integration test, Vector Error Correction Model and Granger Causality test. The study revealed that, in the long term, a hundred percent increase in electricity power consumption will cause real gross domestic product per capita to increase by approximately fifty two percent. However, in the short run, electricity consumption negatively affects

real gross domestic product per capita. The study again revealed that unidirectional causality run from electricity consumption to economic growth meaning that any policy actions taken to affect the smooth consumption of electricity in Ghana will definitely affect her gross domestic product per capita.

3. Methodology

This study made use of within-subject research design which enables us to measure the main and interaction effect and relationship between dependence variable and explanatory variables using time-series secondary data. To empirically examine the impact of electricity demand on the economic growth in Nigeria, the researchers subjected the secondary data collected to multiple regression test statistics, error correction model and Durbin-watson test. To investigate how electricity demand could affect economic growth in Nigeria, a number of variables were taken into consideration, the variables consist electricity demand, electric power consumption (kwh per capita), access to electricity (% of population), electricity production from oil, gas and coal sources (% of total) and Real Gross Domestic Product (RGDP) for the period of 2000-2022. All the variables were sourced from World Bank database, Central Bank of Nigeria, International Energy Agency (IEA) statistics and Organisation for Economic Co-operation and Development (OECD) for various years.

Model Specification

This study is anchored on the Yakubu et al (2022) who examine the impact of electricity power on economic growth using Nigeria’s data. Therefore, the model is presented in a functional form below:

$$RGDP = F(ED, EConsp, AE, EP) \text{ -----} \\ \text{-----}(1)$$

- Where,
- ED = Electricity demand (Independent variable)
- EConsp = Electric power consumption (Independent variable)
- AE = Access to electricity (Independent variable)
- EP = Electricity production from oil, gas and coal (Independent variable)
- RGDP = Real Gross Domestic Product (Dependent variable)

In a linear function, it is represented as follows:

$$RGDP = \beta_0 + \beta_1 ED + \beta_2 EConsp + \beta_3 AE + \beta_4 EP + U_t \text{} (2)$$

Where: β_0 = Constant term, β_1 to β_4 = Regression coefficient and U_t = Error Term.

4. Result and Discussion

The individual demand for electricity in the country varied annually. The Figure 1 shows the trends of electricity demand in Nigeria from 2000 to 2022 in terawatt hours. In 2014, the amount of electrical energy needed for use by each person in Nigeria peaked at 173 kilowatt hours (Statista 2023). Overall, electricity generating companies in Nigeria recorded an output of over 36,000 gigawatt hours in 2021. As of 2022, the electricity demand in Nigeria amounted

to over 32 terawatt hours. This followed a slight upward trend observed since 2020 (Statista 2023). Furthermore, the demand remained stable between 2002 and 2010 and increased annually afterward until 2017. The fast-growing population of the country can explain the increase. Nevertheless, in 2020, a little more than half of the Nigerian inhabitants were still without electricity. The per capita electricity demand in Nigeria reached 150 kilowatt hours in 2022, which was the same value as the previous year.

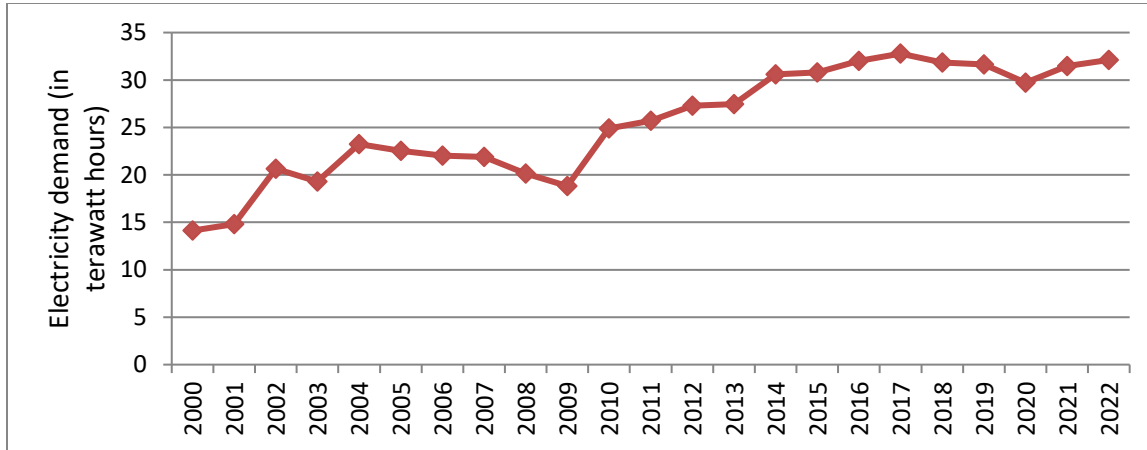


Figure 1. Trend of Electricity Demand (2000-2022)
 Source: Author's compilation 2023

Nigeria is the most populous country in Africa. As of 2020, the nation's population amounted to just over 200 million (Sasu, 2023). To meet the electrical energy needs of individuals in Nigeria, a high volume of production is expected. In 2020, around 35.7 thousand gigawatt hours of electricity were generated. This was very low in comparison to the level of electricity demand, which exceeded 29 terawatt hours in the same year. Moreover, the amount of energy that was supplied reached roughly 35 gigawatt hours in 2020. Visibly, more investments in electricity production are needed to bridge the existing demand-supply gap in the country.

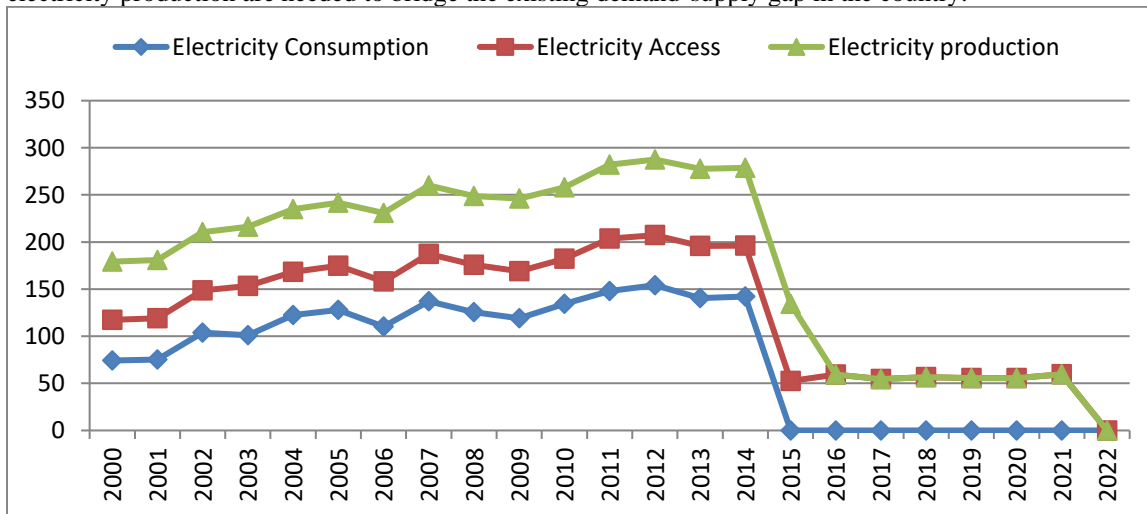


Figure 2. Trend of Electricity Consumption, Access and Production from oil, gas and coal (2000-2022)
 Source: Author's compilation 2023

Not everyone in Nigeria is able to obtain electricity for use. In fact, in 2020, slightly over 55 percent of the population had access to electricity. As of 2019, the absence of electricity was most prevalent in rural communities, as only 30 percent of them had access to electrical energy. In contrast, the share reached around 90 percent among the urban population. Moreover, households in the northeast and northwest zones were the most electricity-deprived in the same year. Therefore, it is not surprising that the two regions reported households owning the least number of electrical appliances in the country in 2020. In Nigeria, the residential consumption of electricity is higher than that of industries (Sasu 2023). In 2019, while over 57 terajoules of electricity was consumed by residences, the amount reached below 15 thousand terajoules in terms of industrial consumption. Overall, the amount of electric power consumed per capita was estimated at roughly 161 kilowatt hours in 2022. Indeed, Nigeria economically benefits from electricity distributed and consumed both locally and outside its borders. In 2020 , it earned more than 80 million U.S. dollars in revenue from electricity exports. Moreover, as of the second quarter of 2021, Ikeja made the most monetary contribution to the country from electricity distribution. Sasu (2023) reported the revenue collected by electricity distribution companies in Nigeria 2021, by company. As of the second quarter of 2021, the electricity distribution company in Ikeja in Nigeria received over 38.7 billion Nigerian naira (NGN) (roughly 93.2 million U.S. dollars) in revenue. This was against a total bill of 45.81 billion NGN. Moreover, Eko and Abuja contributed 28.6 billion NGN and 27.5 billion NGN to the total electricity revenue, respectively. Overall, the Nigerian electricity companies registered an electricity income of approximately 185 billion NGN in the said quarter.

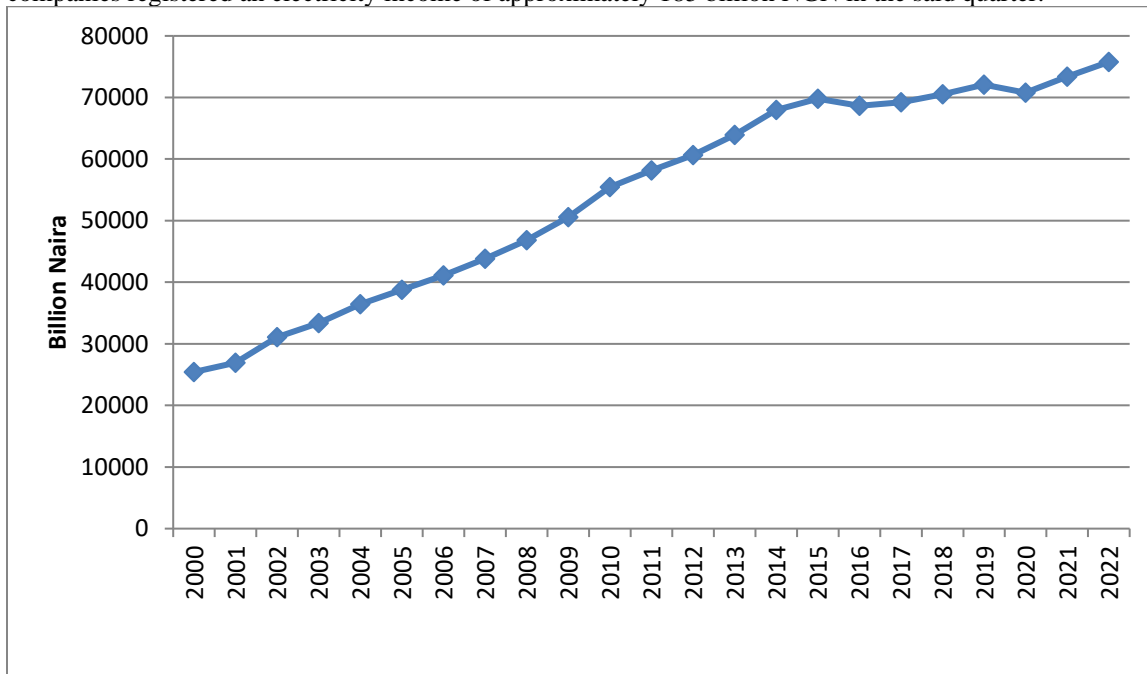


Figure 3. Trends of Real Gross Domestic Product (2000-2022)
Source: Author's compilation 2023

The trends of Real Gross Domestic Product and annual percentage growth rate of GDP for the period of 2000 to 2022 were presented in Figure 3 and 4. The annual percentage growth rate of GDP at market prices was based on constant local currency. Aggregates are based on constant 2010 U.S. dollars. GDP is the sum of gross value added by all resident producers in the economy plus any product taxes and minus any subsidies not included in the value of the products. It is calculated without making deductions for depreciation of fabricated assets or for depletion and degradation of natural resources. The result shows that Nigeria GDP growth rate for 2022 was 3.25%, a 0.4% decline from 2021 which was 3.65%, a 5.44% increase from 2020 was -1.79%, a 4% decline from 2019 was 2.21%, a 0.29% increase from 2018.

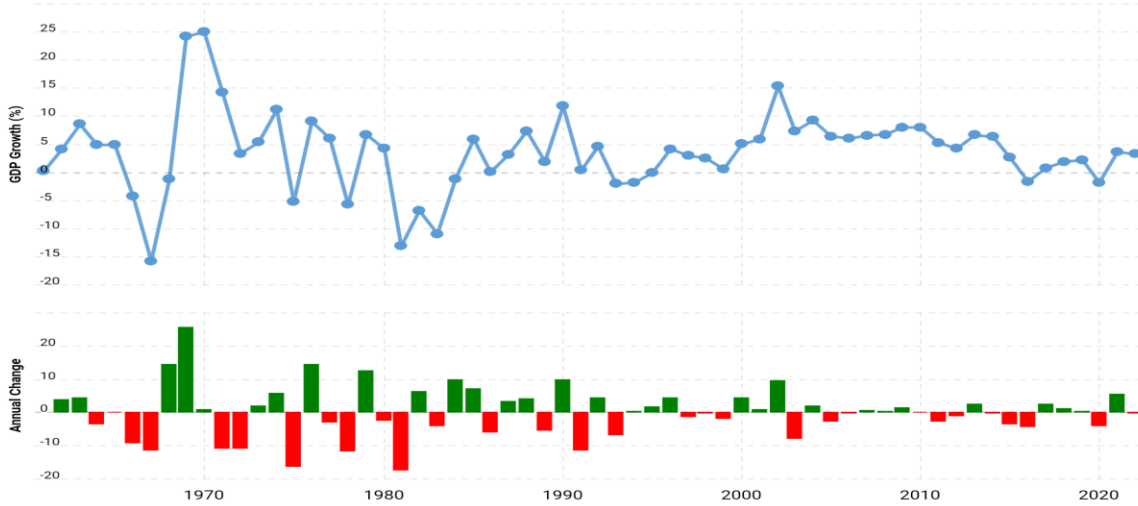


Figure 4. GDP Growth Rate and Annual Change (2000-2022)
Source: Author’s compilation 2023

Covariance Analysis of Independent Variables on RGDP
 Dependent Variable: D(RGDP)
 Method: Correlation
 Date: 01/10/23 Time: 15:39
 Sample (adjusted): 2000-2022

Variable	Mean Stat.	Std.Err	Std. Dev.	Variance	r	p.value
ED	25.474	1.217	5.838	34.083	.940	.000
EConsp.	120.989	6.269	24.282	589.619	.871	.000
AE	51.568	1.034	4.850	23.523	.884	.000
EP	72.358	1.925	7.699	59.286	.973	.000

As shown in covariance analysis table, there was strong positive correlation between electricity demand and real gross domestic product ($r = .940, p < .01$). This is in agreement with Khobai, Mugano and Roux (2017) and Yakubu et al (2022) who in their study revealed that electricity prices, trade openness, electricity supply and electricity power are statistically positive and have significant impact on the economic growth both in the long and short run. The result also shows positive correlation between electric power consumption ($r = .871, p < .01$) and real gross domestic production. This is in corroborated with the study of Enu and Havi (2014) supported that there exists a positive relationship between current period energy consumption and economic growth. Furthermore, the result show strong positive correlation between electricity access ($r = .884, p < .01$) and real gross domestic product. This finding is supported with the study of Stern, Burke and Bruns (2017) who in their finding revealed that electricity use and access are strongly correlated with economic development. Electricity production from oil, gas and coal also has strong positive correlation with real gross domestic product. This finding is in agreement with Gbadebo and Okonkwo, (2009), Awad and Yossif (2016), supported that a long-run relationship and a bi-directional causality between energy generation and economic growth.

4.1 Empirical Analysis of Multi-regression Error Correction Model

Dependent Variable: D(RGDP)
 Method: Least Squares
 Date: 01/10/23 Time: 15:39
 Sample (adjusted): 2000-2022

Variables	Coefficient	Std.Error	t-Statistics	Prob.
(Constant)		9326.222	-8.553	.000
ED	.263	317.692	2.480	.033
EConsp.	-.050	66.861	-.420	.683

AE	.103	273.683	1.244	.242
EP	.723	180.983	7.255	.000
R-squared	.978	Mean dependent var	45370.4107	
Adjusted R-squared	.969	S.D. dependent var	13514.87799	
S.E. of regression	2418.85854	Durbin-Watson stat	1.582	
Sum squared resid	58508766.382			
F-statistic	109.263			
Prob(F-statistic)	.000			

Error correction model was carried out to examine parameters estimates. In testing this hypothesis, Electricity Demand (ED), Electric Power Consumption (EConsp.), Access to electricity (AE) and Electricity Production from oil, gas and coal (EP) were regressed against Real Gross Domestic Product (RGDP). The result of the regression analysis was summarized and it shows that the model for the effect of electricity demand on economic growth. The empirical result shows that the coefficient of electricity demand and electricity production from oil, gas and coal have 26% and 72% respectively positive significant effect on Real Gross Domestic Product because observed values of t – statistics was greater than its p-values. The result shows no significant effect of electricity access and electric power consumption on Real Gross Domestic Product. The F–statistical test (109.263) show that the overall regression of the variables was statistically significance at P.value less than 01. The adjusted R-squared (R²) is 0.969 indicating that explanatory powers of the variables on economic growth were very high.

5. Conclusion and Recommendations

The study concluded that there is impact of electricity demand on economics growth in Nigeria. The empirical result shows that the coefficient of electricity demand has 26% positive significant effect on real gross domestic product, electricity production from oil, gas and coal has 72% positive significant effect on real gross domestic production. Electricity demand together with electric power consumption, electricity access and electricity production from oil, gas and coal have positive correlation with real gross domestic product both in long and short run. This study therefore recommends a sustainable energy policy that will boost electricity production in the country. In addition, more investment at the private and public levels should be encouraged to increase electricity supply to meet with the customers’ rising demands. Electricity users should also be enlightened and educated on how limited electricity supply should be used wisely. Finally, government should enforce law directing private operators in distribution electricity to provide prepaid metering system to

public institutions, private institutions and the remaining households of the country.

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Repositioning of Tourism and Recreational Industry in Africa: The Case of Shrines and Sacred Places in Nigeria.

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Abstract. Heritage preservation brings a people's history and historic places back to their collective consciousness. Countries that have adopted tourism as a means of sustaining their economies understand that their heritage is the very essence and fabric of the people's existence and identity. It was discovered that despite the importance of this cultural heritage to national economic development and identity preservation, the majority of Africans have abandoned African traditional religion, Shrines have been left to crumble and sacred places destroyed. Many traditional rituals have fallen into disuse and various cult objects and symbols of African traditional religion are being eroded and modified as a result of the onslaught of combined forces of the agents of religious change. The work finds out that traditional shrines and sacred places can act as a hook to attract tourists. Thus, exploring the traditional shrines and sacred places in Nigeria to promote tourism cannot be over-emphasized. This can be envisaged by analyzing its impact in various areas of life. Traditional shrines and sacred places if well preserved can attract visitors to a destination who spend money within the community, enhancing the local economy and supporting the local economy through restaurants, hotels, and other tourism-selected businesses. The high inflow of tourists and day visitors into the community during such occasions contributes immensely to the economic empowerment of people through the injection of tourist expenditure into the community.

Keywords: Shrines, Sacred places, tourism and recreational centres

1. Introduction

The prospect of our cultural heritage in the face of the persistent attack of the combined forces of the

agents of socio-religious change like Western civilization, Islam and Christianity has been a source of concern to a present-day African man in a bid to preserve his cultural heritage. These external religious forces have had enormous influences and contributed to vast changes in the cultural, political and economic lives of African people. This mass drift or the tide of religious change in Africa from African traditional religion to Christianity and Islam till now assumed phenomenal dimensions to the extent that some scholars in Africa have asserted that African traditional religion will soon go into extinction (Ejizu, 1985).

Heritage preservation not only brings peoples' past and historic places back to their collective consciousness but also gives them a sense of pride, place and awareness. Countries that have adopted tourism as a means of sustaining their economies understand that their heritage is the very essence and fabric of the people's existence and identity. Hence, they have spared nothing in ensuring that their heritage is preserved not only for economic purposes but also for posterity.

Appiah and Louis (1999) postulated that tourism's new front-row seat in the African economy may remain an illusion and a daydream for a very long time to come. This is because Africa's share in the global tourism market is low. In 1996 only about 3.5 per cent of the 594 million tourists worldwide chose Africa as a destination. And of the approximately \$425 billion that tourists spent worldwide, tourists in Africa spent only \$5.1 billion, about 1.8 per cent (Appiah and Louis, 1999). This is largely because Africa, is seen as a rural continent; lacking in basic infrastructures; with a population that is largely stricken by poverty. Tourism infrastructures like the transportation system, hospitality industry and

electricity are minimal and underdeveloped; so, also, are tourist attractions in the form of man-made monuments, for instance, architectural masterpieces, and technological advancements. The strength of Africa's tourism, therefore, is not in magnificent architectural designs, due to scientific and technological innovations, which are synonymous with Europe and America. However, what technology could not bequeath to Africa, nature has abundantly lavished on her. For Africa to make a statement in global tourism and have enough of its fair share in the global tourism market, experts must begin to reposition our tourism and recreational centres to our cultural heritage; for therein rests the strength of African tourism.

Despite the importance of these cultural heritage to national economic development and identity preservation, the majority of Africans and Nigeria in particular have abandoned African traditional religion, Shrines have been left to crumble and sacred places destroyed. Many traditional rituals have fallen into dereliction and various cult objects and symbols of African traditional religion are being eroded and modified as a result of the onslaught of the agents of religious change. Mbiti (1969) described the situation thus:

Africa is caught up in a world revolution that is so dynamic that it has almost got out of human control..... The man of Africa must get up and dance, for better or for worse, in the arena of world drama. His image of himself and the universe is disrupted and must make room for the changing universal and not simply tribal man. (p. 216)

This disruption and abandonment of our cultural heritage like the shrine and sacred places necessitated the hypothesis posited by some scholars like Ejizu (1985) and Awolalu & Dopamu, (2005) that our cultural heritage is going into extinction. The fear of extinction echoed in Achebe's *Things Fall Apart* and Ayanbade's collapse of pagandom in Igboland was only an illusion. Modernization, urbanization and industrialization have to a great extent influenced the practice of African religion, its beliefs and practices. People are far removed from the security of the village and many traditional rites are left unperformed. This has brought great laxity and neglect of traditional morality (Awolalu & Dopamu, 2005). Also due to the oral nature of the religion and no propaganda machinery, the decline of the religion became inevitable.

African religion has also been faced with the challenges of devotees. Genuine devotees are dying out in many locations and in cases where the priesthood is

hereditary; those who are to become priests are not available due to Western influence, especially in education. This constitutes a big hindrance for the religion (Awolalu & Dopamu, 2005). All these have overshadowed the significance, benefits and relevance of African religion in all ramifications. These notwithstanding, the religion is still being practiced in our modern society and has in one way or the other, been an instrument through which sustainable development could be achieved especially through tourism.

However, according to statistics, tourism provides about ten percent (10%) of the world's income and employs about one-tenth (1/10) of the world's workforce, most of which emanates from religious tourism (Mirbabayer & Shagazatova, 2009). African religion cannot be left out in this quest considering the various tourist sites it celebrates, among which are the shrines and sacred places. All these are not just ordinary sites or artifacts, as they all have religious significance, undertone and relevance which represent deities, divinities, ancestors, spirits, magic or medicine and they can also be repositioned to tourist attractions and recreational centres. Our Cultural heritage is wide and diverse and covers such areas as material culture like monuments and artifacts, handicrafts, shrines and sacred places; natural endowments—mountains and caves, hills and valleys, rivers and lakes, forests and wildlife and recreational aspects such as festivals, songs, dances, folktales and myths. For the sake of this study, we shall focus on African shrines and sacred places.

2. Definition of Terms

2.1 Sacred Places

According to Eliade (1959), a Sacred place is viewed as a place where the three cosmic levels, earth, heaven and the underworld, at once come into contact with each other, and are represented. This view projects the African worldview of sacred place which is believed to be the 'meeting point' of the three worlds of man. The earth is inhabited by man, the underworld by the ancestors and the world above by the Supreme God and gods. For the sake of this study, Sacred places are seen as areas or places that hold religious and spiritual significance to peoples and communities.

2.2 Shrines

It is a holy or sacred place that is dedicated to a specific deity, ancestor, hero, martyr, saint, demon or similar figures of awe and respect, at which they are venerated or worshipped. Shrines often contain idols, relics or other such objects associated with the figure b

ing venerated (Etymology Dictionary, Wikipedia; cited in Ugwu and Ugwueye (2004). In this study, a shrine has to do with a place of worship where venerations are ascribed to unseen supernatural beings.

2.3 Tourism

According to the World Tourism Organization (1991), tourism is defined as the activities of persons traveling to and staying in places outside their usual environment for not more than one consecutive year for leisure, business and other purposes not related to the exercise of an activity remunerated from within the place visited.

2.4 Recreation

Recreation is a sort of amusement or an activity a person takes part in for pleasure or relaxation rather than work.

3. Tourism Potentials in Nigeria

Nigeria ranks among the most privileged nations of the world in terms of endowment of natural attractions. Such attractions include the mountains, hills and highlands; caves and valleys (with waterfalls and water tributaries); spectacular vegetation (dense high forest, savannah and the Sahel); varieties of species of wildlife, flora and fauna. Nigeria is located on the west coasts of Africa located between latitudes 4 and 14 N and longitudes 3 and 13 E and has an estimated landmass of 923,768sq.km including its coastal and inland waterways. Hence, Nigeria's tourist attractions are indeed very great and diverse with lots of potential for economic transformations, poverty reduction, income redistribution and foreign direct investments. The extent to which these benefits are explored by any nation is subject to certain local conditions such as community involvement and sustainability measures (Seyfang and Smith, 2007). Tourism creates opportunities for local communities to benefit from their culture and natural assets through employment in tourism activities and the supply of services and goods such as food, excursions or handicrafts, to tourism businesses or directly to visitors, without having to migrate to towns in search of a better life (UNWTO, 2011). Smith (2007) argues that the economic benefits of tourism are a function of competitive market drive and community involvement that can guarantee high expectations of the tourists on destination image and facilities that will promote positive word of mouth and revisit intentions by the tourists.

Nigeria has not maximized her tourism potential simply because the Government's Commitment to providing a conducive environment and required infrastructure is inadequate. These tacks of infrastructures are worst hit in the rural areas where natural land formations and fascinating tourist sites find themselves. Moreover, efforts at developing infrastructure to support tourism are highly insignificant, and recent efforts by successive governments are concentrated in urban areas (Briedenhann & Wickens, 2004)

The sites and attractions location should be the focus for infrastructural development since it is pivotal where other economic activities will revolve (Fayissa, Nsiah, & Tadaese, 2007), to bring about desired micro and macro-economic growth in the area and by extension the Country (SEPO, 2006). To maximize these stimulated economic benefits, all leakages and wastages should be minimised. To achieve that, local patronage of food, drinks, souvenirs, manpower and even facilities at the site should be encouraged (Felix & Usman, 2008).

Nigeria's tourism potential can only be utilized sustainably if there is political will by the government to provide adequate security, building roads, airports, electricity, telecommunication and even internet facilities linking the sites. And then put in place a comprehensive database for both inbound and outbound tourist movement and encourage active private participation in areas such as hotel accommodation, transportation and tour guide activities (Eja et al., 2011).

Tourism is a composite phenomenon and the inventory of its component factors, therefore, must go hand in hand with acknowledgement of the general development objectives and characteristics of the area or region under consideration especially now that tourism is market-driven, customer satisfaction must be the concern of tourism providers (Sitikantha & Tapan, 2001). No place is too remote to be visited. If the attractions are properly packaged and presented. These remote and scattered locations harbor different types of tourism systems ranging from aquatic tourism to wildlife and discovery waiting exploring to the benefit of humanity (Felix, & Usman, 2008).

4. Impacts of Tourism and Recreational Activities to the Nigerian Economy

Tourism has become a phenomenon in both developed and developing economies across the globe, owing partly to bizarre income generation, employment creation and poverty elimination potentials; and exploring development variables associated with intangible products (Andriotis et al., 2008; Meng et al., 2008).

Tourism has no doubt had an enormous economic impact on all spheres of society to become one of the fattest growing industries globally (Aliyu Abdul Kadir, & Aliyu, 2013).

The strength of tourism performance is obvious in poverty reduction, employment generation and income redistribution effect on rural communities (Kurian, Varadharajan, & Rajasekar, 2010). With the revolution in the tourism industry, both the government and private entrepreneurs have started to optimize the opportunities of attracting tourists to their countries. In other to explore these numerous potentials that are inherent in the tourism industry, many countries have started to design their regions, cities and states in a manner that will attract tourists and tourist investors (Gil & Ritchie, 2008). The development of tourism as an alternative revenue source is the new strategy in most countries because of its multiplier effect on other sectors of the economy, creating a large volume of jobs or both skilled and unskilled labour (Ayeni & Ebohon, 2012)

The impacts of tourism are felt in a nation socially, environmentally and economically. At the society's level, the benefits cut across peasants, artisans and even professionals irrespective of gender, race or age bracket. Environmentally, tourism has the potential to conserve the natural environment and preserve antiquities, historical monuments and traditional behaviours such as culture, food, language, heritage, and arts and crafts. And, economically, tourism creates wealth capable of stimulating both domestic and foreign earnings of any nation from direct activities or associated businesses (NTDMP, 2006).

However, tourism is divided into tangible and intangible assets. The physical features include natural, socio cultural events, ethnohistorical and manmade attractions; while the intangibles are the destination's image and reputation, and the technological know-how involved in tourism development (Apostolopoulos & Gayle, 2002). Tourism is perceived as a strategic medium for cultural and traditional heritage promotion in the international arena thereby bringing the custodian country to the international limelight (Meng, et al., 2008).

All the aforementioned types of tourism are in abundance in virtually each of the thirty six (36) States in Nigeria (Eja et al., 2012). Some of the attractions are natural while others are man-made ranging from hills, fall springs, caves, Lakes Mountains as well as cultural festivals, historical sites and monuments spread in Nigeria. These beautiful natural gifts and

exciting festivals provide places of leisure, recreation, adventure, entertainment, relaxation and curiosity (Bola, 2010). Tourism activities have been criticized as a posing danger to the environment through degradation, deforestation and destruction of natural habitats in its operation and social environment. Mbaiwa (2003) argues that there exists a complex relationship between tourism and the environment and for this reason, caution should be applied in all tourism related activities especially manmade features and construction of tourism support facilities. Conscious efforts are required to guarantee the replenishment and regeneration capacity of the environment in tourism development drives (Ayeni & Ebohon, 2012).

5. Traditional shrines and Sacred places in the Igbo part of Nigeria and their tourism potential

A shrine is a physical feature within a sacred space depicting the abode of divinities. It originated from man's religious quest for unseen powers controlling the universe. Based on this impulse he marked out certain spots as more significant than others concerning this religious inclination. The marked spots were symbolized by natural objects like rocks, trees, lakes, streams, etc. Later little buildings were used to replace the natural objects. These little buildings are known as shrines set apart to house the sacred emblem of the divinity and other objects of worship.

However, the shrines discussed in the pages that follow include the following:

5.1 Awhum Cave and waterfalls

Awhum waterfall is located within Amaugwe village of Awhum town close to Awhum Monastery in Udi Local Government Area of Enugu State. The waterfall flows from a massive outcrop of granite rock with water cascading over the top forming a stream. The fall is about 30 metres high and is believed to be therapeutic. Surrounded by breathtaking scenery, a part of the fall is warm all year round and a variety of bird species can be spotted within the area. Awhum boasts of numerous immaculate lakes, a waterfall and a monastery. The waterfall forms beautiful scenery where water cascades over its top forming a stream, which has become a religious tourist site.

5.2 Ani Ozalla Lake and Shrine

There is the Ani Ozalla Lake and the Ani Ozalla Shrine, both located close to Ozalla in Nkanu West LGA

. The AntOzalla Lake is a natural body of water with numerous crocodiles which are regarded as sacred, incarnations of the river goddess who at the promptings of the chief priest come to accept offerings from applicants. People from different places come to Ozalla Shrine to seek different favours while Ozalla Lake is a place of relaxation and has many tourist attractions.

5.3 Ofufe Owelle Otti Shrine

The shrine is situated at Oghe in the Ezeagu Local Government area of Enugu State. According to Chief Priest Ozo Dennis Okeke, the shrine and the activities being carried out there are registered with the government. It maintains justice in the land and hence, it is called the land of settlement. People trust any decision taken at the shrine and it is binding on everyone. Refusal to comply with the directions of Ofufe either to take up an office or a profession attracts punishments like instant death or struck with a serious ailment till such a person complies. According to the chief priests, anybody that Ofufe kills forfeits his or her properties to him.

5.4 Ugwu Omalla Shrine

Ugwu Omalla shrine is located in Ezeagu Local Government area of Enugu State. The shrine is a very powerful shrine and the largest in Oghe. It is situated in the big hilly forest in Oghe, Ezeagu and people are forbidden to enter the forest except on special occasions. The hilly forest where the Ugwu Omalla shrine is located is regarded as a sacred forest. The shrine is the fieriest in Ezeagu and deals mercilessly with the offender. Anybody who gives false witness against anyone will be destroyed and sometimes together with the household. The shrine, therefore, helps to restore peace and tranquillity among the adherents and the community as a whole.

6. Features of a shrine

The uniqueness of the shrine as a cultural institution is its collection of ritualistic objects. Regardless of its religious function, these objects are mere creative works of art upon which African civilization thrived. Notable are the great artworks of Ife, Benin and Igbo-Ukwu. The concept created in these artworks dumbfounded the early Europeans to Africans. This is because the Africans recreated their world through arts such that their work expresses values, attitudes, and thoughts. These objects are thus the features of the shrine. In Van

Binsbergen's (1979) opinion these observable features of a shrine are defined within the participants' local religious system, which entails a limited selection of material objects (manmade or not) that possibly qualify for a shrine. The material object determines the divinity inhabiting the shrine. In other words, the emblems of the divinities, ancestors or any spiritual beings are the main collections of the shrine. In addition to the emblems of divinities, there are, in the shrine, paraphernalia for worship for example gongs or bells, rattles, old swords, large pots, calabashes and old bottles. The equipment varies according to the nature of the divinities to which the shrines are dedicated (Awolalu, 1979). The objects of worship are coated with myths of great historical significance and are believed to possess some powers.

Therefore, among the important shrine objects is: the emblem of the god usually placed in a very quiet corner inside the shrine an example is the emblem of the *Imoka* deity kept inside the shrine and only displayed during the festival. *Oku* are small calabash used for ritual or sacrifice in the shrine. *Opu* is a sacred horse. The type found in *Imoka* shrine now is of ivory which is only used during annual worship by the priest. *Ogene* is an iron gong that the chief priest uses to invite or invoke the presence of the deity. *Ofo* is a small wooden structure representing the symbol of truth and authority used in oath-taking and covenant.

All the above are observable features but not necessarily found in every shrine, unlike the altar upon which the divinity is worshipped. Awolalu (1979) expressed this importance that "at every shrine there is an altar...considered necessary because of the need to have something visible and tangible on which to place a gift made to the invisible and intangible deity", the altar he described as circular mound about 4 feet high with about four to six earthen vessels (*Oku*) half buried in the ground. It is here that blood is poured and feathers are stuck in the ground (Atinze, 1970: 108). But the altar can also be a heap of stone in place of the unroofed shrine, the altar could be situated at the foot of a big tree such as the *Iroko*. It is important to note that the emblem of the gods is kept on the altar of the shrine.

However, considering the possession of cultural objects the shrine could be best described as a traditional museum where objects are displayed for ritual purposes, unlike the Western museum its

objects are functional and through them the sanctity of the place is maintained.

7. Repositioning Shrines and Sacred Places for Tourist Promotion in Nigeria

Traditional shrines and sacred places act as a hook to attract tourists. In other words, it is a great anchor for attracting tourism. Thus, exploring the traditional shrines and sacred places as a path for tourism promotion in Nigeria cannot be over-emphasized. This can be envisaged by analyzing its impact in various areas of life. Notably is its influence on the economic well-being of the community. Traditional shrines and sacred places if well preserved can attract visitors to a destination who spend money within the community, enhancing the local economy and supporting the local economy through restaurants, hotels, and other tourism-selected businesses.

The high Inflow of tourists and day Visitors into the community during such occasions contributes immensely to the economic empowerment of people through the Injection of tourist expenditure into the community. Tourist expenditure is felt in the community from the boarding of taxis to lounging in hotels to visiting tourist sites.

Tourism is an industry that relies heavily on the environment both physical and social. In other words, tourism activities cannot do without the environment, aids the development of the physical environment by attracting the expansion of infrastructural facilities in the community. Though it does deface the community with pollution and dirt if not adequately managed yet its ability to protect the flora and fauna adds glamour to the community. Thus, it is not surprising that traditional heritages provide the stimulus for additional infrastructural development in the local area which will go a long way in promoting tourism.

In its religious capacity traditional shrines serve as locations for traditional festivals which attract both adherents and visitors from all across the nation and beyond. Participation in these events is not restricted to traditional adherents only as non-adherents also share in certain momentary occasions of ritual. The rituals are occasions in the season when a community commemorates certain events which enhances their identity as an entity including a traditional festival, the coronation of rulers and elder, initiation rites, myths of migration and so on. These events illuminate the touristic attributes of the shrines. As Nolan and Nolan (1992) rightly observed religious festivals are the principal attractions for non-followers and secular tourists. At present, these

activities invariably portray the shrine as a tourist centre where religion is the nucleus of the attraction. Given this, Awolalu (1979) stated that the Osun shrine in Osogbo is rapidly becoming a tourist centre. Therefore, shrines are always considered a source of recreation not only for the followers but also for those who casually visit there. Studying Sufi shrines Khan and Sajid (2011) noted that Sufi shrines also attract secular tourists and others for the sake of enjoying social gatherings and recreation.

However, the opening of sacred ground to tourists or people with no feel for the religious essence of these sites, without observance of the traditional respects, is often criticized (Ceesay and Ceesay, 2009). The Argument was that the commercialization of religion would lead to the loss of its essence. Nonetheless, this commercialization of religious activities further strengthens its survival as a location both for cultural and religious activities. The Imoka shrine with its sacred grove and festival is a source of tourism attraction as long as the visitors do not infringe on the norms of the shrine. Therefore, it's imperative to note that without these shrines traditional festivals and rituals will have no place in the cultural life of the people. Thus, the relevance of shrines in the study of tourism in Nigeria has aided the development of shrines as tourist sites.

To this end, the government should involve the private sector with the requisite competence in enhanced tourism development and maintenance as is the case in South Africa. This was the strategy adopted in the rehabilitation and preservation of the Obudu Cattle Ranch, as a tourist destination, by Protea Hotel, a South African Consortium. In addition, modern environmental initiatives were also put in place to ensure the flora and fauna, which add to the beauty and tranquility of the ranch, are well-preserved and protected.

Secondly, members of communities where these shrines and sacred places are located should be involved in the heritage management process. When the people are enjoined to make an input in the guarding and protection of their heritage, this in turn might evoke in them a sense of pride and place as well as enable them to promote an appropriate tourist strategy.

Thirdly, while we acknowledge the importance of modern practices in the preservation of heritage sites, we espouse that such practices be combined with the traditional methods of the people for their conservation. Most of the ancient sites go back some centuries and are still steeped in tradition; hence,

some preservation methods might be prohibited under the locality's custom or might incur the wrath of the deities existing within these sites. Moreso, there are usually traditional methods handed down from generation to generation for their conservation. Therefore to ensure sustainable conservation and tourism development there is a need to integrate both the traditional and modern methods.

8. Conclusion and Recommendations

As seen in the work, Nigeria's tourism assets are widespread encompassing natural features such as government and privately-owned parks, waterfalls, the beautiful outcrop of rocks in different shapes, plateaus, forest resources and wildlife, and beaches, among others. On the other hand, shrines and sacred places are the domain where the ingenuity, creativity and originality of the people are on display. There is a need to diversify the economy and escape the negative consequences of a mono-economy that depends on petroleum as the major foreign exchange earner. This research has outlined Nigeria's great tourism potential in shrines and sacred places.

It is in line with this that the researcher recommends that:

- There is a need for government to start exploiting the tourism potential of shrines and sacred places.
- The government has the responsibility to identify and demarcate shrines and sacred places with potential tourism zones for other uses. There is a need to sensitize destination communities to maintain friendly interactions with the local and foreign visitors to their communities.
- The Nigerian Tourism Board should be charged with the responsibility of providing tourist facilities for local and international tourists. In this regard, basic facilities like electricity, potable water, good roads as well as mass transit buses should be provided in and around tourism potentials. In addition, museums, sites of historical significance, shrines and sacred places, places of outstanding beauty, as well as holiday resorts should be assisted in the development of their potential.

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Negative Political Characters in Nigeria: Effects on Political Behaviours.

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Abstract. Character is key to the success or otherwise of individual, community and the society in general. Character becomes more significance for us as a social being. Social being needs to relate and interact with other people of diverse culture and tradition, religions, historical background, languages and so on. Hence, the character that is display or exhibited as social being in different circles goes a long way to determine the kind of responses and reactions such a person would receive in such circles. For a pluralistic and diverse society such as Nigeria, with over 250 ethnic groups and over 300 languages, there is dire need for proper, adequate and acceptable political character in the country. The failure of any of the ethnic groups to exhibit acceptable character in the country may serve as a threat to the political stability and social cohesion of the country. This becomes germane, as the negative characters may lead to negative voters' behavior which may subsequently threaten the corporate existence of the country as more and more voter shows apathy towards voting in particular and political participation in general. The aim of this paper is to examine the negative political characters in Nigeria vis-à-vis its effects on voter's behavior in Nigeria. Purely a qualitative paper, hence secondary data will be put to use. Some major negative political behavior identified by this paper are corruption, political violence and lack of accountability. The paper therefore suggested good governance and social inclusiveness as some of the solutions to these problems.

Keywords: Negative characters, political behavior, Nigeria, corruption, apolitical

1. Introduction

Public participation is on the agenda globally and in Africa, as well as in Nigeria. This is because public participation can help to enhance development and service delivery, make governance more effective and accountable and further deepen democracy. However, public participation in Nigeria and most African nations are mostly mere consultations rather than formal empowerment.

One vital tool or vehicle for the sustenance of viable either old or emerging democracies is no doubt, popular public participation. This becomes even particularly pertinent in the case of Nigeria, which could be described as an emerging democracy or a nascent democracy. Against this backdrop, it is significant to look into the relevance of public participation in democratic governance in Nigeria.

According to Joseph (2014), Nigeria as a nation-state with diverse ethnic groups, religions, historical background, languages and culture, needs to be united. There is a dire need for national unity, cohesion and integration; and, one of the basic means of fostering national integration is to have mass participation of the populace in who governs them or not, to foster a feeling of belonging that comes from being part of the decision-making process.

According to Mazrui (2012), elections in Africa are usually very volatile, serious and sensitive issues, so serious that politicians would go to any length to sway the results in their favour to the detriment of the electorate. Vote rigging-unlawful interference with an electoral process is not restricted to Election Day. Electoral malpractices include pre-electoral and post-electoral fraud, besides polling day manipulation. This undemocratic attitude has often led to political violence. One of the means through which rigging of the election and political violence could be reduced is

for the citizens to play an active role in democratic governance.

2. Negative Political Characters in Nigeria

Nigeria as a country has been enmeshed in various forms of negative and debilitating political characters. Over the years, these negative political characters have served as negative wheels in the course of the country's socio-political cum economic development. However, this paper would concentrate on the following negative political characters in the country, which by no means represent the total pictures of the issues at hand. These are as follows;

2.1 Corruption

Idoko, Agenyi and Emmanuel (2015) depict corruption as one of the social problems confronting the developmental efforts of Nigeria. This is because money and other resources meant for development are often diverted to private pockets by privileged few individuals at the expense of the entire population. The acquisition of wealth through selfish acts and greed has characterized most communities in Nigeria, and that has negated the social and economic efforts of many communities therein. Corruption in the form of election rigging, abuse of power, embezzlement of public funds, buying of voters' cards, reported cases of underage voting, distribution of money at polling centres, manipulation of voters' registers, diversion of electoral materials, ballot box snatching, unlawful possession of firearms and other electoral offences are rife. This political scenario has engendered lukewarm political attitude and participation among some citizens. These and other related activities are obvious obstacles in citizens' unprejudiced participation in a political system.

2.2 Lack of Accountability

According to Agbude and Etete (2013), in most African countries, the political elites are interested merely in occupying public offices and enjoying the paraphernalia of office. Responsibility is usually jettisoned to the detriment of authority, ignoring the reality that with every authority there is attendant responsibility. They are not interested in having accountability as their watch word. The hallmark of a good leader is transparency, besides tolerance of opposing opinions and accountability. When more people take part in democratic governance, the leader is made to realize the fact that he/she is accountable to the electorate and the democratic structure. This will go a long way to bring about better

accountability and transparency by the political elites, and more people will participate in democratic governance.

2.3 Political Violence

Comatose development is another challenge of Nigeria's democracy, to the extent that deliberately, the political elites, through violence, have succeeded in stifling development in Nigeria. By implication, violence affects the psyche of Nigerians and this in turn has a retrogressive impact on development in geometric progression, especially in the current age of globalization, where the world has become a global village and economic or political happenings in one region of the world have direct effects on the politics and economy of other parts of the world, which Nigeria is not alienated from (Adeoti and Olaniyan, 2014).

2.4 Ethnic Superiority

Anazodo, Agbionu and Ezenwile (2013), one of constant and critical hydra-headed malaise afflicting public participation in the political process in Nigeria is that of the cultural system denoting group boundaries in class and ethnicity. Nigerians usually predicate their participation on class and ethnicity. This problem has the tendency of beclouding the people, preventing them from making honest and objective participation judgement: it has also led to many becoming disinterested in participation. Participation is thus, based on class and ethnic considerations, and not on the Nigerian project. This lack of participation by citizens has also led to persistent lawlessness and the breakdown of law and order in the form of ethno-religious crises, armed banditry and kidnapping for ransom due to the disconnect between the government and its citizens".

2.5 Chauvinism Tendency

Falade (2015) believe that the Nigerian political system and act of governance as presently constituted do not encourage mass participation of the people. The system is discretely skewed toward chauvinism, being continuously male-dominant and elite-driven, creating in the people lack of confidence in their political leaders, a situation that has led to mutual suspicion between the government and the citizens. According to Lowndes (2001), a tool that can strengthen democracy is the full participation of women. Women form an appreciable number of most countries' populations, they serve different roles at different times as daughters, wives, mothers,

mothers-in-laws, grand-mothers and so on. Nigeria's percentage population of women was put at 49.36% (World Bank, 2013).

This means that if a good number of women are able to take active part in the affairs of their countries, a good number would have taken part in public participation in democratic governance. In sum, the more the women participate in democratic governance, the more likelihood of curbing the emergence of tyrannical leadership through the checks and balances of the mass participation of women in democratic governance.

3. Effects of Negative Political Characters on Political Behaviours in Nigeria

The following represents some of the effects of negative political characters on political behaviours in Nigeria. These are:

3.1 Lukewarm Political Attitude

This political scenario engendered lukewarm political attitude and participation among some citizens in the political system: other activities related to these are obvious obstacles for unprejudiced citizens. This ugly scenario has implications for popular participation and governance. According to Falade (2015), this is corroborated by the report of an interview conducted during the 2011 election. One of the respondents said, "My father told me not to vote when I was leaving home. This morning, my father said I was wasting my time. He said all politicians were the same and it would make no difference." Statistical analysis of the 2011 general elections shows that only 35% of the registered electorate voted during the election. This evidence shows glaringly the level of public participation of Nigerians as far as voting at elections is concerned.

3.2 Political Assassinations

The sudden death or assassination of some renowned politicians, journalists, businessmen and women in the country still haunts the country, the horror is still fresh in the people's memories. There are also high-profile assassinations and kidnapping and hostage taking of politicians, children and women. For example, Harry Marshall was killed in his Abuja home in March 5, 2003, Bola Ige the then Minister of Justice and the Attorney General of the Federation was murdered in his country home on December 23, 2004, others include, Alabo Dikibo, Abigail,

Barnabas Igwe, Ogonnaya Uche, Theodore Agwata, Daramola, Kudirat Abiola, Funso Williams to mention a few. Also, what can be called the latest trend in Nigeria is the politically motivated kidnappings and hostage taking of children, wives or parents of politicians and highly placed individuals who may be connected to state power. These negative tendencies in the political system have undoubtedly narrowed the political space for sincere and honest individuals to engage in politics in Nigeria (Wenibowei, 2011).

3.3 Proliferation of small arms

The proliferation of small arms has also characterized Nigeria's democracy: small arms and light weapons such as handguns, rifles, grenades, machine guns, mortars and other portable devices are cheap, portable, readily available, easy to maintain and easy to use. More disturbing is the fact that these arms have found their way into the hands of trigger-happy, gun-toting Nigerian youths who have no prior training or orientation on weapons handling (Hazen, 2007).

3.4 Youth restiveness

Today, the irresponsiveness of the Nigerian democratic structures by successive governments in the country to the welfare, well-being and safety of citizens has led to the Niger-Delta conflicts, which have also given birth to the formation of various militia groups like the Movement for the Emancipation of the Niger-Delta (MEND), the Niger Delta Peoples' Volunteer Front (NDPVF) and the Boko Haram (BH) insurgency, headquartered in the North-Eastern part of the country, which have all been attributed partly to arms and ammunition distributed to the youths of the regions by politicians with different political views and ideologies (Hazen, 2007).

3.5 Apolitical citizens

According to Alonge (2005), one of the major outcomes of negative political character formation is the alienation or apathy results when a person is not interested in governmental affairs. Alonge (2005), thus identified some of these conditions as: Legal Restrictions, Finance, Psychological Threat, Disruption of One's Private Life or Job, Lack of Political Skill and Competence, Religious Considerations, Election Irregularities, Unfulfilled Promises by the Political Elites, Military Regimes.

3.6 Civil Strike, Protests and Riots

Aderibigbe (2015), whenever there is protest, civil strife and riot, it is often followed by breakdown of law and order (anarchy) and violence. Thus, leading to public amenities and human lives being lost. Intelligent citizens have been lost to protest and riots, these are the people that would have contributed immensely to the political growth and development of the country. It thus affects our political life negatively.

4. Solutions to Negative Political Characters on Political Behaviours in Nigeria

4.1 Good Governance

According to Adegboye (2013) one of the viable solutions to negative voters behavior is good governance, it is the extent to which a government is perceived and accepted by the general citizenry to be legitimate, committed to improving general public welfare and responsive to the needs of the citizenry, competent in assuring law and order and in delivering public services, able to create an enabling policy environment for productive activities and equitable in its conduct, favoring no special interests or groups.

4.2 Social Inclusiveness

This is also one of the core solutions. It emphasizes a situation where all and sundry are given the opportunity to productively and positively participate in public decision making and administration, but in reality, the direct link between the people and government particularly at the local level is often absent, hence one of the pivotal solutions to negative voters' behavior is social inclusiveness (Lutz and Linder, 2004).

4.3 Accountability

Adamolekun (2008) describes accountability as "holding public officials responsible for their actions" specifically, it is public accountability, the requirement that those who hold public trust should account for the use of that trust to citizens or their representatives. He goes on further to say that it signifies the superiority of the public will over privately interests, and tries to ensure that the former is supreme in every activity and conduct of a public official.

4.4 Empowerment

This implies the degree of freedom that the citizens enjoy in calling the government to accountability. It includes the existing level of participatory process, access to information, civil freedom, the involvement of the civil society in public participation and access to basic needs of the citizens. When these are present, it is a sign of positive development, but if it is absent, the government and the citizens must work together and provide an enabling environment for this to happen.

4.5 Safety and security

One of the major tasks any government is meant to provide to its citizens. Political, economic and social development will only thrive where there is peace, safety and security. Therefore, the number of safe areas in the community should be of great concern to government. If the number of safe places is on the increase, we can conclude that the community is relatively peaceful, but if otherwise, plans have to be put in place to achieve this (Lutz and Linder, 2004).

5. Conclusion

Without any iota of doubt, Nigeria as a nation-state is a highly diverse country. The need therefore for acceptable character formation from all the ethnic nations that makes up the country becomes even more relevant. The importance of this cannot be over-emphasized as it will have effects on the political behavior of the populace. It appears that a good number of Nigerian politicians and public office holders do not possess the right caliber of character formation. Hence, they display many forms of character formation such as political violence, lack of transparency and accountability, ethnicity, male chauvinism and so on. All these negative characters are a threat to the corporate existence of the country and its democratic stability and sustainability. This paper provides a way out of the negative character formation among the political elites by presenting viable solutions to the problems.

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Appendices

Table 4.1: Exchange Rate, Public Debt Stock, Ratio of External Debt Servicing to Total External Debt Stock and Ratio of Domestic Debt Servicing to Total Domestic Debt Stock (1980-2019)

Year	Exchange Rate	Public Debt Stock N' billion	Ratio of External Debt Service to External Debt	Ratio of Domestic Debt Service to Domestic Debt
1980	0.5640	7.52	2.04	75.72
1981	0.6100	13.52	19.92	37.53
1982	0.6729	23.83	2.99	22.67
1983	0.7241	32.80	10.46	31.76
1984	0.7649	40.48	8.00	11.41
1985	0.8938	45.25	6.05	2.04
1986	2.0206	69.89	1.71	1.67
1987	4.0179	137.58	0.83	17.57
1988	4.5367	180.99	1.43	17.78
1989	7.3916	287.44	2.38	12.32
1990	8.0378	382.71	0.33	7.25
1991	9.9095	444.65	0.91	27.64
1992	17.2984	722.23	2.18	26.25
1993	22.0511	906.98	2.68	33.28
1994	21.8861	1,056.40	1.29	14.78
1995	21.8861	1,194.60	3.13	1.49
1996	21.8861	1,037.30	1.27	7.63
1997	21.8861	1,097.68	2.25	1.67
1998	21.8861	1,193.85	2.62	20.82
1999	92.6934	3,372.18	0.82	33.22
2000	102.1052	3,995.63	0.0003	11.52
2001	111.9433	4,193.27	0.0003	11.67
2002	120.9702	5,098.89	0.0003	12.78
2003	129.3565	5,808.01	0.0002	12.31
2004	133.5004	6,260.59	0.0002	3.39
2005	132.1470	4,220.98	0.0004	9.40
2006	128.6516	2,204.72	0.0022	2.57
2007	125.8331	2,608.52	0.0023	9.79
2008	118.5669	2,843.56	0.0019	6.49
2009	148.8802	3,818.47	6.31	6.65
2010	150.2980	5,241.66	5.78	8.26
2011	153.8616	6,519.69	4.66	8.63
2012	157.4994	7,564.43	4.52	9.68
2013	157.3112	8,506.30	4.02	10.85
2014	158.5526	9,535.52	3.76	11.14
2015	193.2792	10,948.51	3.01	11.28
2016	253.4923	14,537.11	2.22	12.20
2017	305.7901	18,377.01	3.13	13.05
2018	306.0802	20,533.60	3.77	14.63
2019	306.9206	23,295.05	4.97	14.05

Sources: (1) Central Bank of Nigeria (CBN) Statistical Bulletin 2019 Edition
 (2) Debt Management Office (DMO), publications for various issues, Abuja, Nigeria.



Determinants of Health Inequality in Sub-Saharan Africa: Further Evidence from Feasible Generalized Least Squares (FGLS) Approach.

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Abstract: A nation's progress is largely influenced by its state of health. This is so because a healthy people are not only able to work and support themselves, but are able to make a significant contribution to the socio-economic expansion and improvement to the community in which they reside. One of the major limitations to achieving the above fit is the increasing health disparity in the larger ecosystem. And, despite the several initiatives and programmes developed to narrow the growing health gap across the various social strata among individuals around the world, it still persists. Motivated by the need to bridge this rising health gap, this study examines the determinants of health disparities within the context of sub-Saharan Africa for the period 2004 to 2022, using the panel feasible/estimated generalised least squares. The results revealed that while public health spending per capita, income per capita, and health-oriented net official development assistance negatively and statistically impacted on health inequality, unemployment and income poverty positively and significantly impacted on health inequality in sub-Saharan Africa. Accordingly, the paper recommends, amongst others, the urgent need for policy makers in SSA region to pay greater attention to budgetary allocations to the health sector for the provision of health insurance and quality and affordable healthcare services. Such efforts should be complemented with the formulation of workable, active, measurable and employment-based policies across SSA region, aimed at creating stable and profitable jobs for the unemployed and under-employed masses.

Keywords: Health, Inequality, Poverty, Income, Budget.

1. Background Information

Any country's progress is greatly influenced by its state of health (Weil, 2020; Lilley, Lilley, and Rinaldi, 2020). This is due to the fact that an economically successful nation is one that has a healthy population, and healthy people are able to work and support themselves. Additionally, they will be able to make a significant contribution to the socioeconomic expansion and improvement of the community in which they reside. Specifically, a healthy nation tends to spend less on problems relating to its citizens' health. As a result, Goal 3 of the Sustainable Development Goals (SDGs) seeks "to ensure healthy lives and promote well-being for all at all ages (Good Health)" in order to "ensure healthy lives and promote well-being for all at all ages". This is consistent with the United Nations' (2015) argument that the achievement of excellent and egalitarian health requires more than merely the promotion of good health.

According to the World Health Organization's (2017), "every human being, without distinction of race, religion, political belief, economic or social condition, has a fundamental right to the enjoyment of the highest attainable standard of health." Lacklustre or ineffective health care systems, sickness, and maladies have a substantial negative influence on people's ability to work and make a living throughout their lifetimes, and this eventually threatens a country's ability to thrive economically (Abegunde and Stanciole, 2006; Amponsah and Amuasi, 2020). The factors that affect the quality of health, according to the World Health Organisation (2014), are the "complex, integrated, and overlapping social structures and economic

systems" that are likely to have an impact on health inequality in society at large.

Social determinants of health (SDH) are defined as the "specific non-medical circumstances that affect the behaviours and health outcomes in a society" by the World Health Organisation (2023). When people are born, develop, work, live, and age, as well as in a broader design of socioeconomic elements and activities that have a tendency to influence the context of people's everyday lives in society, these intervening elements frequently take the form of interfering conditions. Tseng and Wu (2021) identified socioeconomic elements, to include political arrangements and actions, economic policies and structures, regulatory objectives, expectations from society, social norms, and ethical behaviour, that have an impact on individual's behaviours and actions in the larger economic landscape.

These elements explicitly allow for health disparity in the larger ecosystem. The current wave of health disparity, which affects both emerging as well as established nations, is a major focus of global health campaigns. According to Amponsah and Amuasi (2020), issues including poor or inadequate health system architecture, and illnesses have a negative impact on people's work lives and lifelong incomes, which ultimately results in a decrease in a country's growth prospects. Over 6 million children die before turning five, according to the United Nations Development Programme (UNDP, 2021), and 16,000 among these young children still pass away every day from illnesses that can be prevented. In addition, relative to children born and reared in wealthy homes, the majority of children who experience poverty are about twice as likely to pass away before turning five (UNDP, 2021). This is primarily because they are unable to receive high-quality, reasonably priced healthcare treatments.

In addition, UNDP (2021) asserts that over 87% of births in towns and cities get access to higher-quality care, compared to about 50% of total births in rural neighbourhoods in emerging nations. This disparity highlights the extent of health inequity around the world. This suggests that city dwellers have more access to health care than their counterparts in rural locations. The inference is that the growing tendencies within and between nations with regard to the poor and wealthy individuals are biased, unfair, unjustified, and avoidable, as well as the widening gap between the rich and the poor in terms of access to excellent health. This is due to the fact that many of the health disparities between the wealthy and those who are economically disadvantaged in many

nations are caused by the biased processes of decision-making, flimsy policies, cultural standards, and crumbling institutional structures currently in place at all levels worldwide (Marmot, et al., 2012).

United Nations Development Programme (2021) further submits that, a rising percentage of children and maternal mortality occurs in sub-Saharan Africa in addition to Southern Asia, with 80 percent of child death below the age of five arising from these regions. Compared to what obtain in developed nation, the maternal mortality ratio, which assesses the proportion of women who die after childbirth in comparison to mother's who survive, is still 14 times greater in emerging economies (UNDP, 2021).

Sub-Saharan African economies are associated with low per capita income (Gardner, 2022; Gil-Alana et al., 2021; Selassie and Hakobyan, 2021; The World Bank, 2022), high rates of income poverty (Saidi et al., 2023; Schoch and Lakner, 2020), increasing rate of unemployment (Akinyele et al., 2022; Byaro et al., 2023), relatively weak government health expenditure (Eze et al., 2022; Micah et al., 2019), along with poor health outcomes like an increase in infant and maternal deaths, cases of child malnutrition, a shortened life expectancy, and policy mistakes, especially in important economic sectors like the health sector (World Bank, 2013a; 2013b; 2019).

Dover and Belon (2019) noted that inequalities in health are socially driven leading to a restriction of the poorer population from rising progressively to the desire health state in society. This further weaken their ability to effectively utilise the most of their potentials. Cockerham (2021) also submitted that since health inequities are largely the product of social prejudice, they can be circumvented. Several initiatives and programmes have been developed to narrow the growing health gap across the various social strata among individuals around the world. Among these initiatives, the World Health Organization's official development assistance and the United Nations' SDGs for health stand out. In spite of such initiatives, the health gap still lingers especially across sub-Saharan Africa countries.

Motivated by the need to bridge this rising health gap, this study examines the determinants of health disparities within the context of the sub-Saharan African continent for the period 2004 and 2022, using the panel feasible/estimated generalised least squares (FGLS/EGLS) regression technique. This choice of this sample size is due to unavailability of data for some of the determinants identified, while the

countries are selected based on the criterion of best performing sub-Saharan African countries by Gross Domestic Product as per IMF 2022 estimates.

2. Literature Review

2.1 Conceptual Issues

2.1.1 The Concept of Health.

Health, according to the World Health Organisation (WHO, 2006, 2013), is "a state of complete physical, mental, and social well-being; not just the absence of disease and infirmity." This suggests that someone in good health can have a fulfilling life on both social and economic level (Shonkoff et al. and Committee on Childhood Development, Adoption, and Dependent Care, 2012). This definition is wide and takes into account the overarching objective of optimum wellness for all people, regardless of social class (World Health Organisation, 2015; Kühn, and Rieger, 2017). The State has an inevitable obligation to ensure the population's good health, and in order to execute this duty, health services must be freely accessible to all citizens. In light of this, health care ought to be viewed as one of the essential human rights, and as such, it ought to be offered free of charge to all people (World Health Organisation, 2015; Rahman et al., 2020).

The health of people in society is affected by a variety of elements acting together. Political, socioeconomic, sociocultural, environmental, or clinical issues all may be present. Individuals' situations and environments dictate whether they are healthy or not. In the case of healthcare, the degree of access and usage of health care services is frequently influenced by the lives of individuals, the environment they live in, their genetics, their financial standing, and their educational attainment (Myers, 2009; Chukuezi, 2010; Renzaho, 2020). At the local level, local governments are tasked with providing health care in accordance with the overarching national health policy, in cooperation with the state ministries/departments of health.

2.1.2 Concept of Health Equity/Inequity

World Health Organization. (2010) defines health equity as "the absence of unfair and avoidable or remediable differences in health among population groups defined socially, economically, demographically or geographically". Therefore, in order to achieve health equality, it is necessary to remove barriers to health which includes poverty, prejudicial beliefs, and their effects, such as lack of

access to safe surroundings, quality housing and education, in addition to medical care (Braveman, et al. 2017).

According to the World Health Organisation (2023), social factors that influence health are more important than personal lifestyle or health care decisions. For example, several earlier research have shown that socioeconomic variables of health account for between 30% and 55% of health outcomes globally (WHO, 2023). Consequently, addressing the socioeconomic drivers of health effectively by every sphere and members of civil society will contribute to health improvement and the amelioration of recurring disparities in health care access (World Health Organisation, 2013).

Inequalities in the healthcare system are defined by McCartney et al. (2013) as the unfair disparities in health across groups of persons holding various social statuses. Age, financial security or economic position, education, place of residency (urban vs. rural), genders, and subnational area are six perspectives of inequality that the World Health Organisation (2023) captures. These parameters were taken from the WHO Health Equity Monitor database. Living and working circumstances, the lack of professional healthcare services, educational attainment, economic trends, discrimination based on race and ethnicity, neighbourhood characteristics, as well as the extent of social classification in the community are a few factors that frequently cause health disparity (Lee and Ahmed, 2021; David and Collins, 2021).

What this suggests is that there are different social factors influencing health that have significant effects on health disparities, such as early childhood development, academic achievement, food insecurity, living expenses, basic facilities, access to reasonably priced health services of acceptable quality, the environment, income and protection from poverty, integration into society and equality of opportunity, structural conflict, unemployment and job insecurity, and working conditions in life (Brennan-Ramirez, Baker and Metzler, 2008; Solar and Irwin, 2010; Swope and Hernández, 2019; Lathrop, 2020).

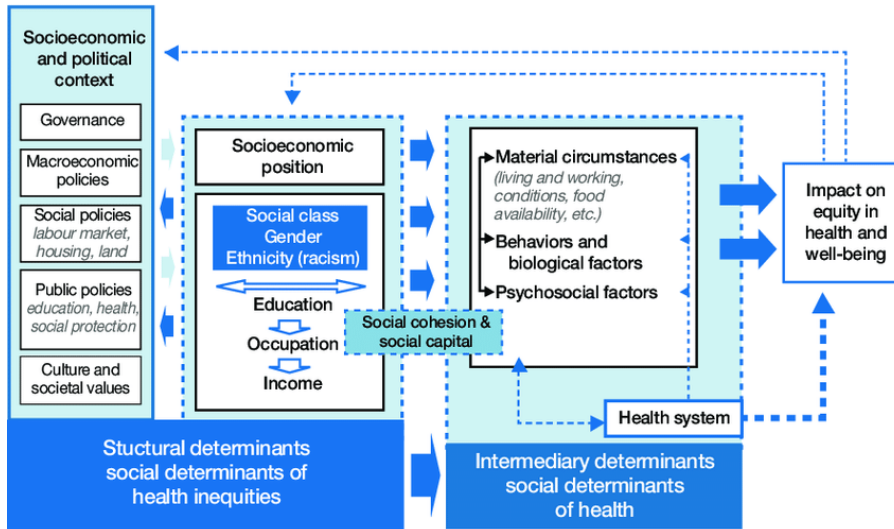
2.2 Theoretical Issues: Structural Theory of Health Inequalities

A number of the independently conducted assessments of health inequalities in the UK have used structural theory of health inequities as their primary analytical framework (McCartney et al., 2013; Navarro et al., 2006). The theory contends that variations in

socioeconomic background of different social strata (including disparities in income, financial status, influence, the environment, and accessibility to equal opportunity) at all levels of the life-course frequently result in disparities in overall health of individuals throughout the community (Krieger et al., 2008). This is predicated on the assumption that health care services are accessible and that every individual in a society has an equal right to access these healthcare services.

According to structural theorists of inequality in health, behavioural, political, and social differences within a population are the cause of inequalities in healthcare (McCartney et al., 2013). In short, structural inequalities produce uneven quality of life through a variety of social as well as economic channels, such as employment, financial status, living expenses, as well as education (Solar and Irwin, 2007). The structural factors that contribute to health disparities are shown in Figure 1.

Figure 1: Structural determinants of health inequalities



Source: Adapted from Kim and Lee (2013).

2.3 Review of Empirical Studies

Dover and Belon (2019) adopted the Health Equity Measurement Framework, which was precisely developed for measuring the direct and indirect impact that several determinants of equitable health service utilization exert on health equity. It was found that the socioeconomic, cultural, and political context, biological factors, environment, health policy setting, healthcare utilization frequency, health-related behaviours and views, material and social conditions, quality of care, social location, social stratification, and stress, influence health inequity.

Jayasinghe (2015) applied the principles of systems approach and complexity science in conceptualizing social determinants of health disparities among individuals in the society. The study established that political freedom, educational outcomes and economic development are key factors influencing health inequalities. Also, Baciu, et al. (2017) assessed

the root causes of health inequity and found that disability, access to good food, housing and water, living conditions, and the quality of schools, employment and socioeconomic status, gender, geography, immigration status, race and ethnicity are the social, environmental, economic, and cultural determinants of health equities across nations.

In a related study, Swope and Hernández (2019) evaluated the impact of housing on health disparities using a holistic conceptual model. Specifically, the study discussed some pathways through which structural disparities dictate unequal delivery or disproportionate access to health. It was established that housing affordability, quality, residential stability in addition to neighborhood opportunity form the four pillars that have the tendency to trigger increasing burden of health disparities, while the right to health requires more careful consideration of the social factors that are the root of inequality, including income and socioeconomic standing, the availability of medical care, biological science and hereditary, which is experiences in childhood,

cultural backgrounds, literacy and educational attainment, employment and working circumstances, sex, behaviours that are healthy, physical surroundings, ethnic background, benefits and protections from government, and coping mechanisms, according to Chapman (2010) and Adler, Glymour, and Fielding (2016).

Additionally, the American Academy of Family Physicians (2019) found that social, economic, and political forces are among the many causes of health disparity. Long-standing social disparities in society are triggered by social elements including tobacco, alcohol, or explicit drug use, chronic stress and embodiment, governance, culture, societal ideals, and public policy, while Nutbeam and Lloyd (2021) found that health literacy may serve as an intervening factor influencing health. This however doesn't automatically translate into mitigating health inequities which resulted from the misallocation of socioeconomic prospects and resources in the society. The study further reiterated that current interventions programmes can help in refining and stimulating health literacy particularly as it relates to individuals with higher-risk.

Moonesinghe, Bouye and Penman-Aguilar (2014) also examined the social determinants of health with special consideration to factors such as the distribution of wealth, income, power as well as influence which serve as triggers for risk of disease. The study found that there can be significant variation in inequity among two populations as a result of a risk factor which they considered to be discriminating and preventable for a specific disease. The variation was occasioned by the occurrence of the risk factors like unequal distribution of wealth, low income, power as well as social influence in the two populations.

Generally, the reviewed literature revealed that previous studies relating to the subject of health inequalities have not empirically investigated the impact of the various factors (such as per capita

income, net official development assistance from WHO, the rate of unemployment in an economy, income poverty and domestic general government health expenditure per capita) on health inequity proxied by proportion of individual without access to healthcare services, especially in the context of sub-Saharan Africa. Also, the literature seems to be lacking in terms of recent studies addressing similar issues by employing data set covering most recent years. Thus, this study is an attempt to bridge such empirical gap by examining the determinants of health inequity in sub-Saharan African economies for a period of seventeen (19) years spanning from 2004 to 2022.

3. Research Methodology

3.1 Theoretical Framework

The theoretical foundation of this study is premised partly on the structural theory of health inequality, which identifies disparities among incomes, status, influence, the surroundings, as well as accessibility as the primary causes of health inequality (see subsection 2.2), and partly on the health inequality framework constructed by Dover and Belon's (2019) study in accordance with the Health Equity Measurement Framework, which encompasses socioeconomic status, cultural, and political circumstances, biological variables, the environment, and utilisation of health services.

3.2 Model Specification

Arising from the foregoing theoretical underpinnings, the adapted health inequity measurement framework is presented in the model given as follows;

$$HINEQ = F(GEXP, PCI, UNEMP, INPOV, AIDWHO)$$

The parameterised structural model is also presented as follows;

$$HINEQ_{it} = \beta_0 + \sum_{i=0}^l \psi_{ij} GEXP_{it} + \sum_{i=0}^m \gamma_{ij} PCI_{it} + \sum_{i=0}^n \alpha_{ij} UNEMP_{it} + \sum_{i=0}^o \omega_{ij} INPOV_{it} + \sum_{i=0}^p \varphi_{ij} AIDWHO_{it} + u_t \dots (1)$$

Where;

Subscript 't' indicates time period, Subscript 'i' indicates specific country in the sub-Saharan African region; β_0 is the intercept in the model, ψ_i , γ_i , α_i , φ_i and ω_i , are the impacts measuring parameters of the respective variables

captured in the model, μ_t is the stochastic disturbance term that captures every other extraneous variable that influences health inequity but not included in the estimation model.
















3.3 The Data and Variable Description

The goal of the study is to look at the factors that affect health equity in the fifteen sub-Saharan African nations that have the highest economic performance, as determined by the International Monetary Fund (IMF) (2022), for a period of nineteen (19) years (2004-2022) for each of the nations. The chosen countries are South Africa, Nigeria, Ethiopia, Kenya, Angola, Ghana, Tanzania, Cote d'Ivoire, Congo Democratic Republic, Cameroon, Uganda, Sudan, Senegal, Zambia, and Zimbabwe. These nations were chosen based on how well they performed economically in sub-Saharan Africa. Consequently, a total of 285 observations are included in this analysis. The variables are explained in the table below.

Table 1: The Data and Variable Description

Variable	Definition	Source	Apriori expectation
HINEQ	Health Inequity Proportion of people with no access to health services	Health Equity and Financial Protection Indicators (HEFPI) (2022).	NA
GEXP	Per-capita government health spending in current US dollars. Calculations of current health spending encompass the cost of medical supplies and procedures used annually.	World Health Organization Global Health Expenditure database (2022).	Negative (-)
PCI	GDP per capita	World Bank (2022).	Negative (-)
UNEMP	Unemployment rate percentage of the labour force that is unemployed while looking for job.	International Organization, Labour ILOSTAT database (2022).	Positive(+)
INPOV	Income poverty “Proportion of population below US\$1.25 a day”	World Bank (2022).	Positive(+)
AIDWHO	Net official flows from WHO the total of the World Health Organization's (WHO) Official Flows as well as Official Development Assistance (ODA), All figures are in current United States dollars.	WHO Data base (2022)	Negative (-)

Table 2: Fifteen best performing sub-Saharan African countries by Gross Domestic Products as per International Monetary Fund 2022 estimates.

S/ N	Country	Nominal GDP (Billion US\$)	S/ N	Country	Nominal GDP (Billion US\$)
1	 Nigeria	504	8	 Ivory Coast	68
2	 South Africa	419	9	 Democratic Republic of the Congo	63
3	 Angola	124	10	 Uganda	48
4	 Ethiopia	113	11	 Cameroon	44
5	 Kenya	110	12	 Sudan	42
6	 Tanzania	76	13	 Zimbabwe	38
7	 Ghana	75	14	 Senegal	27
			15	 Zambia	27

Sources: International Monetary Fund (IMF). (2022, October).

3.4 Method of Data Analysis

The present research uses the feasible/estimated generalised least squares (FGLS/EGLS) approach, which was previously used in the works of Mumuni and Mwimba (2022) and Alabi and Olaoye (2022), to analyse the data for the purposes of empirical analysis and hypothesis testing. This method was taken into consideration since it produces accurate, dependable, and efficient estimators. Additionally, it has been shown that the feasible GLS estimator is superior to the ordinary least squares (OLS) estimator in identifying the existence of heteroskedasticity, serial, and cross-sectional correlations by systematically predicting the huge error covariance matrix (Bai et al., 2020).

4. Empirical Analysis and Presentation of Results

The presentation as well as the evaluation of the data, as well as the explanation of the study's numerous conclusions, are all covered in this section. The panel feasible/estimated generalised least squares (FGLS/EGLS) regression approach was used to achieve the study's ultimate goal.

4.1 Descriptive Statistics

Averaging US\$10.61 billion, US\$27.27 billion, 77.03%, 56.60%, US\$3700, and 7.71%, respectively, were the health-related net official flows from the World Health Organisation, domestic general government health expenditure per capita, and the percentage of people without access to health services. Additionally, it was discovered that the shares of people without access to health services in addition to income poverty were negatively skewed (distributed with larger increases and fewer decreases), while domestic general government health expenditure per capita, per capita income, and unemployment rate were positively skewed or skewed to the right (distributed with infrequent increases over time).

Additionally, health-related net official flows from the World Health Organisation, domestic general government health expenditure per capita, per capita income, and unemployment rate all had excess kurtosis values that were higher than 3, indicating leptokurtic behaviour (presence of larger outliers), whereas the percentage of the population without access to health services and income poverty had low kurtosis values (less than 3), indicating platykurtic behaviour (presence of smaller outliers). The descriptive statistics of the variables below are shown in Table 3.

Table 3: Descriptive Statistics

	Health oriented net official development assistance from World Health Organization	Domestic general government health expenditure per capita	Proportion of people with no access to health services	Income poverty	per capita income	Unemployment rate
Mean	10.61	27.27	77.03	56.60	3.70	7.71
Median	9.76	12.31	76.95	66.67	3.13	5.22
Maximum	77.91	326.80	113.94	112.59	12.88	29.71
Minimum	0.00	0.00	24.25	0.00	0.00	1.55
Std. Dev.	12.00	54.01	18.76	29.64	2.73	6.68
Skewness	1.57	3.88	-0.53	-0.17	1.79	1.65
Kurtosis	7.39	18.14	2.89	2.32	6.57	5.09

Source: Author’s Computation using E-views 12, 2023

4.3 Results and Discussion

Essentially, the estimation results from the panel feasible/estimated generalized least squares (FGLS/EGLS) regression method are reported in Table 4. From the regression results, domestic general government health expenditure per capita exerted a statistically significant negative impact on health inequity in sub-Saharan Africa at 1% significance level ($\psi = -0.08, p < 0.01$). Specifically, the result implies that, *ceteris paribus*, when there is a unit increase in domestic general government health expenditure per capita across SSA countries, there will be a corresponding 0.08 unit decrease in the proportion of people who can not access quality healthcare services in the region.

The implication of this finding is that, domestic general government health expenditure per capita serves as a positive stimulant in promoting health equity in sub-Saharan Africa. This is because, increase in the budgetary allocation for domestic general government health expenditure per capita in an economy is expected to boost availability of financial, human and material resources which will be used to provide relevant healthcare facilities and affordable medical services that can be accessed by all, irrespective of age, gender, social class, ethnicity, religion, etc. This result corroborate the findings of Swope and Hernández (2019), who used social security from government as a proxy for government expenditure, American Academy of Family Physicians (2019), who used general governance as well as Nutbeam and Lloyd (2021), who argue that current government spending on interventions programmes can help in refining and stimulating health literacy particularly as it relates to individuals with higher-risk.

Also, from the regression result, income per capita exerted a statistically significant negative impact on health inequity in sub-Saharan Africa at 1% significance level ($\gamma = -1.61, p < 0.01$). Specifically, the result implies that, *ceteris paribus*, when there is a unit increase in income per capita across SSA countries, there will be an improvement in the welfare of the individual, which will in turn cause a corresponding 1.61 units decrease in the proportion of people who cannot access quality healthcare services in the region. This means that a rise in income per capita can be used to enhance health equity in SSA. This is because, when a country finds it difficult to achieve a stable income per capita to meet the daily needs of its citizens, this will weaken the economic welfare of its citizens which, in turn, weakens their ability to finance their daily healthcare and wellbeing needs, thus reducing access to good and quality healthcare services in the society. This finding supports earlier findings by Adler, Glymour, and Fielding (2016) and Moonesinghe, Bouye, and Penman-Aguilar (2014), who contend that inequalities in access to healthcare services are caused by a combination of risk factors including inequitable distribution of

wealth as well as low financial resources, and that the entitlement to healthcare services requires more careful consideration of social factors that are the cause of inequality in health such as one's financial status in society.

Furthermore, the regression results also revealed that unemployment rate exerted a statistically significant positive impact on health inequity in sub-Saharan Africa at 1% significance level ($\alpha = 0.10, p < 0.01$). Specifically, the result implies that, *ceteris paribus*, in SSA nations, for every unit rise in the percentage of the labour force that is unemployed and looking for place of employment, there will be a 0.10-unit increase in the percentage of persons who cannot afford excellent healthcare services in the area. This means that, just like income poverty, a rise unemployment rate serves as a trigger to health inequity in SSA. This is due to the fact that, when individuals find it difficult to find a stable job that will fetch them the needed income to meet their daily needs, they will also be unable to meet their daily healthcare and wellbeing needs, thus reducing access to good and quality healthcare services in the society. This result is in agreement with the findings of Baciu, et al. (2017) and Adler, Glymour and Fielding (2016), who noted, *inter alia*, that, employment, working conditions and socioeconomic status are key determinants of health equities across nations.

In addition, the regression results showed income poverty exerted a statistically significant positive impact on health inequity in sub-Saharan Africa at 1% significance level ($\omega = 0.04, p < 0.01$). Specifically, the result implies that, *ceteris paribus*, when there is a unit increase in the proportion of population living below US\$1.25 a day across SSA countries, there will be a corresponding 0.04 unit rise in the proportion of people who cannot access quality healthcare services in the region. This means that a rise income poverty tends to trigger health inequity in SSA. This result validates earlier findings of Adler, Glymour and Fielding (2016) and Moonesinghe, Bouye and Penman-Aguilar (2014) that when individuals find it difficult to access US\$1.25 a day, they will be unable to meet their daily nutritional, healthcare and wellbeing needs, thus reducing access to good and quality healthcare services in the society.

From the regression results, health oriented net official development assistance from World Health Organization exerted a statistically significant negative impact on health inequity in sub-Saharan Africa at 1% significance level ($\varphi = -0.06, p < 0.01$).

Specifically, the result implies that, *ceteris paribus*, when there is a unit increase in health oriented net official development assistance from WHO to sub-Saharan African countries, there will be a corresponding 0.06 unit decrease in the proportion of people who cannot access quality healthcare services across the region. The implication of this finding is that, health oriented net official development assistance from World Health Organization is instrumental to solving the challenge of health inequity in sub-Saharan Africa. This result is justified by the fact that, when the World Health Organization increases its health oriented development assistance, and these resources are properly managed by the various recipients across the SSA economies, this will boost the availability of financial, human and material resources, which will be used to provide adequate and affordable healthcare facilities and medical services that can be accessed by all citizens in the economy. Thus, the percentage of the general population who have access to health services will rise, confirming Gutema and Damen's (2016) discovery that health development aid comes with a statistically significant beneficial effect on accessibility to excellent medical care, given the fact that a one percentage point rise in health development assistance per capita can prevent the deaths of an average of two infants for every 1,000 live births.

Interestingly, all the empirical results reported in this study are in consonant with theoretical apriori expectation. Lastly, the result showed that, about 96% of the systematic changes in health inequity in sub-Saharan Africa can be attributed to the cumulative effects of World Health Organisation health-related net official flows, domestic general government health spending per person, poverty rates, income per capita, as well as the rate of unemployment, while about 4% of the remaining variations, is as a result of the error term. Thus, the above statistic further suggests that the model has a good fit. Also, the F-statistic value of 898.33 (prob.<0.001) shows that all the variables contained in the model are collectively important in the modelling of health inequity in sub-Saharan Africa. Table 4 summarises the estimation outcomes from the panel feasible/estimated generalised least squares (FGLS/EGLS) regression approach.

Table 4: Panel Data Estimation Results

Dependent Variable: HINEQ					
Method: Panel EGLS (Cross-section SUR)					
Variable	Coefficient	Std. Error	t-Statistic	Prob.	Apriori expected sign
C	93.42***	0.55	171.30	0.00	
GEXP	-0.08***	0.01	-11.84	0.00	Supported
PCI	-1.61***	0.11	-14.67	0.00	Supported
UNEMP	0.10***	0.02	5.30	0.00	Supported
INPOV	0.04***	0.00	14.27	0.00	Supported
AIDWHO	-0.06***	0.01	-8.45	0.00	Supported
R-squared	0.96	F-statistic		898.33	
Adjusted R-squared	0.96	Prob(F-statistic)		0.00	

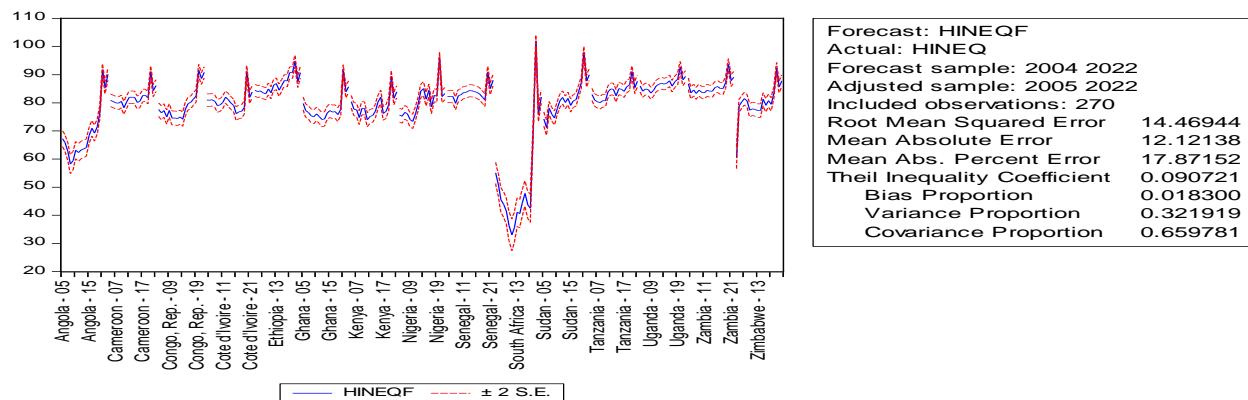
NB: *** indicates significant at 1%.

Source: Author’s Computation using E-views 12, 2023

4.4 Health Inequality Forecast

The study simulated the proportion of people in the SSA region who cannot access quality healthcare services with adjustments to health-oriented assistance from the WHO, domestic general health spending by the government per capita, poverty rates, income per capita, along with rate of unemployment, in order to assess the robustness of the estimates generated above. Theil index, a statistic used to gauge economic inequality, was utilised in the research to accomplish this objective. The Theil index calculates the population's entropic "distance" from the "ideal" egalitarian society where everyone has equal access to welfare in the state (US Census Bureau, 2021). Interestingly, Figure 2 indicated that the forecasted health inequity (HINEQF) is within the ± 2 standard error boundary. Specifically, the Theil inequality index of 0.09 indicates that the estimates are valid and accurate because as this index approaches zero, the more accurate is the forecast process presented in Figure 2.

Figure 2:



Source: Author’s Computation using E-views 12, 2023

5. Conclusion and Recommendations

5.1 Conclusion

Using panel data from fifteen (15) sub-Saharan African countries spanning the years 2004 to 2022, this paper investigated the factors that affect health equity in the region. The panel feasible/estimated generalised least squares (FGLS/EGLS) regression technique was used in the empirical analysis. According to the regression results, domestic general public health spending per capita, income per capita, and health-oriented net official development assistance from the World Health Organisation each had a negative and statistically significant effect on the health inequality in sub-Saharan Africa at the 1% significance level, whereas the rate of unemployment and income poverty had a statistically significant positive impact on health inequity in sub-Saharan Africa at 1% significance level, respectively in the period of analysis.

The inference that can be drawn from the various empirical results of this study is that, for all citizens in SSA countries to achieve greater access to quality healthcare facilities and affordable medical services, irrespective of age, gender, social class, ethnicity, religion, etc., there is an urgent need for policy makers in the SSA region to pay greater attention to budgetary allocations to the health sector for the provision of health insurance and quality and affordable healthcare services. This further calls for the formulation of workable, active, measurable, and employment-based policies across the SSA region aimed at creating stable and profitable jobs for the unemployed and under-employed masses. This can be achieved through creation of industries and revival of moribond ones, to boost national productivity and per capita income of the citizenry.

The findings further call for financial support for self-employed individuals who have feasible business ideas that can fetch incomes for them, and lift them out of income poverty. This further necessitates the efficient and equitable utilisation of health oriented development assistance from WHO to sub-Saharan African countries for effective implementation of healthcare intervention programmes that will help achieve a wider coverage of quality and available healthcare services which is instrumental to both social well-being and development for all (Dover and Belon, 2019; Clark, *et al*, 2020).

5.2 Recommendations

On the basis of the foregoing, findings, the study proffers the following policy recommendations: First, the study recommends that sub-Saharan African countries should strengthen their budgetary allocations to the health and humanitarian sectors so as to make adequate resources available to provide the basic health and nutritional needs especially for the severely disadvantaged households who cannot afford basic healthcare needs.

Secondly, given the fact that unemployment and poverty are positively correlated, African community should devise means to create more jobs for her teeming population so as to reduce the growing level of poverty while ensuring that people are able to access the basic health services in the region at large. All employment policies should be reviewed to mitigate institutionally-induced poverty and health inequities in the region.

Also, health oriented net official flows from world health organization should be properly utilised in providing quality, available and affordable healthcare services to help reposition the SSA region's health sector.

Lastly, given the inverse relationship between, income per capita and poverty, SSA community should boost its productive base so as to raise per capita income which will in turn reduce the poverty level in the region. This will ultimately help to fight against the rising spate of health inequity in the region.

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Mentorship, Good Governance and Development in Nigerian Organizations: A Comparative Analysis

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Abstract. This paper examines mentorship, Good Governance and Development in Nigerian organizations: A comparative analysis. The paper considers major issues/challenges affecting mentorship, Good Governance and Development in Nigeria Such as unwillingness of modern day Mentors to effectively Coach Mentees for fear of those mentees becoming a threat to them in the near future; Absence of good mentors or scarcity of same as well as the lack of humble and teachable mentees in our society. Mentorship methods were addressed and linked to training which eventually also leads to good governance and development. The paper argues that if good governance must be bequeathed to future generations, then the present generation of leaders must be willing to exercise good mentorship in all ramifications, even in the academia. It was suggested amongst others, that mentorship should be taken seriously especially by lecturers, politicians, and officers in government, to ensure National Development.

Keywords: Mentorship, Good Governance, Development, Mentor, Mentee.

1. Introduction

Mentorship has been described as the act of teaching someone or giving help and advice to a less experienced and often younger person. A mentor, in this regard, can be regarded as someone who teaches or gives help and advice to a less experienced and often younger person; that less experienced and younger person is called a mentee or protégé.

Both Anastacia, Skinner and Mundhenk (2012) affirm that the concept of mentoring is an important

part of life and education in general, which cannot be over emphasized even though research in this area is fairly not robust. Allen (2005) stated that mentoring relationships can arise in any field of human endeavor. He however gave credence to the academic environment as one of the best places where mentorship can take place with positive lasting effects. Allen (2005) went further to state that mentorship in the academic setting refers to the guidance provided by an experienced Professor or Associate Professor to a less experienced faculty member (also called a protégé), on issues relating to academic traditions, resources and instructional values.

According to Barnett (2002), the need for guidance in achieving or gaining more knowledge and skills are some of the key reasons why some people may desire to be mentored by someone to enable them have professional growth and development in their endeavors’.

No doubt, our youth are the assets of the future. If we must have consistency and increased performance in governance and if we must have a formidable and cohesive national development, mentorship; indeed good mentorship is the key. The zeal, interest and enthusiasm to see our youths perform better than the present generation is the major motivating factor for this paper.

According to Provident (2005) the history of mentoring can be traced to Homer’s Odyssey in which the term “Mentor” was first used. As time went by, the term mentor became synonymous with someone who is responsible for educating and nurturing another as it was realized that Odyssey was

responsible for the education growth and development of Telemachus, in all facets of endeavor. Over the years the term mentor is now associated with someone who is a trusted advisor, teacher, friend and wise person. (Shea, 2002)

This paper, which is an opinion paper seeks to consider mentorship, good governance and development in Nigerian organizations: A comparative analysis.

2. Definition of Terms/Review of Related Literature

Here, we shall both define, review, and overview some related terms and concepts as follows;

2.1 Mentorship/Mentoring:

Mentorship or mentoring is a personal development relationship in which a more experienced or more knowledgeable person helps the less experienced one to grow. (Kran, 1985). Both Ahukannah and Chukwumezie (2008) stated that mentoring is an all – encompassing activity as it deals with coaching, sharing experiences and transferring knowledge and wisdom to the mentee. Dancer (2003) equally affirms that mentoring is a process which involves time, helping personal development and relationship between an expert and an individual called mentee. Mentoring relationship therefore involves exchange of wisdom, learning and development of skills and knowledge about an organization or a field of endeavor for the career growth and advancement of the protégé.

Neo (1988) suggested three major dimensions of the mentoring relationships which are; Career Support, Psycho-Social Support and Knowledge transfer.

Career support functions include; sponsorship, coaching, exposure to important contacts and resources, visibility, facilitating protection of the mentee and assignment of challenging work to enhance the protégé's career.

Psychosocial support functions of the mentor include, role modeling, friendship, counseling acceptance and confirmation of the mentee. (Clutterbuck, 2004).

Knowledge functions according to Delong (2004), embraces everything that has to do with the transfer of anything related to the job of the mentee by the mentor because this is the key mechanism for the success of any organization.

Conway (1988) has given the following roles and responsibilities of a mentor as follows; A mentor should be able to share information about his/her background, skills and interest; A mentor listens actively, serves as a positive role model, acts as a resource for information about careers, identifies the mentee's goals, support the needs and aspirations of the mentee. The mentor also identifies resources to help the mentee enhance personal development and career growth.

According to Reunions (1998) the mentee is the student who needs to absorb the mentor's knowledge and have the ambition and desire to know what to do with this knowledge. As a good "student" the mentee must practice and demonstrate what has been learnt.

Generally speaking, the mentee is the gauge to measure how interactive the connection between the mentor and mentee will be. This means that the mentee actually determines the capacity of the mentoring relationship connection; He decides upon the amount of help and guidance needed from the mentor. The mentee should as well take the initiative to ask for help or advice from the mentor so as to tackle more challenging assignments. (Barth, 2011)

Mullen (2001) has equally given the following roles and responsibilities of a mentee in a mentoring relationship as follows; The mentee should allow his mentor to take the lead in the relationship; He should act with courtesy and respect towards his mentor; He should use active listening skills during discussions with the mentor; He should be able to express appreciation for every form of assistance received from the mentor; He should always consider and respect the mentor's time, in case of appointments; specific questions geared towards career growth and advancement should always be asked.

Both Noller and Fray (1995) have identified two main types of mentoring, they are informal and formal mentoring.

Informal mentoring happens naturally when an individual gives reinforcement or assists another person. Informal mentorships grow out of informal relationships and interactions between older and younger individuals. The relationship may be based on professional or non professional issues.

Formal mentoring on the other hand is a planned and broad based one which is influential and methodical in approach. It happens especially in organizational settings.

A mentor may share with a mentee or protégé, information about his/her own career path, as well as provide guidance, motivation, emotional support and role modeling. A mentor may help with exploring careers, setting goals, developing contacts and identifying resources.

2.2 Good Governance

In literature, governance is quite different from the term, good governance. According to the UNDP (1997) that is, the United Nations Development Programme, governance is the exercise of economic, political and administrative authority to manage a country’s affairs at all levels, which comprises mechanisms, processes, and institutions through which citizens and groups articulate their interests, exercise their legal rights, meet their obligations and mediate their differences.

For the international Monetary Fund (IMF), governance is the process by which public institutions conduct public affairs and manage public resources. No matter the differences in definition, three things are common to the understanding of governance. They are; (1) The process, manner and style by which (2) Power, or authority are exercised so as to (3) manage the collective affairs of the community, country, society or nation.

Good Governance on the other hand, has also been variously defined. According to the African Development Bank (ADB, 2008), governance is a process referring to the manner in which power is exercised in the management of the affairs of a nation, and its relations with other nations.

The ADB, further identifies the key elements of good governance as; accountability, transparency,

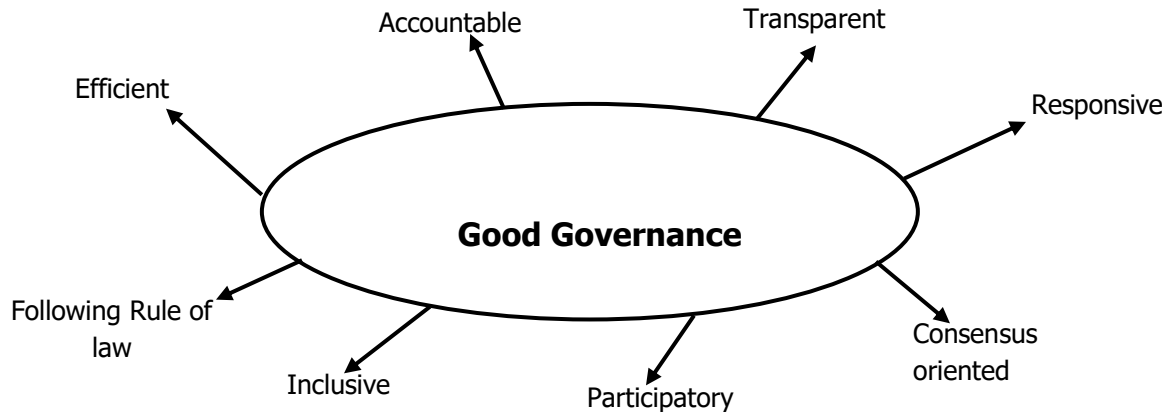
participation, combating corruption of an enabling legal and judicial framework.

Harry (2019) advocates that good governance can be recognized based on a few ingredients associated with it, which include; participation, rule of law, transparency, consensus-oriented, accountability, responsiveness, effectiveness and efficiency, other related elements are; human rights protection, social justice and environmental sustainability.

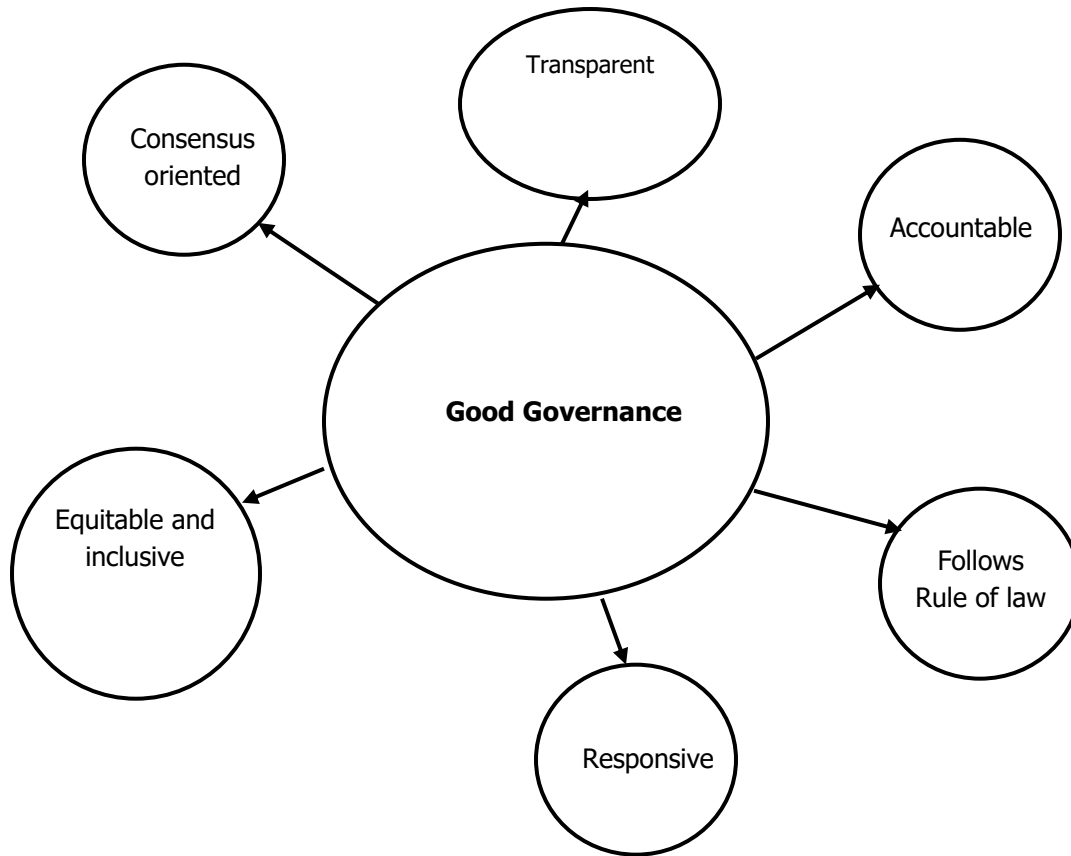
One time President of the World Bank, Paul Wolfowitz says the following about good governance; “In the last half-century, we have developed a better, understanding of what helps governments function effectively and achieve economic progress. In the development community, we have a phrase for it. We call it good governance. It is essentially the combination of transparent and accountable institutions, strong skills and competence, and a fundamental willingness to do the right thing. Those are the things that enable a government to deliver services to its people efficiently, (World Bank President, Jakarta, 11th April, 2006).

For the United Nations, good governance is expressed as follows:

“In the community of nations governance is considered “Good” and “Democratic” to the degree in which a country’s institutions and processes are transparent. Its institutions refer to such bodies as parliament and its various ministries. Its processes include such key activities as elections and legal procedures, which must be seen to be free of corruption and accountable to the people. A country’s success in achieving this standard has become a key measure of its credibility and respect in the world”.



Adapted from; shutter stock.com 2021.



Adapted from; learning for sustainability.net. 2021

GOOD GOVERNANCE IN AN ORGANIZATION



Adapted from; learning for sustainability.net. 2021.

2.3 Development

The term development is said to have been derived from a French word “Volooper”, which means to “wrap” or “Unfold” (Jaja and Owonte, 2019). To develop therefore means to “wrap or to unfold” gradually. It further means to grow larger, stronger and better. In actual fact, the concept of development has been viewed differently by various experts. According to Anikpo (1996) as cited by Nwarogu (2006:76), “Economists views it as a growth in income and infrastructural build-up. Political scientists are more concerned with development as liberation from oppression which shifts focus to the reduction in mortality rate and eradication of diseases. Educationists see development as eradication of illiteracy. Sociologists argue that it is progress toward desired social goals. Engineers and technologists have added the possession of sophisticated technology as a yard stick for determining a developed nation”.

Viewed from the above stand point, we can safely posit that development is a movement from a less desirable state of well being to a better and satisfactory state of human existence.

On the other hand, the academic staff union of universities (ASUU) in 2002, asserts that in its current thinking, development encompasses human development, sustainable growth, poverty reduction, environmental protection, institutional transformation, gender equity and human rights protection. Embedded in the ASUU’s articulation is the fact that in every aspect of human life, development is an expectation.

3. Relationship between mentorship, Good Governance and Development in Nigeria

As seen earlier, mentorship is the act of teaching someone or giving help and advice to a less experienced and often younger person. The person who gives this assistance is called a mentor, while the person who is at the receiving end is called a mentee or protégé.

In the days when hand crafts were in vogue, craft masters had apprentices whom they mentored for the purpose of effectiveness and efficiency as well as continuity of the profession. The Greek philosophers had mentees each; Kungfu experts in China cannot do without mentoring a fellow. The origin of political Godfatherism is tied to mentorship, to a great extent; in the Holy Bible, Jesus Christ specially mentored Peter, James and John as they were seen with him more than any of the other disciples. Going by the

Holy Scriptures, it is common knowledge that Moses mentored Joshua; Elijah mentored Elisha; Eli the priest mentored Samuel; Paul the Apostle mentored people like Timothy, Titus, etc. it is common knowledge that most often, mentees do better than their mentors as is the case between Plato and Socrates, Elijah and Elisha, Eli and Samuel, Moses and Joshua, etc. Indeed, there is a very strong relationship between mentorship, good governance and development.

Going by all the previous examples, our emphasis is on the fact that if there is mentorship, there will be good governance and when there is good governance, development is sure; it is certainly a circle and a continuum.

Our standard postulation therefore is hinged on the inalienable fact that Nigeria is currently passing through the present negative scheme of affairs in government/governance because mentorship has been thrown to the winds, especially after the first and second Republics.

Dapper (2019) likened mentorship to training as he advanced the following basic purposes and benefits:

- Mentorship increases the productivity of the mentee.
- It improves quality because a better informed mentee is less likely to make operational mistakes.
- Both in government, the academia and other organizations, mentorship assists in securing the future as mentees are likely also going to pass across what they have learnt to another generation; it becomes a continuum.
- Mentorship, just like training, improves organizational climate. An endless chain of positive reactions result from a well-planned mentorship and training program.
- Both training and mentorship prevents obsolescence; training and development programs foster the initiative and creativity of employees and mentees.

In a similar vein, Mamoria and Gankar (2009) opine that training, Development and mentorship is essential because of the following;

- Increase use of technology in production.
- Labour turn over arising from normal separations due to death or physical incapacity for accidents, diseases, voluntary retirement, promotion within the organization and change of occupation or job.
- Need for additional hands to cope with an increased production of goods and services.
- Need for reducing grievances and minimizing accidents.

- Need for maintaining the validity of an organization as a whole and raising the morale of its employees, etc.

Dapper (2019) has equally advanced the following benefits of mentorship/training both to the Mentee/Employee and the organization as follows;

- There is increased job satisfaction and recognition.
- It encourages self-development and self confidence.
- Mentees are moved close to their personal goals.
- It helps the Mentee/Employee become an effective problem solver.
- The mentee becomes more effective, etc.

In the same vein, the great benefits both to organizations and government agencies at large includes;

- Reduction of work accidents.
- Profitability is increased.
- There is general organizational growth.
- The future is assured, etc.

4. Role of a Mentor in Education

A mentor is a friend, coach, supporter, motivator, advocate, role model and listener. A mentor in education is an experienced teacher who facilitates the development and education of a new and upcoming teacher. The mentor is regarded as a career professional with good working knowledge of a repertoire teaching methods, alternative modalities of learning, and styles of teaching and learning that affect student achievement.

5. Conclusion / Summary

As a result of all the issues raised above, we conclude that mentorship is essential if good governance must be exercised in organizations, government sectors/parastatals as well as the private sector, which will eventually also bring about development in all facets of endeavour.

This work has been able to consider mentorship, good governance and development in Nigerian organizations; a comparative analysis. It is hoped that the knowledge gleaned here from, shall be useful to all and sundry.

6. Recommendations

On the basis of all the key issues raised, we suggest the following:

- Mentorship must be taken seriously by everyone concerned, and in all spheres of human life.

- Especially in our higher institutions, there should be a deliberate attempt by lecturers to mentor students.
- Young officers in government and other sectors should seek for mentors and learn under them.
- Older politicians should endeavour to both serve as good role models and also mentor the younger and upcoming ones.
- Organizational leaders both in public and private sectors should be conscious of the fact that someday, they will exit their exalted offices. They should therefore mentor somebody.

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The Impact of Scientific and Technological Innovations on International Relations in the Age of Globalization

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Abstract. Science and technology is a global phenomenon and their effects have been felt all over the world. The paper examines the new developments in the field of international relations brought about by a series of scientific discoveries and technology innovations in the contemporary period of globalization. These new developments in science and technology have triggered advanced development in economic, political and socio-cultural relations in the process of international relations. It has equally increase the sophistication of weapon system of weapon producing states of the world. It concludes that the process of international relations will continually advance with the implantation of scientific and technological development of the twenty-first century.

Keywords: Science, Scientific, Innovation, International Relations, Globalization.

1. Introduction

The increasing demand by mankind for new effective scientific discovery and technological breakthrough is an ongoing process. This is based on the thinking that scientific discovery usually opens up new method of solving an existing problem. The process of international relations has been greatly influenced by the advents of new scientific discoveries and high technological innovations in the last two centuries. This has transform the nature of global commerce, military weapon systems, political relations and cultural inter-change across different continents of the world, accentuated by forces of globalization in the contemporary period.

This article seeks to capture new realities brought about by scientific and technological innovations globally and their impacts on international relation in the contemporary globalized world.

2. Literature Review

2.1 Science

According to the international Webster encyclopedia (2004) science can be described as knowledge of facts, phenomena, law and proximate caused gained and verified by exact observation, organize experiment and correct thinking. It is also an expertness, skill or proficiency resulting from knowledge. It is an outlook, a means of study which involves precision, rigor and systematic way of proceeding (Wasby, 2005). The major objective of any science is the description of phenomena and the establishment of general principles by which the phenomena can be explained and predicted (Anifowose 2015). Science is a body of knowledge consisting of systematically arranged knowledge resulting from careful and purposeful observation, critically tested and formulated into general principle that is easily utilized and understood. Science is to established general laws covering the behaviors of the empirical events or objects, and thereby to enable to connect together the knowledge of the separately known events, and to make reliable predictions of events as yet unknown. (Adetayo, 2011)

2.2 Technology

According to Hutchson encyclopedia (2001), technology involves to the application knowledge to the arts, theoretical knowledge of industry and the industrial arts. It equally entails the use of tools, power and materials generally for the purpose of production. It has been categorized as low, intermediate and advanced invention to local materials and methods of production. The advanced technology is highly automated and specialized and on which modern society depends. When properly applied, technology can dramatically save time and money and, in addition, it can improve the decision-making process, as well as the speed of collecting,

analysing and processing data, with advanced analytical tools (Holzer, 2011).

The impact of technology, particularly information and communication technology on international relations is enormous in the contemporary period. Information technology which was introduced in recognition of the communication abilities and facilities offered by computer and it covers a whole range of applications, techniques, and systems such as communications equipment and services associated with them. This has fundamental skills necessary for good living and interactions in the global system (Jegade, 2019).

2.3 International Relations

According to Hoffman [1960] international relations is concerned with the factors and the activities which affect the external policies and power of which the basic units into which the world is divided and this include a wide variety of transnational relationship, political and non-political official and unofficial, formal and informal. On his part Dunn [1948] positioned that international relations maybe looked upon as actual relations that take place across national boundaries or as the body of knowledge which we have for those relations any given time. (Dunn cited in Ojo & Sessay 2011).

Palmer (2001) held that international relations focus on the study of world community in transition. It encompasses more the relationship among nation state and international organization, groups as it includes a great variety of transnational relationship at various levels above and below the level of nation-states in the international community. International relation is a field of study that is not only concerned with the interrelationship of state actors and non-state actors in the international system but also with the policy strategies, attitudes towards collective security, peace and justice (Johnson, 2014)

In summary, international relations deals with the sum total of relationships (political, economic, strategic etc) among diverse actors (states, international, organizations, multinational institutions etc) that cut across states boundaries or national frontiers. The main concern of the field must be to identify the links and interrelationship, that is, moral and materials which binds states and people together in an international society (Short, 1982)

2.4 Globalization

Friedman [2007] held that globalization can be conceptualized as the widening, deepening and

speeding up of worldwide interconnectedness in all aspects of contemporary life. It encompasses many such as expanded trade, telecommunication, monetary coordination, multilateral corporations, technical and scientific corporation, cultural exchange of new types and scales, migration and refugee flow and relation between the world rich and poor countries (Goldstein 2011). Globalization refers to processes whereby social and economic relations require relatively distance less and borderless quality, so that human lives is increasingly played out in the world as a single place. Social relations that is the countless and complex ways the people interact with the effect of each other, are more and more conducted, and organized on the basis of a planetary unit (Folarin, 2013). With the rapid growth in the internationalization of science, technology and higher education, globalization of innovation and revolutionary convergences that are taken place in ICT the world has not only become flat but much more independent⁸, occasioned by forces of globalization in the twenty-first century.

Instructively, Professor Klaus (2016) explicates that human history will be marked by technological shifts more rapidly and fundamentally, in the way we work, live and interact than ever before as a result of the break-through in artificial intelligence, quantum-computing and neuron technologies. The key elements are velocity (rapid), slope (cover all human interaction) and impact (changing the way we do things). Historically, the discovery of steam, water and mechanical production system of 1784, the 1870 division of labour, development of electricity and mass production; 1969 commencement of electronic, information technology and automated production and lately manufacturing of cyber physical system have possible impact to human society. Noting that artificial intelligence, material science, genome editing, quantum computer and block chain hold that the key while beneficiaries are those with intellectual or physical capital creativity and technological skills and the next (fourth) industrial revolution is built on digital infrastructure. Hence, scientific and technological innovation has greatly advanced the process of international relations globally.

3. Theoretical Framework: System Theory of Politics

David Easton (1965) popularized the application of the system paradigm for the analysis of political life. According to him, a political system is made up of elements; input, output, conversion process and feedback and environment. At the international level, the actors are the states, international organizations,

international court of justice, foreign ministers, etc. The outputs come out in form of treaty, agreements, communiqués, ICJ judgment among others. The environment is the physical, economic, political, cultural and the ideological sub divisions of the international environment dominated by state and non-state actors.

According to Ojo and Sessay (2011) the system approach is a convenient device used by political scientist and students of international relations to help them in their analysis of the nature and workings of the international system. System theory captures the centrality of the environment as a great influential factor in global interactions by governments and the peoples of the world. Hence, science and technology is a physical, cultural element dominant in the international environment and serves as a driving force in the advancement and achievement of progress in all dimensions of human life. It is very central in international relationship in that, it determines the destiny of nations making the possessors, giant and the seeker, subservient.

4. Methodology

The paper utilized the qualitative research design and historical research method was adopted to elicit data on progressive changes and attendant positive development in the process of international relations, with particular focus on the impact of scientific and technological innovations on international relations. The paper is a conceptual paper which relied on thick literature reviews, theory building, author's viewpoints and logical insights from other published works in the field of international relations. The paper examines how the advancement in science and technology has advanced the process of international relations and offer suggestions on further improvement of the field and practice of international relations in the twenty-first century.

5. Discussion of Findings

5.1 Impact of Scientific and Technological on International Relations in the Age of Globalization

The importance of science and technology in the in the conduct of international relations cannot be overemphasized. It has produced profound effects on the content, processes and methodology of international relations particularly in the age of globalization.

Firstly, it enhances the process of political communications among the world leaders. Political communication refers to the transmission or exchange of political significant information which can be sent to a desired target through multiple channels (Akeke, 2009). The improvements in information and communication technology has prompted increasing rate of political relations. An example is hotline-a direct telex link between the white house and Kremlin during Cuban crisis (Aja, 1999). The availability of telephone, Telex and fax machine, coupled with the internet service (Email, newsgroups, file transfer protocol, world- wide web) has impacted positively on international political relations (Bakare2004), Iyioma, (2006). This is because countries' leaders do try to influence the wider domestic structure is the communications revolution. Radio, then television, and now the internet place countries, their leaders, and their policies increasingly on display before the world. The communication's revolution also allows government to communicate much more easily with a worldwide audience. In-addition to traditional propaganda, public diplomacy includes shaping what leaders and other top diplomats say and do to play to public opinion abroad and otherwise conducting diplomacy in part as public relation campaign. Government also uses a variety of agencies and other organizations to project her image. The United States, for one, operates or sponsors the Voice of America, Radio Free Europe/Radio Liberty, and Radio Marti. The U.S information agency also reduces world-net, a television service available globally, provides web sites, and as other modern communication capabilities (Rouke, 2011).

The process of international relations is enhanced by international law, international morality and international morality (Umozurike, 2010). International law provides the legal basis of inter-states relations and regulates the operations of international organizations behaviours of individuals with international personality of notes are the practices of international norms and usages rights from the 29th century and subsists till date. This has further broadened the idea and practice of international society. International society as Mclean and Macmillan, (2009) note, is based on the interactions of states as they are seen as legal equals and possess share identity as members of the international society. They share norms, rules and institutions and the rise of globalization in the twenty-first century with the operations of global communication, transportation, international financial system and operations of global business institutions

have impacted inter-state interactions and the relationship between and among social movements.

Secondly, the prevalence of science and technology has led to the proliferation of international institutions built around new technologies in the globalized world (Skortiff 1973). Adebisi (2007) observes that the increasing wave of international problems and challenges that cannot be tackled alone by a nation state has equally led to the multiplication of international organizations such as atomic energy agency to moderate nuclear proliferation, UNESCO, OPEC, UNICEF are other examples. In the recent times, a prominent international organization, ECOSOC agenda have included such diverse issues as housing, narcotic drug control, water resources, desertification, world population, trade, the UN children's fund UNICEF, industrial developments, literacy, refugees, the environment, science and technology, the status of women and the problems of the disabled. Further, ECOSOC operates as a research agency and clearing house, in order to coordinate the work of numerous committees, study groups, private or non – governmental organization. The information /data gathered is significant in helping the UN and member states come to terms with global problems, and frankly speaking no other agency has such inclusive research and information gathering authority (Mba, 2013).

In addition, many International Non Governmental Organisations activities that have impacted the process of international relations have been made possible by scientific and technological innovations of the twenty-first century. For example, global civic networks that consist of new transnational movements and NGO's who are concerned with global issues such as the environment, war, poverty, women rights, and who find allies within the emerging global media and within international organizations (Kaldor, 2007).

Thirdly, science and technology have spiraled the collective efforts in solving health and environmental problems globally. According to (Ekop 2006) note that such problems include greenhouse effect, ozone depletion, automobile pollutants industrial pollutants and other global environmental problems occurring due to climate change and human activities most, as exemplified by global warming, involves international decision making on health issue. Furthermore, medicine is not left out in this globalization process. For instance, in what we call medical tourism, patients now move to other parts of the world to receive treatment. This could be due to lack of expertise in their country of origin or due to

cheaper services in other countries. In the same vein, doctors and other medical personnel now move freely to other countries due to better pay and facilities. It is important to note that globalization has brought about standardization of medical training and practices making it possible for best practices, to be available in many parts of the world. Also, influx of Chinese medicines into USA, Britain and Nigeria are examples of this modern mobility of services and consumption (Muoghalu, 2018). Regrettably, UNDP development report [2004] indicated that Africa health governance is passing through a crisis due to insufficient hospital, medical personnel and migration of Africa health experts to abroad.

Fourthly, there has been an appreciable development in international economy relations due to the coming of electronic commerce. New technologies have also been a key factor in the expansion of the world economy by dramatically improving our ability to extract raw materials, turn them into products, and transport them to consumers and this brings benefit of improve standard of living to people, home and abroad (Rourke, 2008). According to Adiele (2006) technology has linked nations or economics of the world by specifying resources that could not be obtained from a single economy, cheaply produced components of a good are imported into an economy and assembled cheaply to form the whole or complete good. Also, various internet media serve as potent instruments in international business dealing. Such as E-learning, E-Business, E-auctioning, E-mail, Electronic Data Interchange, B2B among others (Bakare 2004). Also, the idea of collective good that involves choices that are interdependent and the decision by one country have effects on other states are monitored by advanced technological nations of the world. For example, the decision by wealth countries to continue the production of chloroflou carbon affect other countries longtime depletion of the ozone layer and pumping of industrial waste in the ocean portends danger for the countries of the world (Migst, 1999). The third world countries are disadvantaged in the scheme of things due to the facts that they are exporters of primary, raw materials and paradoxically, importers of finished goods sold at exorbitant prices. Lack of indigenous technology to access their national resources is also an important factor that has crippled the economies of Africa states. This has led to the huge repatriation of capital from third world countries (Africa inclusive), by foreign technical experts in multinational enterprise and the need foreign technology.

Fifthly, the development in military, defenses and intelligence gathering efforts have been influenced by

the development occurring in science and technology. The development of guns and cannons in the ancient time followed by aero plane, hydrogen bomb and armored vehicles in 20th century and the availability of nuclear weapons such as intercontinental ballistic missiles and advanced military strategy of the contemporary period came as products of scientific and technology prowess (Aja 2006). This development has invariably endangered mankind as any attempt to use them will lead to extermination of people of the world. We are now in the era of drone and satellite surveillance, the latest approach to air warfare stimulated by advanced satellite and technological discovery of the 21st century by the western powers. Satellite perform military surveillance and mapping, communication, weather assessment and early warning of ballistic missiles launches and it also provide navigational information to military forces (Army units, Ships and Planes) and guided missiles in flights (Goldstein, 2011). Also the intelligence function include gathering, processing, and dissemination of information needed by participants in decision making, have been enhanced by forces of globalization in the contemporary period.

Iwu (2016) underscores the importance of intelligent gathering as it is considered as a tool in military strategy and national security and have a nation crafts its strategy determines how it employs intelligent gathering institutions. To him, it is a secret - information which is collected through clandestine, means by satellite to earth orbit, monetary communication or electronic signature. Hitherto, global collection of the so called open source information has always been an interesting in reading foreign publication or listening and watching radio and television broadcast. The coming of internet has caused a dramatic explosion in the volume and scope of foreign source case as they monitors millions of publication, broadcast and website and made report as produced for intelligence analysis and decision makers. The purpose of these reports is to inform as well enable decision makers to construct and implement policy to advance national strategies, identify threats and evaluate the actions and intentions of foreign adversaries. The huge amount generated in societies with a science-based technology can now be mastered with the aid of computers, modern technology is devising sophisticated paraphernalia (telephone tape, radio to installation, pinhead microphones, ultra red photography) to strengthen authorities (Laswell 1975). The technological revolution in electronic has advanced military strategic and tactical moves in

cases of war or armed conflicts in the contemporary world.

Finally, global cultural relations and mutual dependence have been strengthened by science and technology and the people are culturally homogenous across the planet earth. Durotoye (2006) asserts that the world has become a global village due to the discovery in the technology which has resulted in the compression of the time and space. Due to satellite technology events occurring 1000 miles away are seen instantaneously and programs being broadcast on cable networks (CNN) do influence the behavior of the people globally. The information revolution has greatly increases transparency in international relations as the ability of government to bargain effectively with each other and to reach mutual beneficial outcomes is enhanced by the availability of instant communication channels. In those ways, the increase transparency allowed by new technologies strengthens the reciprocity principle as a solution to international relations' conflicts. Also, the information revolution aid the development of international identities as journalists, scientists, environmentalists, church members among others, work or operates in communities spanning national borders as the link forged in such transnational communities create a new functionalism that could encourage international integration on a global scale (Goldstein, 2011).

Also, prestigious functional institutions whose quality of teaching and, research are respected and valuable abroad can be assessed on line (Akeke, 2009). There are now on-line libraries that have millions of digitalized journals, books, articles, bibliographies and encyclopedias which are made available in the public domain and ICT enables the exchange of ideas, and materials among social scientists and to come together irrespective of location thus forming a global village (Jegade, 2019). Also, the process of conducting research in international relations have been greatly enhanced by latest technological discovery such as computer-aided statistical packages such as Computer Aided Qualitative Data Analysis Software (QAQDAS), Statistical Package for Social Sciences (SPSS), and have greatly improved social sciences research in the twenty-first century. There is global mobility of labour as skillful workers and experts are recruited from across the globe. This has led to brain drain in Africa as experts from the continent are migrating to the developed west for greener pasture and the effects have been that of cultural imperialism on African society. Africa is lagging behind their counterparts elsewhere in the world in access to

scientific production; dissemination of their scientific findings and activities and exchange of scientific ideas due to lack of constant and affordable electric power supply has a limited access to the computer and cheap telephone service (Nnoli, 2003). In addition, the continent will remain subservient to technological push of the advanced countries and its attendant developmental consequences for a long time to come due to state of Africa' technological backwardness (Muhammed, 2013).

6. Conclusion

Attempts have been made in the research work to show the important roles that science and technology has played in the conduct of international relations over the times. The fact that science and technology have increased the frontier of international relations and have further deepened the complex nature of the social relationship globally, as the development of nations is strengthened by scientific revolution of our time. It is incontrovertible that mankind will continually use science and technology to improve the condition of mankind and avoid scientific invention that can jeopardize their peaceful co-existence in the universe. This is because it has brought modernity to the people and states of the world. In addition, to the advancement to be derived in the continuous use of science and technology open up new discoveries in all spheres of life [military, health, agricultural practice, environmental conservation] that will further advancement of human condition on the planet earth in the first century global system.

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Challenges of Local Government Administration on Rural Development in Kaiama Local Government Area, Kwara State, Nigeria

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Abstract. This study is an examination of the impact and challenges of local government administration on rural development in Kaiama Local Government Area, Kwara State, Nigeria. The study relied on both primary and secondary data. 218 questionnaires were received and analyzed using Statistical Package for Social Science software. Basic needs approach was adopted for this study. Findings from the study showed the majority of the respondents agreed that Kaiama Local Government council has not adequately enthroned development in Kaiama as it has not ensured adequate water supply, the provision of basic health facilities, rural road construction and improvement in other social amenities in the local government. Majority of the respondents also agreed that the failure of leadership at local level affects rural development and that community development is not adequate in the Local Government as a result of corruption and diversion of projects by local government officials amongst others also hinder development in Kaiama. The paper concluded that rural development is largely undermined in Kaiama Local Government and recommended that political appointees and workers in Kaiama must imbibe the culture of leadership by example anchored on selfless service to the people with total commitment and sacrifice. Kaiama Local Government should be more people-centred in approach, such that necessary collaboration or partnership with communities in its domain can facilitate the process of rural development. Both government and non-governmental programmes on development should be implemented and executed in Kaiama. There should be periodic monitoring of Local Government projects. Political consideration in the allocation of contracts should be discouraged in Kaiama.

Keywords: Kaiama, Local Government, Rural, Development.

1. Introduction

The contentions behind the creation of Local Governments in Nigeria are that the people at the local level are assumed to have the fullest awareness of their needs. Every local jurisdiction has its unique economic, social and physical characteristics and its historical tradition which are better understood by its people. Thus, Local Governments are created to provide the services which the Federal and State Governments cannot easily undertake due to their remoteness from the local communities (Uhunmwangho and Epelle, 2008). Therefore, the only reasonable form of development is the one that comes from within, through the will and desires of the people who best know and or understand their needs.

The constitutional mandates of local governments are to consider and make recommendations to a State Commission on Economic Planning or any similar body on: the economic development of the state, particularly as far as the areas of authority of the council and of the state are affected; and proposals made by the said commission or body. Local government areas are also saddled with the responsibility of licensing bicycles, trucks (other than mechanically propelled trucks), canoes, wheel barrows and carts; establishment, maintenance and regulation of slaughter houses, slaughter slabs, markets, motor parks and public conveniences; construction and maintenance of roads, streets, street lighting, drains and other public highways, parks, gardens, open spaces. or such public facilities as may be prescribed from time to time by the House of Assembly of a state. The government at the local level equally carries out the task of naming roads and streets and numbering of houses; provision of maintenance of public conveniences, sewage and refuse disposal; registration of all births, deaths and marriages; assessment of privately owned houses or

tenements for the purpose of levying such rates as may be prescribed by the House of Assembly of a States amongst others (Fourth Schedule of 1999 Constitution).

Rural development is equated with changes in social, economic and structural institution relationships and processes. It is not just economic growth, but fair sharing of the socio-economic benefits resulting from the growth. The assumption here in is increased production, increased job opportunities, rooting out fundamental causes of poverty, disease and ignorance, generation of new employment, equitable distribution of income between rural and urban areas, widespread improvement in health, nutrition, housing, creation of incentives and better prices, sharing in decision activities and fundamental education which should involve men, women and— children. Conclusively, rural development can be said to be a process by which series of changes take place within a given rural population with the aim of improving the living conditions of the population of the rural community in a number of areas, education, health, water supply, road amongst others, (Mohammed, I.D. 2019). It is a set of policies with two main goals: encourage production and the wellbeing of the rural majority and ensure adequate production that will enable the uplifting of the development of rural areas. Against this background, the paper investigated on the effects of Local Government Administration on Rural Development in Kaiama Local Government Area, Kwara state, Nigeria.

1.1 Statement of the Problem

Despite the several developmental programmes like National Directorate of Employment (NDE), Universal Basic Education (UBE), National Poverty Eradication Programme (NAPEP), Local Economic Empowerment and Development Strategy (LEEDS) etc embarked upon by Federal Government of Nigeria in collaboration with States and Local Governments to facilitate development down to rural areas, yet, Kaiama Local Government is presumed to have provided less rural development in terms of provision of social amenities such as health care centre, quality education, poor road network, lack of drinkable or tap water. Many scholars have worked on local government administration and rural development such as (Okoli 2000, Ezeani 2006, Onuorah 2006, Olley 2011) and so on but none has written on the effects of local government administration on rural development in Kaiama Local Government Area, Kwara state, Nigeria. This study intends to fill the gap.

1.2 Objectives of the Study

The objectives of this study are to:

- establish the nexus between local government administration and rural development in Kaiama local government area;
- identify challenges confronting local government administration in achieving rural development in Kaiama Local Government.

1.3 Research Questions

- What are the impacts of local government administration on rural development in Kaiama Local Government area?
- What are the challenges confronting democratic governance in achieving rural development in Asa Local Government?

2. Conceptual Discourse

2.1 Local Government

Ezeani (2006) posits that “local government is generally seen as a veritable agent of development and grassroots participation in the democratic process”. Akpan in Effiom (2001) describes local government “as the breaking down of the country into smaller units or localities for the purpose of administration in which the inhabitants of the different units or localities concerned play a direct and full part through their elected representatives who exercise powers and undertake functions under the general authority of the State or National Government”. The National Guidelines for Reform of Local Government (1976) defines local government as:

Government at (the) local level exercised through representative councils established by law to exercise specific powers within defined areas.

2.2 Rural Development

According to World Bank (1975)'s definition in Abdulhamerd (2008), rural development means:

- a strategy designed to improve the economic and social life of a
- specific group of people the rural poor. It involves extending the
- benefits of development to the poorest among those who seek
- livelihood in the rural areas. This group involves small scale

- farmers' tenants, the landless women and indeed the people in rural communities/societies.

Rural development is concerned with the direct involvement of the people or the active participation of the people in the affairs of the rural communities or societies. On the whole, rural development presupposes the quantitative and qualitative improvement to all aspects of people in rural areas; economically, health wise, politically as well as meeting the social needs of the rural people in education, health, water supply amongst others. That is ensuring a harmony between the needs of the rural people and their provision (Mohammed, 2018).

Mahoguje (1980) opines that rural development is concerned with the improvement of the living rural standards of the low-income people living in the rural area on a self-sustaining basis through transforming the socio-spatial structures of productive activities. It implies a broad-based reorganization and mobilization of the rural masses and resources, so as to enhance the capacity of the rural populace to cope effectively with the daily tasks of their lives and with the changes consequent upon this.

3. Literature Review

Nwaka, (1999) argues that government imposition of rural development programme on the communities have been cog in the wheel of rural development. As he put it, government have often set community development; priorities without the participation of the target or relevant their communities. He suggests that since government, communities are the engines of growth; government should play down its excessive control in betting Outdevelopment goals and priorities for local communities. Okoli. (2000) contends that the British colonialists in Nigeria hatched community development ideology in order to under develop the people through his negative manipulation strategy. Traditional Institutions in community development ranged from providing good leadership as Custodian and repository of the community, to mobilize physical, human and financial resources for the local development at large Mohammed I.D, Towoju A.J, & Jamiu M.S. (2023). He regrets that his strategy has continued to be employed by indigenous rulers in the post-colonial state. He further contends that this strategy predicated upon the colonial policy of economic exploitation of the local area in an instrument used to sustain the self-interest of the ruling classes while the rural communities suffer under poor, hash and stagnated conditions.

Aborisade (1988) highlights the various development programmes designed by successive governments in Nigeria, which aimed at developing the rural communities. He gives an example of River Basin and Rural Development Authorities established in 1975 to promote rural development. He laments that in practice the scheme bloated bureaucracies feeding on mega million naira contracts for irrigation and other agricultural projects while the rural areas for which they are meant seemed to have recorded deeper in debilitating poverty. Nnoli (1980) sees self-help, as a strategy for rural development as a form of exploitation because, according to him, for the rural people it is viewed as the task resort to their survival due to government neglect. According to him, the community development process arises from the crying need of the rural population for social welfare services, unwillingness of the rural class to provide these amenities, the exploitation of the ruling class of the competition among communities for those social artefacts which are deemed to reflect social progress, and the exploitation by the ruling class at the tendency by Nigerians to invest more time, energy and resources and those tasks approved by their communities than those sanctioned by the national collectively via-the-state.

4. Theoretical Framework

The study adopts the Basic Needs Approach propounded by Paul Streeten in 1981. The approach assumes that the rural population requires certain basic human facilities which are essentially social in character. Accordingly, it proposes that development plan should be directed specifically at the provision of essential amenities so as to benefit the poor in areas such as power supply, health facilities, sanitary conditions, access road, nutrition education, housing, water supply (Paul, 2007). As a concept, this approach seeks to relate development to the sociocultural and economic realities of the rural populace. It seeks to identify practical socioeconomic and cultural constraints to the welfare and development of the rural people and formulating'executing plans to eliminate these constraints. It is a more contemporary approach to rural development as manifested in government's preference for it through the establishment of ADPS. RBRDAS. DFRRI. Through these various programmes. Government has applied the principles embedded in this approach in its determination or efforts in realizing reasonable development in rural areas on a continuing basis.

5. Brief History of Kaiama Local Government Area, Kwara State

Kaiama Local Government was created on 29th May, 1989 by the Federal Military government led by Gen. Ibrahim Badamasi Babangida with the headquarters in Kaiama. Kaiama local government shares boundary with Baruten Local Government, Kwara State to the West, Irepo Local Government, Oyo State, and Borgu Local Government, Niger State to the North-East respectively. The 2006 national population census put its population at 124,015 people (Official Gazette in Mohammed.I.D.2018,op.cit) occupying a land mass/area 6,971km(<http://www.onlinenigeria.com>).It is made up of 10wards and Muslims having larger percentage of the population (Mohammed,1994 in Mohammed,2018 op.cit)

6. Nexus between Local Government Administration and Rural Development

The Local Government, being the government nearest to the rural populace. is one of the best institutions for generating motivation and encouraging mobilization for self-help, as well as inducing the much needed wider participation of the local population in the decision-making process at the local level. It is estimated that rural local governments account for about 80 percent of the entire Nigeria population. and it is plausible to argue as pundits do, that the so-called third world is a rural world where any meaningful discussion of rural development really means not only talking of overall national development, but also because it is in the rural areas that the problem of inequitable distribution of resources or a marked lack of purchasing power and of grinding poverty in which the wretched members of society stagnate and stare one in the face with brutal clarity (Jide. 2010).

To guarantee the satisfaction of basic social needs, therefore. Local responsibility and cooperation must be encouraged and that can best be developed through the participation of the local citizenry, not only in the affairs of their local government, but also in their own community affairs. It is important to observe that the existence of the third-tier system of government in Nigeria should at least, halt the deteriorating living conditions in the rural areas of this country. An effective local government will be better disposed than the state or federal governments not only to stern the grim reality of the “rising tide of rural poverty”, but also better placed to evoke the spirit of ‘local co-operation’, thereby being more able to galvanize and mobilize the support of local

citizenry in participating in all the programmes that may affect them (Jide, 2010).

7. Challenges of Rural Development

Some of the rural development programmes are so bogus without a clearly defined sources of funding e.g. cases of the Housing for ALL, Health for ALL, Universal Basic Education (UBE) and so on. They are often initiated before sourcing for funds from philanthropists and international donors which may never come. The armed conflicts ranging from ethnic, religious and communal issues which do not provide an enabling environment for the implementation of sustainable development programmes in such areas. For instance, a situation where foreigners and government workers in some coastal rural areas are target of kidnappers demanding ransom is obviously not conducive for development work. Also, corruption poses a very big threat to rural development. There is lack of integrity, accountability and transparency on the part of people who are supposed to implement development projects in the rural areas. Adedire (2014) as cited in Nwakoby (2007) laments that public funds made for rural projects are stashed away in bank vaults in Europe and America while an overwhelming proportion of the population live in abject poverty. Equally, lack of political will and commitment, policy instability and insufficient involvement of the intended beneficiaries of the programmes, hence according to Chiloikwu (2006). most of them died with the government that initiated them. For example, development programmes like Operation Feed the Nation, Green Revolution, Free and Compulsory Primary Education, Low-cost Housing Schemes which impact positively on the rural dwellers could not be sustained. Umehali and Akubuilu (2006) list such challenges like: Vicious cycle of poverty, poor infrastructure, high population density, high level of illiteracy, low social interaction and local politics and rural - urban migration. Rural dwellers have been considered as the thermometer through which one determines the impact of rural development. Adedire (2014) as cited in Obot (1989) justifies that the development policies geared towards the improvement of the rural dwellers remained almost a house - hold word without corresponding success especially at the implementation states.

Furthermore, the inadequacy of skilled workers to implement various developmental programmes can be solved by investing in human beings, Adedire (2014) as cited in Obada (2002) believes that the most permanent and deepest way to ensure ideal development in the rural areas is to invest in human

beings which policies like National Directorate of Employment (NDE), Universal Basic Education (UBE). National Poverty Eradication Programme (NAPEP), Local Economic Empowerment and Development Strategy (LEEDS) etc are meant to do. Also, a viable system of development at local government level must provide political leadership and guidance to plan and execute various programmes and policies. But this must be done without curbing local initiative and participation. Indeed, Bureaucrats and Technocrats are needed to assist and advise the local people. If these officials are to appear as masters of the people it will be difficult to change their mentality and attitude. The only way to integrate themselves with the local people is to appear as genuine servants of the people and to place themselves under the political authority of the locally recognized leaders. Also, he concern for corruption in Nigerian society must be removed in the conduct of local government. Above all, provision of education, health and other social services must be the priority of the local government authorities to create new man with attitude prepared to challenge oppression and exploitation. The problem of lack of due consultation and non-involvement of local dwellers by the local government before embarking on developmental programmes can be eliminated if the local

government can run an open administration that will encourage the local communities to express their opinions on issues that affect them, thereby allowing local government to implement programmes that are demanded by the people. Thus, this will prevent misplacement of priorities and wastage of resources (Adedire, 2014).

8. Methodology

This research is a descriptive study designed to investigate into the topic: effects of local government administration on rural development in Kaiama Local Government Area. Kwara State.

Both primary and secondary data were used. The population of this study is drawn from Kaiama local government area. The Simple random method is used for this study for avoidance of bias and ensures equal representation in response to questionnaire administered. The sample size for this study is 240 but 218 were retrieved. The first section captures bio-data information of the respondents while the second section captures information based on the concept of this research. using a 5-point Likert scale with “1= Strongly Disagree and 5Strongly Agree”. The data gathered would be analyzed using the Statistical Package of Social Sciences (SPSS) for easy analysis.

9. Data Presentation and Analysis

Table 1: Demographic Data of Respondents

Sex	Frequency	Percent (%)
Male	144	66.1
Female	78	33.9
Total	218	100
Marital Status	Frequency	Percent (%)
Single	54	24.8
Married	164	75.2
Total	218	100
Age	Frequency	Percent (%)
18 – 30	56	25.7
31 – 40	102	46.8
41 and above	60	27.5
Total	218	100
Occupation	Frequency	Percent (%)
Civil Servant	164	75.2
Farmer	9	4.1
Artisan	28	12.8
Others	17	7.8
Total	218	100
Length of Service	Frequency	Percent (%)
Below 5years	56	25.7
Between 5 and 10years	58	26.6
10years and above	104	47.7
Total	218	100
Qualification	Frequency	Percent (%)
Primary/SSCE/Equivalent	40	18.3
NCE/ND/DIPLOMA	71	32.6
BA/MSC/HND	96	44.0
MBA/MSC/PHD	11	5.0
Total	218	100

Source: Researcher’s Field Survey 2023.

The above table presents the respondents' profile. These include sex, marital status, and age, and occupation. length of service, qualification and staff category. A total of 218 of respondents completed the questionnaire. The respondents consisted of 144 (66.1%) male and female 74 (33.9%) responses to the survey. That shows that the majority of the respondents were male. The majority of the respondents are married. The distributions of respondents' age are categorized into three. Respondents from 31-40 years old are the majority, 102 (46.8%). The majority of the respondents are civil servants, 162 (75.2) and 10 years and above 104 (47.7%) are the majority and the majority of the respondents are BA/BSc/HND holders, 96 (44.0%).

Table 2: Impact of Local Government Administration on Rural Development in Kaiama Local Government

Items	Opinion	Percent	Mean	Standard Deviation	Remark
Kaiama local government ensures the availability of tap water to Asa populace.					
Strongly Disagree	73	33.5	2.2706	1.23883	Disagree
Disagree	74	33.9			
Undecided	21	9.6			
Agree	39	17.9			
Strongly Agree	11	5.0			
Total	218	100			
Asa local government provides borehole and well water for rural dwellers.					
Strongly Disagree	53	24.3	2.8991	1.38421	Agree
Disagree	38	17.4			
Undecided	28	12.8			
Agree	76	34.9			
Strongly Agree	23	10.6			
Total	218	100			
Grading and construction of roads is executed on yearly or quarterly basis by Asa local government council.					
Strongly Disagree	60	27.5	2.2844	1.13667	Disagree
Disagree	91	41.7			
Undecided	15	6.9			
Agree	49	22.5			
Strongly Agree	3	1.4			
Total	218	100			
Poor basic amenities have led to loss of lives.					
Strongly Disagree	7	3.2	3.9954	.99537	Agree
Disagree	14	6.4			
Undecided	24	11.0			
Agree	101	46.3			
Strongly Agree	72	33.0			
Total	218	100			
Asa local government has built hospital					
Strongly Disagree	87	39.9	2.2523	1.32527	Strongly Disagree
Disagree	58	26.6			
Undecided	18	8.3			
Agree	41	18.8			
Strongly Agree	14	6.4			
Total	218	100			
Asa local government builds modern markets					
Strongly Disagree	62	28.4	2.5321	1.33419	Disagree
Disagree	66	30.3			
Undecided	18	8.3			
Agree	56	25.7			
Strongly Agree	16	7.3			
Total	218	100.0			

Asa is ahead of other local governments in Kwara State in the provision of basic social amenities.					
Strongly Disagree	92	42.2			
Disagree	67	30.7			
Undecided	15	6.9	2.1239	1.28740	Strongly Disagree
Agree	28	12.8			
Strongly Agree	16	7.3			
Total	218	100			

Table 3: Challenges of Local Government Administration and Rural Development in Kaiama.

Items	Opinion	Percent	Mean	Standard Deviation	Remark
Failure of leadership at local level negatively affects rural developments in Asa.					
Strongly Disagree	16	7.3			
Disagree	31	14.2			
Undecided	29	13.3	3.6009	1.20345	Agree
Agree	90	41.3			
Strongly Agree	52	23.3			
Total	218	100.0			
Rural development is not adequate in Asa as a result of corruption.					
Strongly Disagree	31	14.2			
Disagree	29	13.3			
Undecided	18	8.3	3.4128	1.32130	Agree
Agree	99	45.4			
Strongly Agree	41	18.8			
Total	218	100.00			
There is lack of commitment and dishonest on the part of government officials.					
Strongly Disagree	16	7.3			
Disagree	37	17.0			
Undecided	24	11.0	3.5275	1.19587	Agree
Agree	98	45.0			
Strongly Agree	43	19.7			
Total	218	100			
Embezzlement and diversion of projects by politicians affect rural developments					
Strongly Disagree					
Disagree	29	13.3			
Undecided	37	17.0			
Agree	19	8.7	3.3578	1.31998	Agree
Strongly Agree	93	42.7			
Total	40	18.3			
	218	100			
Local government election under the control of State Government as provided by the Constitution hinder development at grassroots.					
Strongly Disagree	15	6.9			
Disagree	29	13.3			
Undecided	28	12.8	3.6514	1.19041	Agree
Agree	91	41.7			
Strongly Agree	55	25.2			
Total	218	100			
Misuse of state power over State Joint Account affects Asa local government to discharge its responsibilities as					

regarded to provision of basic amenities					
Strongly Disagree					
Disagree	14	6.4			
Undecided	6	2.8			
Agree	8	3.7	4.1789	1.07768	Strongly Agree
Strongly Agree	89	40.8			
Total	101	46.3			
	218	100			

Correlations

		AV IMPACT2	AV CHALLENGES2
AV_IMPACT2	Pearson Correlation	1	.188**
	Sig.(2-tailed)		.005
	N	218	218
AV_CHALLENGES	Pearson Correlation	.188	1
	Sig.(2-tailed)	.005	
	N	218	218

** Correlation is significant at the 0.01 level (2 tailed).

The above table was used to know the correlation coefficient among the variables being used in this study. Based on the results from the table above, it is being observed that challenges of rural development in Kaiama Local Government has the highest value .188 which is greater than the P-value of 0.05.

Model Summary ^b

Model	R	R Square	Adjusted Square	R	Std. Error of the Estimate	Durbin Watson
1	.188	.035	.031		5.62244	1.222

The above table shows that R. 188^a, R square is -.035 Adjusted R square .031 and Durbin Waston is 1.222.

ANOVA

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	250.242	1	250.242	7.916	.005
	Residual	6828.144	216	31.612		
	Total	7078.385	217			

Dependent Variable: AV_IMPACT
Predictors: (Constant), AV_CHALLENGES

The above table shows that significant value of regression is 0.05^b and the sum of square or regression is 250.242

Coefficients ^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	Constant	1.943	.224		8.672	.000
	AV_CHALLENGES 2	.170	.060	.188	2.814	.005

Dependant Variable: AV_IMPACT2

The table above shows the difference between local government administration and rural development in Kaiama is .170 while significant level of AV_CHALLENGES is .005. Therefore, the hypothesis is rejected.

10. Discussion of Findings

The study revealed that majority disagreed that Asa local government council ensures tap water available

to populace. The majority of the respondents agreed that administration of Asa local government council supports availability of borehole and well water. From the findings, majority of the respondents

disagreed that grading and construction of roads is executed quarterly or yearly basis by the council. The study revealed that the majority of the respondent agreed that poor basic amenities have led to loss of lives while the majority strongly disagreed that Asa local government builds hospitals. It is also discovered that majority of the respondents disagreed that Kaiama Local Government has facilitated modern market while the majority strongly disagreed that Asa local government establishes standard schools and maintenance of old schools. Also, majority of the respondent strongly disagree that Kaiama is ahead of other local governments in Kwara State in the provision of basic social amenities.

The finding shows that the majority of the respondent agreed that failure of leadership at local level negatively affects rural development in Kaiama. The majority of the respondents agreed that community or rural development is not adequate in Kaiama as a result of corruption. The majority of the respondents also agreed that there is lack of commitment and dishonesty on the part of local government officials. The majority of the respondents agreed that embezzlement and diversion of projects by local government officials hinder development in Kaiama. The majority of the respondents agreed that local government election under the control of State Government as provided by the Constitution hinder development at grassroots. The majority of the respondents agreed that misuse of state power over State Joint Account affects Kaiama local government to discharge its responsibilities as regard to provision of basic amenities.

11. Conclusion

This study examined the impact of local government on rural development as challenges of rural development in Kaiama local government of Kwara State. The study revealed that Kaiama local government is confronted with several problems which include corruption on the part of local government officials, failure of leadership. It has become obvious that corruption is the major issue in the developmental study of the local government councils in Kaiama Local Government of Kwara State, Nigeria. The paper concluded that rural development is largely undermined in Kaiama local government.

12. Recommendations

Asa local government should be more people-centred in approach, such that necessary collaboration or partnership with communities in its domain can

facilitate the process of rural development. Both government and non-governmental programmes on development should be implement and executed in Kaiama. There should be periodic monitoring of projects. Local governments should strive to raise and maintain revenue that would enable her deliver projects and services that guarantee quality living to the grassroots. Local government should not be under the financial control of State government. People should be enlightened and empowered. There should be a serious drive towards poverty reduction and inequality through people oriented policies and programmes which would address the basic necessities of life. The political appointees and workers in Asa must imbibe the culture of leadership by example anchored on selfless service to the people with total commitment and sacrifice. Control measure should be put in place to check possible frauds and embezzlement. Political consideration in the allocation of contracts should be discouraged in Kaiama local government.

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Impact of Transformational Leadership Style on Public Sector's Performance in Nigeria: A Focus on Niger State Ministry of Education

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Abstract. Leadership is said to be the fulcrum of every organization, Effective leadership style encourages better performance in organization. The Transformational leadership style is adopted to enhance the motivation, morale and job performance of subordinates this is done through a variety of mechanisms in the Ministry of Education Niger State. This study addresses two objectives which includes: impact of transformational leadership style on Job performance in Niger State Ministry of Education and the examination of the extent in which the attitudinal behaviour of the leadership and subjects in the ministry affect the job performance. The study adopted both primary and secondary sources of data collection using questionnaires and interviews to acquire relevant information for the study, secondary data were sourced from print materials to complement the primary data. The findings include, the transformational leadership in Educational Ministry typically perform for distinctive behavior that lead the organization to higher and greater achievement. The behavior is also known as four (I'S), which enable transformational leadership to discharge innovative characteristics for actualization of ministerial objectives. Leaders' behavior influence followers and inspire them to perform beyond their perceived capabilities while accomplishment of target of the ministry is achieved through collective responsibility and relationship between leadership and subordinate. It was recommended that the modern organization being it public or private should focus and encourage transformational leadership style to ease and enhance positive change in every society, moreover, leaders and subjects in Niger State Education Ministry should work more co-operatively and ensure effective communication and feedback mechanisms in all their dealings while staff promotion in the ministry should base on merit and performance. However, organization that embark on

transformational leadership encourage coordination and effective service delivery through dedication and commitment.

Keywords: Leadership, Transformation, Ministry, Education.

1. Introduction

The role of leaders in ensuring excellent organizational performance cannot be over emphasized, as adequate motivation, suitable work environment, compensation, efficient communication between managers and subordinates playing important role in promoting organizational goal. The most common problems affecting organizational performance in Nigeria business and other institutions are poor attitude to work among workforce, inefficiency as well as ineffectiveness of leaders in most places, though others shared a contrary view. However, the second school of thought believes that organizations in Nigeria are managed through that are typically of Nigerian culture. In the wake-up call to address this issue, management practitioners in Nigeria have embarked on series of studies in an attempt to establish the role of leadership as a mechanism for the organizational efficiency.

However, it is an identified fact that no organization can succeed by embarking upon multiple styles of leadership. It often that single leadership style must rein at a particular time. Some organizations exist through their modules operandi which has to be in accordance with the guiding principles of the leadership to ensure organizational success.

There is no empirical evidence to show how effective leadership styles and roles impact on organization performance. In addition, given our cultural

background educational qualifications environmental factors, it is still not too clear how effective a leader can be if he must combine the multiple types of leadership styles to achieve high performance in organization (Usoro 2000). Despite the above, it should be noted that individuals have their needs to satisfy and that is why they offered their labour to become organizational member and the extent to which they are committed to the organization depends on the degree of their convocation that their membership of the organization will enable them realize their predetermined objectives. In this case, the support an organization gets from the individuals will be based on the realization that by doing that, his personal objectives and goals will be met; otherwise his interest in the organization will wane. Based on that, leadership effectiveness should be given adequate attention if the organization intends to achieve its objectives. That is why it is a common agreement among management scholars that the success or failure of an organization is largely a function of leadership and its styles.

The study tries to investigate the impact of transformational leadership style on performance in Niger state Ministry of Education Nigeria and also to look at ways by which task are been implemented and the effectiveness of the implementation by the leadership of the Educational Ministry in Niger State.

1.1 Statement of the Problem

Managing people in organization is part and parcel of management process. Therefore, managers should realize, that people are the critical elements in organizations and that they should be recognized as being synonymous with organization. But the problem is, to what extent do managers recognize this fact that employees are synonymous with organization and that they should be adequately motivated so that they can give their best to ensure high performance against the leadership behaviour /style in most organizations which believe that workers could be treated anyhow as a result of unemployment situation in the country which makes job such difficult has resulted in the hardship workers face in their places of work in Nigeria.

This behaviour/style of leadership has an impact on reforming and/or creating organizational culture which in turn affects organizational performance and commitment. The ministries in Niger State are expected to perform their expected roles, these task are to be ensured and enhanced by the leadership of the Ministries. The leadership of the Ministry of Education for instance is to facilitate the formulation

of educational policies in Niger State, collecting and collating data for the purpose of educational planning and financing, maintaining uniform standard of education throughout the state. The leadership of the educational ministry in Niger State is also charge with the task of providing enabling learning environmental structure and facilities for effective teaching and learning within the state.

Furthermore, Coper, (2012) and Ossai (2011) are of the opinion that the most common problems affecting organizational performance in Nigerian businesses and other institutions are poor attitude to work among the workforce, inefficiency and ineffectiveness of leaders style in most places, Leavy (2015) belief that organization in Nigeria are managed through leadership styles and behaviours that are strange to typical Nigerian culture. Therefore, these research study also attempt to determine the impact of transformational leadership style on performance in Niger State Ministry of Education. The research also intend to investigate the level of commitment and performance of leaders and to find out if there are challenges and prospect face by leadership in carrying out their responsibilities.

1.2 Objectives of the Study

This study considers the impact of transformational leadership style on performance in Niger State Ministry of Education, specifically, the study seeks to:

- Examine the extent at which the attitudinal behaviour of the leaders affect their performance in Niger State Ministry of Education.
- Evaluate the degree at which transformational leadership style affect job performance in the Ministry of Education of Niger State.

2. Literature Review.

This section is aimed at providing a framework for this study and review some reflected literature about what other notable Authors had and pertaining to the notable topic of this study.

2.1 Transformational Leadership Style

Transformational leadership links with positive outcomes on individual as well as organizational levels. Transformational leaders encourage followers to attain higher-order needs like self-actualization, self-esteem (Bass, 1985), and are influential in surging followers' motivation in the direction of

“self-sacrifice and achievement of organizational goals over personal interests (Bass, 1995). Leaders with Idealized Influence demonstrate heightened concerns and cognizance of followers' needs and generate a sense of shared risk-taking” (Jung et al., 2008). Inspirational Motivation affords a cradle of encouragement and challenges followers to achieve the set goals, whereas, Intellectual Stimulation inspires followers to be more creative and innovative in their problem-solving skills. Transformational leaders grade their relationships with followers very high in priority and demonstrate individualized consideration in meeting their needs for empowerment, achievement, enhanced self-efficacy and personal growth. Leadership styles, however, do not embrace all of the factors that influence innovation. As per Cummings, Midodzi, Wong, and Estabrooks (2010), “leadership style alone could not be linked to patient mortality”. Instead, the researchers examined that when the organization had associated and consistent organizational culture, patient mortality was on downward trajectory. Cummings et al., (2010) observed that regardless of style, “leaders who practiced relational and transformational styles had better quality outcomes than those who demonstrated autocracy”.

2.2 Idealized Influence

It is the attribute of a leader which inspires followers to take their leader as a role model. Charisma is an alternate term which replaces idealized influence. Idealized influence creates values that inspire, establish sense, and engender a sense of purpose amongst people. Idealized influence is inspirational in nature. It builds attitudes about what is significant in life. Idealized influence is related with charismatic leadership (Yukl, 1999; Shamir et al., 1993). Charismatic leaders instill self-confidence onto others. It is their demonstration of confidence in a follower's preparedness to make self-sacrifices and an aptitude to undertake exceptional goals which is an influential rousing force of idealized influence and role-modeling behavior (House and Shamir, 1993). Leaders with confidence in their employees can secure great accomplishments. Leaders with idealized influence are endowed with a constructive sense of self-determination. Shamir (1993) showed that maintaining self-esteem is a powerful and pervasive social need. These leaders are high in the conviction, transform their followers through regular communication, presenting themselves as role model, and encouraging them toward “achieving the mission and goals of the company”. They have requisite degree of emotional stability and control. “These leaders go beyond inner conflicts and direct their

capacities to be masters of their own fate”. As per Jhon Marshall (CEO, Solaris Power), transformational leaders' role of mentoring followers and learning about key responsibilities of leaders in the context of idealized behavior. Such leaders are learning leaders.

In short, fundamental pointers of idealized influence are role-modeling, articulation and values creation, providing sense of purpose, meaning, self-esteem, self-determination, emotional control and confidence in followers.

2.3 Inspirational Motivation

Developing the consciousness of followers, aligning them towards the organizational mission and vision, and motivating others in understanding and pledging to the vision is a key dimension of the transformational leadership style of inspirational motivation. “Inspirational motivation targets at the principle of organizational existence, instead of personality of the leader” (Bass & Avolio, 2004). Instead of suffocating employees, a leader with this style, encourages the employees in the organizational pursuit drawing best out of them. The prevention of “experimentation and hampering creativity only frustrate employees who want to positively and productively contribute to the organization”. Leaders equipped with this style encourage the employees rendering them more autonomy to make decisions without supervision and providing them the tools to make these decisions. The leaders using this behavior set high standard for followers besides communicating their vision in unambiguous ways, and encouraging them to develop beyond the normal situations for their own and organizational growth (House and Shamir, 1993). The successful executives are always active with their people by inspiring, rewarding and correcting them and by replacing them, if they fail, thereby, creating opportunities for others. In short, leaders with inspirational motivation behavior create vision, establish communication and manage challenging workers by encouraging, working with them and giving them autonomy.

2.4 Intellectual Stimulation

Leaders with characteristics of intellectual stimulation are those who “intellectually stimulate followers, engender creativity and accept challenges as part of their job”. They maintain their emotional balance, and rationally deal with complex problems. They cultivate the similar skills in their workers as well. They develop problem solving techniques in the followers for making complex decisions, reflecting a

mutual consensus between leaders and employees. “The intellectual stimulation leadership approach projects in large measure the mentoring, coaching, morale-building strengths of individualized consideration”. Both leadership approaches build organizational skills as well as character, similar to caring leadership behaviors that coach and challenge (House and Shamir, 1993). “In other words, leaders with this leadership approach require first to unravel the complexities of the challenge, develop sense of direction towards what it means for them and their workers prior to promoting worker involvement in the challenge”. There are different levels of intellects and encouragement to work actively. It is an ability to intellectually stimulate the workers and a propensity to get involved actively in the work. “In nutshell, the key indicators of the intellectual stimulation are rationality, creativity, consensus decision-making, coaching, supporting, challenging, and involvement”. IV.

2.5 Individualized Consideration

Individualized consideration is concerned with the basic transformational leadership behaviors of regarding individuals as fundamental contributors to the work place. Such leaders display concern for their workers’ needs, and are equipped to boost and coach the development of desired workplace behavior. Their role alternates from participatory to autocratic style. In short, “fundamental elements of individualized consideration consist of reassurance, caring for and coaching of individuals and an open and consultative approach”.

3. Good Leadership as an Indispensable Tool for Goal Attainment in Organization.

“The failure of imported western models of leadership to solve the socio-economic and socio-political problems of developing countries like Nigeria is increasingly raising questions in the minds of concerned individuals and organizations all over the world about the efficacy and relevance of these models (Muhammad, 2005, pg.19).”

The above position by Muhammad underscores the need for good leadership in every human organization. Thus, leadership remains the cornerstone for the accomplishment of desired goals in every human organization. Such leadership must not only be people-oriented, but also, the leader(s) must administer the affairs of the organization implicit in the history, cultures, norms, values, yearnings and aspirations of the organization. Why

most organizations or countries fail in the attainment of predetermined goals is sometimes traceable to the adherence and application of models of leadership alien to the environment in which leaders operate.

Thus, available evidence has shown that no organization or country can grow bigger than the vision of its leadership. This implies that leadership is very important in development-oriented organization (Dogo, 2005). In Nigeria, several leadership styles have been experimented such as parliamentary, military dictatorship, democratic system, and rotational system, among others. The euro-centric models of leadership seem not to have provided desired answers to leadership problems confronting Nigeria. Mohammed (2005, pg. 23) poses the following questions people have begun to ask:

- Are those systems being practiced suitable for our societies?
- Are they inherently good or bad?
- Are they being applied cognizant of environmental differences between our society and the societies from which these ideas originated?
- Do they accommodate our cultural and ideological diversities?
- How can these western models be modified to suit our environments?
- How can we solve the leadership problem of our societies?

Consequently, the above questions are capable of providing a framework for the administration of the affairs of Nigeria by our leaders if strictly answered. The Nigerian state has passed through various stages of development, yet, the country has not recorded desired achievements. It could, therefore, be concluded that failure of Nigeria in the attainment of desired height could be traceable to the questions posed by Muhammad. Hence, all have not been well with Nigeria in her past 50 years of nation building. This situation partly explains why Bill Clinton queried:

...can a great country that is home to one in six African succeed in building a democracy amidst so much trouble? Can a developing country, blessed with enormous human and natural resources thrive in a global economy and lift its entire people? Can a nation so blessed by the nerve and vigour of countless traditions and many faiths be enriched by it (Otoghagua, 2007, pg. 2).

It is, therefore, pertinent to note that what Nigeria is currently experiencing is leadership problem. The western countries that we copy in almost everything we do including governance, now understand that the

style of leadership and political systems bequeathed to Nigeria has continued to cascade the nation's developmental efforts Muhammed, (2005). Furthermore, it is worthy of note to mention that majority of the individuals who have at a time occupied leadership positions in Nigeria are still among those currently anticipating to run for vacant public position albeit their past performance (Mohammed, 2005). Meanwhile, it is evident that majority of these individuals have one time led the nation to her current position with their regime proliferating corruption and corrupt practices (Nanaghan, 2010). According to the perception of Nanaghan (2010:14)

"...the fight against corruption in Nigeria will be incomplete if people like Gen. Ibrahim Badamosi Babangida and his cohorts are left off the hook to enjoy the national wealth that belongs to the entire nation..."

This, therefore, suggests that what Nigeria needs at this critical period is a leadership embedded with quality and vision for performance. Thus, Nigeria needs truthful, trusted, honest and patriotic leaders. The country needs only those that can define properly the goals the country is expected to pursue particularly tailored towards the 21st century competitiveness.

4. Theoretical framework

Many theoretical concepts have been used to describe leadership. Prominent among them are the traits approach, the situation concepts and combinations traits, and situation concept approach manifesting into the group dynamic approach. Finally, the popular 'theory x and theory y developed by Douglas McGregor (1960) has also made a tremendous impact on the study of leadership.

According to McGregor, the relationship between the leadership style adopted by a manager and the latter's perception of the subordinates is reflected in the two sets of assumptions as stated below:

- Average human beings have an inherent dislike of work and will avoid it if they can.
- Because of this human characteristic of dislike of work, most people must be coerced, controlled, directed and threatened with punishment to get them to put forth adequate effort towards the achievements of organizational objectives.
- Average human beings prefer to be directed, wish to avoid responsibility have relative little ambition and want security above all.

The trait theory or approach to leadership suggest that the person who emerges as a leader in a group does so because he possess certain traits. This is the basis of saying that "leaders are born not made Lawal, (1993). Like all else there are some elements of truth in the saying. Although it cannot be taken generally. The approach suggests that effective leaders should have:

Integrity: This is defined as the quality which makes people trust you. It means literary personal wholeness.

Enthusiasm: This is a general characteristic of leaders to have courage and ability to direct the actions and inner drive of his subject

Warmth: A warm personality listens and accommodates, calmness, and tough no matter how valuable the traditional approach might be in the long term, it may not be considered the best approach to the study of leadership in an organization. But the study of leadership in terms of qualities of personality and character as it differs from person to person goes a long way in understanding leadership but it is far from being the whole story.

Theory Y Assumptions

The assumptions under theory Y are seen by McGregor as follows:

- The expenditure of physical effort and mental effort in work is as natural as play or rest.
- External control and threat of punishment are not the only means for bringing about effort toward organization objectives. People will exercise self direction and self control in the service of objectives to which they are committed.
- Commitment to objectives is a function of reward that is associated with their achievement.
- Average human beings learn, under proper conditions not only accept but also seek responsibility
- The capacity to exercise a relatively high degree of imagination, ingenuity, and creativity in the solution of organizational problems is widely, not narrowly distributed in the population.
- Under the conditions of modern industrial life the intellectual potential of the average human being are only partially utilized.

By this theory McGregor, again demonstrated the factors that influence practical managers in choosing a leadership style, which would in turn impacts positively or negatively on the subordinates, and

consequently on the entire organization. By implications, managers who believe in ‘Theory X assumptions would tend to adopt an autocratic leadership style, while those who view subordinates at theory Y’s angle would tend to adopt a democratic leadership style.

However, McGregor warned managers viewing the theory as representing two opposite extreme style of leadership. But instead, recommended that an effective manager should recognized the dignity and capabilities, as well as the limitations of people and adjust behaviour as demanded by the situation.

5. Research Methodology

The study adopted a descriptive survey research design, Mugenda and Mugenda (2003) describes descriptive research design as a systematic, empirical inquiring into which the researcher does not have a

direct control of independent variable as their manifestation has already occurred or because the inherently cannot be manipulated. The research design is chosen because of its ability to create a profile about a phenomenon.

The population considered for the study includes: the staff of Niger State Ministry of Education, Minna. The method used is primary source of data collection which includes questionnaires and interview of ten (10) key-informants. A total number of two hundred (200) questionnaires were administered randomly to the target population, among which Senior Staff were sixty (60) while Junior staff were one hundred and forty (140). The results are presented in tables and the simple percentage method was used to carry-out the analysis and supported by the results of the interview.

6. Results and Discussion of Findings

In this study, 200 copies of questionnaires were distributed to the targeted respondents and were returned which was used for further analysis.

Table 1. Staff Working Experience

Year of Service	No of Respondent	Percentage%
0 – 5	50	25%
6 – 10	80	40%
11 – 20	10	5%
21 – 30	40	20%
31 – 35	20	10%
Total	200	100%

Source: Field Work 2023

The above table indicates that out of the two hundred (200) respondents, 25% (50) indicated that they have working experience between 0 – 5 years while 40% (80) have working experience between 6 – 10 years, 5% (10) respondent have experience of work between 11 – 20 years. 20% (40) respondents indicated that they have between 21 – 30 years in service and 10% (20) respondents has between 31 – 35 years of working experience.

Table 2. Rank of Respondents

Respondent	No of Respondent	Percentage%
Senior	60	30%
Junior	140	70%
Total	200	100%

Source: Field Work 2023

In the above table, the results show that out of two hundred respondents, Senior Staff are 60 respondents which represent 30% while the junior staff are 140 representing 70% showing that Junior staff are more in population than the senior staff.

Do you agree that the level of relationship between the leadership and subordinate promote job performance in Niger Sate Ministry of Education?

Table 3. Leadership and Subject

Responses	No of Respondent	Percentage%
Agree	70	35%
Strongly Agree	100	50%
Disagree	9	4.5%

Strongly Disagree	15	7.5%
Undecided	6	3%
Total	200	100%

Source: Field Work 2023

The above table shows that 70 respondents representing 35% agreed that the level of relationship between leadership and subordinate promote job performance while 100 representing 50% Strongly Agree, 9 representing 4.5% Disagree, whereas 15 representing 7.5% Strongly Disagree and 6 representing 3%. This is supported by the response of one of the interviewees from department of secondary education board who boldly stated that their superior officer carry them along and relate well peacefully, this relationship encourages their performance, they also ensure the task assign to the subordinates are thoroughly implemented.

Table 4. Extent of Transformational Leadership

Responses	No of Respondent	Percentage%
Agree	120	60%
Strongly Agree	70	35%
Disagree	06	3%
Strongly Disagree	04	2%
Undecided	00	00%
Total	200	100%

Source: Field Work 2023

The above table shows that 120 respondents representing 60% agreed that there is job satisfaction between staff and leadership in the ministry while 70 representing 35% strongly agreed, 6 representing 3% strongly disagree, 4 representing 2% strongly Disagree and undecided 0 representing 0%. This is supported by the response of one of the interviewee who aptly stated that most of the staff in his section demonstrates an enthusiastic spirit in service delivery, he continued that some delay in policy implementation are not caused by the leadership in the ministry but due to political intervention-

Table 5. Leadership Acceptance

Responses	No of Respondent	Percentage%
Agree	50	25%
Strongly Agree	130	65%
Disagree	10	5%
Strongly Disagree	6	3%
Undecided	4	2%
Total	200	100%

Source: Field Work 2023

The above table indicate that 50 respondents representing 25% Agreed to the existence of transformational leadership style of the Ministry, 130 respondents representing 65% Strongly Agree, while 10 respondents representing 5% disagree 6 respondents representing 3% strongly disagreed and 4 (2%) undecided. These responses are supported with that of the interviewed staff who stated that, ‘the leaders in the ministry motivate us (subordinate) to put further our best and to discharge responsibilities as assigned by the superiors’

Sequel to the opinion of the respondents it is apparent that the Niger State ministry of Education is characterized with the syndromes of transformational leadership style in her system.

To what extent would you support the leaders’ interference in the day to day activities of the subordinates?

Table 6. Leadership Influence

Responses	No of Respondent	Percentage%
Agree	4	2%
Strongly Agree	4	2%
Disagree	100	50%
Strongly Disagree	90	45%
Undecided	2	1%
Total	200	100%

Source: Field Work 2023

The above table reflected that 4 representing 2% respondent agreed that leadership of the ministry interfere with duty of the subordinates, while 4 representing 2% strongly agreed 100 respondent representing 50% disagreed, 90 respondent representing 45% strongly disagreed, 2 respondent representing 1% could not decide. This is supported with the response of one of the respondents in the interview conducted who submitted that leadership in the ministry only assigned task but do not interfere with the assigned task because the subjects see such as obstruction which may hinder service delivery he identity himself as a staff in department of agency for Mass Education and have never been distracted or obstructed on his official responsibility by the leadership of the ministry.

7. Discussion of Findings

It was discovered that a maximum transformative goal is achieved when leaders' behaviours influence followers and inspire them to perform beyond their perceived capabilities. Transformational leaders typically perform four distinct behaviours also known as the four I's. These behaviours are inspirational motivation, idealized influence, Intellectual Stimulation and Individual Consideration. These enable leaders in the ministry arrived to the innovative characteristic for the actualization of organizational objectives. Transformational leadership goal can be achieved when leaders and their subordinate make each other advance to higher level of morality and motivation through their hierarchical relationship with the strength of their vision and personality. Transformational leaders are able to inspire followers as revealed from the study to change expectations, perceptions and motivation at work towards common goals. It was confirmed that transformational leadership provide individual coaching, mentoring for subordinate and encouraging followers to look beyond self-interest to the common good in organization.

8. Conclusion

The need to increase staff performance for better productivity has become universally accepted and that this depend on efficient and effective leadership style. It has further become necessary in view of advancement in modern world to invest in leadership and subject capacity. This role played by organizations in performance of their duties cannot be over-emphasized. Transformational leadership effort is based on the premised that staff skills need to be improved for an organization to increase its productivity in view of the continuous technological

development vis-à-vis economic, political and technological change sweeping across every society, it has become necessary to also continue to increase and develop employee in an organization if such an organization needs to increase its productivity. Moreover, in realization of the importance of transformational leadership style various government and private organizations have come out with organizational policies to ensure effective manpower development through new skills acquisition, effective knowledge and potential ability, new inventions and conducive working environment.

Therefore, it is the responsibility of every leader to build an organization that will function effectively because the extent to which he/she succeeds will depend considerably on subordinate among other things will depends on the degree of congruency between the leadership expectations and desires of the subordinates, in line with the objectives this study also conclude that there is significant impact on transformational leadership style and performance in Niger State Ministry of Education.

9. Recommendations

As a result of the findings of the study, the following recommendations were made:

- Since it was discovered that the personnel in Niger State Ministry of Education (leaders and subjects) shows high level of commitment to their work, the Niger State Government should ensure that the needs of employees should be met to a reasonable proportion quickly as possible and not neglected
- The state should improve its effort so as to facilitate speedy implementation of educational policies and objectives, while staffs on temporal appointments in various schools across the state and within the ministry should be permanently engaged this will lead to the attainment of the desired objectives.
- Proper and adequate combination of human and material resources should be put in place in order to enable the Niger State Ministry of Education achieve its desired objectives.
- There should be upward review of incentives and salaries at when due so as to motivate the entire workforce in the ministry.

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Assessing Nigerian Tertiary Institutions Students' Awareness of Entrepreneurship in Textile Design Education

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Abstract. This research investigated the awareness of entrepreneurship in textile design education among students in Nigerian tertiary institutions. The discipline of textile design stands as a significant field where entrepreneurship can foster creativity, economic sustainability, and industry relevance. Employing a survey design approach, the study used questionnaires to assess the extent of students' awareness and their perceptions about entrepreneurship the textile design. The population for this research are textile design students in selected tertiary institutions in Southwest Nigeria. The sample size used is One hundred and forty-three (143). Random sampling technique was used for sampling the students in order to avoid bias in the sampling process. The data collected was analyzed quantitatively through descriptive analysis using frequency, percentage and mean score. The result of the research revealed that students are adequately aware about the entrepreneurial nature of textile design. It was recommended that tertiary institutions should foster collaborations with textile industry stakeholders and also organize workshops, seminars, and guest lectures featuring successful entrepreneurs from the textile industry. It was also recommended that tertiary institutions should engage with alumni who have pursued entrepreneurial paths after graduation.

Keywords: Textile design, education, tertiary institution, awareness

1. Introduction

In recent years, the global economy has witnessed a paradigm shift towards entrepreneurship, with an increasing emphasis on cultivating innovative and enterprising individuals capable of driving economic

growth and societal progress. In the education sector, this shift has prompted a re-evaluation of traditional curricula, urging educators and policymakers to integrate entrepreneurial content into diverse fields of study. The discipline of textile design stands as a significant domain where entrepreneurship can foster creativity, economic sustainability, and industry relevance. This study delves into the intricate landscape of entrepreneurship education within Nigerian tertiary institutions, specifically focusing on students' awareness of the entrepreneurial nature inherent in textile design education.

Nigeria, a nation celebrated for its rich cultural tapestry and once vibrant textile industry, stands at the crossroads of tradition and innovation. The country's tertiary education system, a hub of intellectual exploration and skill development, plays a pivotal role in shaping the future of its industries, including textile design. As the global marketplace evolves, there is a compelling need for graduates not only to be proficient in their craft but also to possess entrepreneurial expertise. Entrepreneurship in the context of textile design transcends mere business ventures; it encompasses the ability to identify opportunities, innovate, and create sustainable solutions within the industry.

Entrepreneurship in textile design education extends beyond the confines of academic discourse; it equips students with the skills and mindset essential for navigating the complexities of the contemporary textile landscape (Ereh, Anthony & Ikpo, 2019). An entrepreneurial approach nurtures creativity, encourages resourcefulness, and instills a profound understanding of market dynamics. It also empowers students to transform their designs into viable

products, bridging the gap between artistic expression and commercial viability.

Despite the undeniable significance of entrepreneurship in textile design education, there tends to be a gap in the understanding of students' awareness of its entrepreneurial nature within Nigerian tertiary institutions (Kulo, Agbogb & Okudarc, 2017). This study addressed this gap by conducting a comprehensive analysis of students' perceptions, knowledge, and attitudes concerning entrepreneurship in the context of textile design. By illuminating the current state of awareness, the research aims to provide valuable insights for educational institutions, policymakers, and industry stakeholders. These insights are instrumental in refining curricula, designing targeted interventions, and fostering a conducive environment wherein aspiring textile designers can thrive as entrepreneurs.

1.1 Objectives of the Study

The objectives of this study are to:

- assess the current level of awareness among students in Nigerian tertiary institutions about the entrepreneurial nature of textile design education.
- assess their awareness about the capital and space requirements of textile entrepreneurship.

2. Literature Review

2.1 Concepts of Entrepreneurship in Textile Design

Entrepreneurship in textile design represents a dynamic fusion of creativity, innovation, and business expertise. Within the academic and industrial spheres, researchers and practitioners have extensively explored various facets of entrepreneurship in textile design, shedding light on its multifaceted nature and significant implications for both the creative and business sectors (Godfrey & Pourmojib, 2017)

Numerous studies emphasize the central role of creativity and innovation in textile entrepreneurship. Creativity serves as the bedrock of design, enabling textile entrepreneurs to conceive novel patterns, textures, and applications. Innovation, on the other hand, involves transforming creative ideas into marketable products or processes. Sihite and Prihandini (2019) highlight how entrepreneurs in the textile industry continually innovate, incorporating new materials and technologies, and experimenting

with sustainable practices, thus driving the sector's evolution. Understanding market dynamics and consumer preferences is essential for successful textile entrepreneurship. Sanchez (2013) emphasized the importance of market-oriented approaches. Entrepreneurs in textile design closely monitor consumer trends, conduct market research, and adapt their designs to meet evolving demands. Digital platforms and social media have reshaped consumer engagement, enabling entrepreneurs to reach global markets, gather feedback, and tailor their designs to specific consumer segments (Usman, Thomas & Gambo, 2022).

Collaboration and interdisciplinary approaches are recurring themes in entrepreneurship literature within the textile design context. Ted and Friederike (2018) highlight how entrepreneurs collaborate across disciplines, partnering with fashion designers, engineers, and technologists. Such collaborations foster innovation, leading to the development of smart textiles, wearable technology, and other interdisciplinary ventures. These initiatives not only expand the realm of possibilities for textile entrepreneurs but also enhance the industry's competitiveness. The entrepreneurial mindset is a critical concept explored in the literature. Entrepreneurs in textile design exhibit traits such as a willingness to take risks, resilience in the face of failures, and a proactive attitude. Kulo et al (2017) delve into the psychological aspects of entrepreneurship, emphasizing the importance of mindset in navigating challenges and seizing opportunities. Cultivating an entrepreneurial mindset among textile designers is vital for fostering a culture of innovation and adaptability in the industry.

2.2 Entrepreneurship Education in Tertiary Institutions

Entrepreneurship education in tertiary institutions has emerged as a critical component of modern curricula, aligning education with the demands of a rapidly changing global economy. A vast body of literature has explored various aspects of entrepreneurship education, highlighting its importance, methodologies, and impact on students' entrepreneurial mind-set, skills, and intentions.

Fem, Koroye, Opigo & Franklin (2020) emphasize the significance of entrepreneurship education in fostering a culture of innovation and entrepreneurship. Entrepreneurship education goes beyond imparting business skills; it instills creativity, critical thinking, problem-solving abilities, and a proactive mind-set. It equips students with the skills

necessary to identify opportunities, mitigate risks, and adapt to changing market dynamics. It also nurtures an entrepreneurial attitude, encouraging students to explore new ideas, take calculated risks, and pursue entrepreneurial ventures, thereby contributing to economic development and job creation. Sule (2015) delved into pedagogical approaches employed in entrepreneurship education. Experiential learning, case studies, business simulations, and mentorship programs are integral components. Experiential learning, in particular, immerses students in real-world entrepreneurial scenarios, enhancing their decision-making abilities and problem-solving skills. Case studies provide insights into real entrepreneurial challenges, encouraging students to analyze situations and develop strategic solutions. Mentorship programs connect students with experienced entrepreneurs, offering valuable guidance and practical knowledge, thereby bridging the gap between theoretical learning and real-world application.

Entrepreneurship education faces challenges, including the need for continuous curriculum development, faculty training, and the incorporation of emerging technologies (Obogu, 2023). Literatures also addressed the importance of fostering an entrepreneurial culture within educational institutions. This includes creating an ecosystem that supports innovation, risk-taking, and collaboration among students, faculty, and industry professionals (Sanchez, 2013). Successful programs often engage with the local entrepreneurial community, involve alumni, and collaborate with industry partners to enhance the practical relevance of the education provided. Entrepreneurship education varies across cultures and countries. Fems et al (2020) explored cultural influences on entrepreneurship education and highlight the importance of context-specific approaches. Understanding cultural nuances and adapting pedagogical methods to diverse cultural settings are crucial for the effectiveness of entrepreneurship education initiatives globally.

2.3 Relevance of Entrepreneurial Skills in the Textile Design Industry

The textile design industry, like many other creative sectors, is undergoing significant transformations, driven by technological advancements, changing consumer preferences, and global market dynamics. Within this evolving backdrop, entrepreneurial skills have emerged as essential assets for textile designers and businesses. Entrepreneurial skills are crucial for fostering innovation and creativity in textile design. Clara (2019) emphasized how entrepreneurs in the textile industry leverage their creativity to develop

unique designs and products. Entrepreneurial designers often experiment with unconventional materials, techniques, and technologies, pushing the boundaries of traditional textile design. Their ability to envision new possibilities and translate innovative ideas into tangible products allows textile businesses to stay ahead of trends and cater to diverse consumer demands.

Entrepreneurial skills empower textile designers with a deep understanding of market trends and consumer preferences. Mills (2012) highlighted the significance of customer-centric approaches in modern business. Entrepreneurial designers conduct market research, analyze consumer behaviour, and identify niche markets. By aligning their designs with market needs, they create products that resonate with consumers, leading to increased sales and brand loyalty. Entrepreneurial insight enables designers to anticipate market demands and adapt their creations accordingly, ensuring the relevance and commercial success of their designs.

Entrepreneurial skills contribute to the sustainability and adaptability of textile design businesses. Sustainability in the textile industry involves ethical sourcing, eco-friendly production processes, and waste reduction. Entrepreneurial designers, as highlighted by Mwasalwiba (2012), integrate sustainable practices into their designs and production methods. Their ability to balance environmental responsibility with economic viability enhances the long-term sustainability of their businesses. Entrepreneurial skills enable designers to adapt to changing market conditions and emerging trends. Whether through diversifying product lines, exploring new markets, or embracing digital platforms, entrepreneurial designers exhibit a proactive approach to business sustainability.

Entrepreneurial skills facilitate networking and collaborations, essential for the growth of textile design businesses. Clara (2019) emphasized the role of entrepreneurial networks in fostering innovation and knowledge exchange. Entrepreneurs in the textile design industry engage in collaborations with suppliers, manufacturers, retailers, and other designers. These collaborations lead to the exchange of ideas, resources, and market insights. Entrepreneurial designers leverage their networks to access funding opportunities, mentorship, and international markets. Collaborative ventures enhance the visibility and competitiveness of textile design businesses, creating mutually beneficial partnerships within the industry.

Entrepreneurial skills empower individual textile designers and entrepreneurs to create economic opportunities. By establishing their businesses, designers contribute to job creation within the industry and the broader economy. Entrepreneurial ventures often lead to the establishment of small and medium-sized enterprises (SMEs), which, as highlighted by Mills (2012), play a vital role in economic development. Entrepreneurial textile designers not only generate employment but also foster a culture of entrepreneurship, inspiring others to pursue creative ventures. This economic empowerment has a cascading effect, positively impacting communities and contributing to socio-economic development.

3. Impact of Entrepreneurship Awareness on Career Choices

Baskaran, Mahadi and Rasid (2020) highlighted the direct correlation between entrepreneurship awareness and career aspirations. Individuals who are aware of entrepreneurial opportunities often express a desire for self-employment, demonstrating a preference for creating and managing their ventures. Entrepreneurship awareness nurtures a spirit of independence, encouraging individuals to consider non-traditional career paths and explore innovative ventures aligned with their passions and skills. Entrepreneurship awareness significantly influences individuals' educational choices and pursuits. Henderson and Robertson (2000) indicated that heightened awareness of entrepreneurship as a viable career option leads individuals to pursue relevant educational programs. Entrepreneurship-focused courses, degrees, and training programs become attractive choices for those aspiring to venture into business ownership. Entrepreneurship awareness acts as a catalyst, steering individuals toward educational paths that equip them with the necessary skills and knowledge for entrepreneurial endeavours.

Entrepreneurship awareness enhances self-efficacy and confidence among individuals, as demonstrated in studies by Imani (2009) and Mills (2012). Exposure to successful entrepreneurial role models, awareness of entrepreneurial opportunities, and understanding of the entrepreneurial process instill confidence in one's ability to initiate and manage a business. Heightened self-efficacy fosters a proactive

attitude, empowering individuals to overcome challenges, take calculated risks, and pursue entrepreneurial ventures with conviction.

Entrepreneurship awareness augments skill development and employability. Baskaran et al (2020) emphasized that individuals with entrepreneurship awareness are more inclined to develop a diverse skill set encompassing creativity, problem-solving, communication, and adaptability. These skills are not only valuable for entrepreneurial ventures but also enhance employability in various professional domains. Entrepreneurship awareness equips individuals with transferable skills, making them attractive candidates for employers seeking innovative and proactive team members.

4. Methodology

In order to comprehensively explore students' awareness of the entrepreneurial nature of textile design education in Nigerian tertiary institutions, survey research design was adopted for the research. The population for this research are textile design students in selected tertiary institutions in Southwest Nigeria. The total number of textile students in the selected schools is Two hundred and twenty-seven (227). The sample size according to sample size calculator at 95% confidence level and 5% margin error for a population of 227 is 143. Random sampling technique was used for sampling the students in order to avoid bias in the sampling process. This study used structured questionnaires to get the relevant data required for the actualization of the research objectives. A modified Likert-scale which ranges from "strongly agree" to "strongly disagree" (5='Strongly Agree', 4='Agree', 3='Neutral', 2='Disagree' and 1='Strongly Disagree') was used to reflect the opinion of the respondents using questionnaires. The data collected was analyzed quantitatively through descriptive analysis using frequency, percentage and mean score.

5. Data Analysis

Nine questionnaire variables were administered to textile design undergraduate students. Eight of the variables are closed ended while the last one is closed ended.

Table 1: Level of awareness of entrepreneurial opportunities

Variables	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Mean Score	Remarks
V1	97 (67.8)	46 (32.2)	-	-	-	4.68	SA
V2	95 (66.4)	45 (33.5)	3 (2.1)	-	-	4.64	SA
V3	108 (75.5)	32 (22.4)	3 (2.1)	-	-	4.73	SA
V4	73 (51.0)	58 (40.6)	12 (8.4)	-	-	4.43	SA
V5	89 (62.2)	37 (25.9)	16 (11.2)	1 (0.7)	-	4.5	SA
V6	60 (42.0)	54 (37.8)	8 (5.6)	21 (14.7)	-	4.07	A
V7	65 (45.5)	40 (28.0)	30 (21.0)	8 (5.6)	-	4.13	A
V8	55 (38.5)	36 (25.2)	32 (22.4)	14 (9.8)	6 (4.2)	3.84	A

(Source: Researcher’s Fieldwork, 2023)

KEYS: SD= Strongly Agree; A = Agree; N = Neutral; D= Disagree; SD = Strongly Disagree
 Mean score rating Key: 1.00 – 1.80 (SD); 1.81 - 2.60 (D); 2.61 - 3.40 (N); 3.41 – 4.20 (A); 4.21 – 5.00 (SA)

- V1: Textile design is more practical than theoretical
- V2: I can be self-reliant through textile design practice
- V3: Textile design has a lot of business opportunities
- V4: Textile design product are on high demand
- V5: I already have an aspect of textile design I want to explore for business.
- V6: Textile design practice requires a lot of capital
- V7: Textile design business requires a big space
- V8: I opted for textile design because of its business opportunities
- V9: List three entrepreneurial options in textile design

As seen in Table 1, variable 1 (V1) addressed the practical nature of textile design. Ninety-seven (67.8%) of the students strongly agreed that textile design courses are more practical than theoretical and 46 (32.2%) agreed. None of the respondents was neutral, disagreed or strongly disagreed. The mean score for this variable is 4.68. This suggests that the students are fully aware about the practical nature of textile design. Variable 2 (V2) addressed awareness about the possibility of being self-reliant through textile practice. Ninety-five (66.4%) strongly agreed that they can be self-reliant through textile practice, 45 (33.5%) agreed and three (2.1%) were neutral. None of the respondents disagreed or strongly disagreed. The mean score for this variable is 4.64. This suggests that the students are fully aware about the potentials of being self-reliant through textile design practice. Variable 3 (V3) addressed students’ awareness about the business opportunities in textile design. One hundred and eight (75.5%) students strongly agreed that textile design has a lot of business opportunities, 32 (22.4%) and 3 (2.1%) were neutral. None of the respondents disagreed or strongly disagreed. The mean score for this variable is 4.73. This suggests that the students are fully aware that textile design has a lot of business opportunities.

Variable 4 (V4) addressed the awareness of students about the level of demand on textile products. Seventy-three (51.0%) strongly agreed that textile products are on high demand, 58 (40.6%) agreed and 12 (8.4%) were neutral. None of the respondents disagreed or strongly disagreed. The mean score for this variable is 4.43. This suggests that the students are aware that textile products are indispensable and on high demand, thereby making textile design valuable. Variable 5 (V5) addressed the readiness of students to explore the business aspect of textile design. Eighty-nine (62.2%) of the students strongly agreed that they already have an area of textile design to explore for business, 37 (25.9%) agreed, 16 (11.2%) were neutral and 1 (0.7%) disagreed. None of the respondents strongly disagreed. The mean score for this variable is 4.5. This suggests that most of the students have already picked an area of interest in textile design to explore for business.

Variable 6 (V6) addressed the students’ awareness about the capital requirement for textile business. Sixty (42.0%) respondents strongly agreed that textile business requires a lot of capital, 54 (37.8%) agreed, 8 (5.6%) were neutral and 21 (14.7%) disagreed. None of the students strongly disagreed. The mean score for this variable is 4.07. This suggests that students have a premonition that textile business is capital intensive. Variable 7 (V7) addressed students’ awareness about the space requirement for textile design business. Sixty-five (45.5%) strongly agreed that textile design business requires a large space, 40 (28.0%) agreed, 30 (21.0%) were neutral and 8 (5.6%) disagreed.

None of the respondents strongly disagreed. The mean score for this variable is 4.13. This suggests that students believe practicing textile design requires a lot of space because of the equipment needed for the practice. Variable 8 (V8) addressed what prompted students to opt for textile design as a specialization. Fifty-five (38.5%) respondents strongly agreed that they opted to specialize in textile design because of its potential business opportunities, 36 (25.2%) agreed, 32 (22.4%) were neutral, 14 (9.8%) disagreed and 6 (4.2%) strongly disagreed. The mean score for this variable is 3.84. This suggests that most students are aware about the potential business opportunities in textile design which prompted them to specialize in textile design. Table 2 shows the data for variable 9

Table 2: Entrepreneurial options in textile design

S/N	Entrepreneurial Prospects	Frequency	Percentage (%)
	Fashion (Sewing, Pattern making, illustration and embroidery)	67	39.6
	Branding	38	22.5
	Traditional dyeing (Adire and Batik)	25	14.8
	Aso-oke weaving	16	9.5
	Interior Decoration	11	6.5
	Educational training	9	5.3
	Colour technology	3	1.8
		169	100.0

(Source: Researcher’s Fieldwork, 2023)

Variable 9 (V9) was designed to address the awareness of students about the entrepreneurial options in textile design. Open-ended responses were collected to avoid restricting respondents to certain sets of responses. The data collected was cleaned and sorted into seven (7) groups as seen in Table 4.21. The number of responses garnered (167) exceeded the total number of respondents (143) because respondents were allowed to list more than one option. The entrepreneurial options identified are fashion, branding, traditional dyeing, Aso-oke weaving, interior decoration, educational training and colour technology. It can be deduced from the table that students believe fashion design has the highest entrepreneurial prospect because it was listed 67 (39.6%) times, followed by branding listed 38 (22.5%) times, followed by traditional dyeing listed 25 (14.8%) times, followed by Aso-oke weaving listed 16 (9.5%) times, followed by interior decoration listed 11 (6.5%) times, followed by educational training listed 9 (5.3%) times and lastly colour technology listed 3 (1.8%) times. This data suggests that students are adequately aware about the entrepreneurial prospects in textile design.

6. Discussion of Findings

The analysis paints a clear picture of the robust entrepreneurial awareness among students in the textile design program in the selected institutions. Across multiple variables used to address this objective, the data reflects a high degree of understanding about the practical, self-reliant, and business-oriented facets of textile design. This objective was addressed using nine (9) variables.

The first variable addressed the practical nature of textile design, the high mean score of 4.68 clearly indicates that students are highly aware of the hands-on nature of textile design education. This awareness lays a strong foundation for their future entrepreneurial ventures, as they are trained in the practical aspects of their field. The second variable addressed self-reliance through textile practice, the mean score of 4.64 underscores the students' confidence in their ability to sustain themselves through their textile skills. This shows a high level of students' awareness about the entrepreneurial nature of textile design education which will guide them well as they perceive their craft/course of study not just as an academic pursuit but as a viable means of self-reliance. The third variable addressed the awareness of business opportunities in textile design, there was no disagreement or neutrality in the response for this variable, and this shows the students' unanimous belief in the entrepreneurial prospects in textile design. The high mean score of 4.73 reflects their deep awareness of the extensive business landscape in textile design.

The fourth variable addressed students' awareness about the demand for textile products, the mean score of 4.43 affirms the students' understanding that their products are essential in the market, amplifying the value of textile design. This awareness of demand strengthens their entrepreneurial mindsets, ensuring they create products that align with market needs. The fifth variable addresses students' readiness to explore the business aspects of textile design, most of the students strongly agreed that they have chosen a specific area of textile design for business exploration, this signifies their commitments to venturing into textile business. The mean score of 4.5

indicates that most students have not just theoretical knowledge but also practical ideas about their entrepreneurial ventures. This showcases their readiness to explore the business world of textile design. The sixth variable addressed the students' awareness about the capital requirement for textile design business. The data reveals a detailed understanding among students regarding the capital-intensive nature of textile businesses. The students largely agreed that textile business demands substantial capital, this is probably due to the fact that even as students, their assignments and projects require a lot of funds. The mean score of 4.07 underscores a prevailing sentiment among students that textile ventures require substantial financial backing. This awareness could potentially prompt students to seek funding sources or plan their future businesses accordingly.

The seventh addressed space requirement awareness, most of the students agreed that textile design businesses mandate significant space, primarily due to the equipment needed for the practice, however, a substantial percentage remained neutral, suggesting a lack of agreement that textile design practice requires a lot space. This suggests that there are aspects of textile design where large space is not a requirement for setup. The mean score of 4.13 highlights a general consensus among students regarding the spatial demands of their future entrepreneurial endeavours. This awareness is crucial and in line with the capital requirement for textile design practice. The eighth variable addressed entrepreneurial awareness as the motivation for specialization in textile design. Most students agreed that the allure of potential business opportunities was a significant driver for their choice of specialization. A good percentage of the students were neutral while a few disagreed. The mean score of 3.84 suggests that while many students are aware of the business prospects, these prospects are not the sole determinants of their specialization. The ninth variable addressed students' entrepreneurial options in textile design. The analysis in Table 2 revealed a profound awareness among students regarding the diverse entrepreneurial avenues within textile design. The data showcases a clear hierarchy of entrepreneurial prospects based on the students' perceptions as discuss below:

Fashion Design: A significant 39.6% of students identified fashion design as the top entrepreneurial option within textile design. This high percentage suggests that students recognize the vast market and creative opportunities within the fashion industry. Their preference for fashion design indicates a keen understanding of the lucrative prospects in areas such

as clothing lines, haute couture, or even sustainable fashion ventures.

Branding: Following closely, 22.5% of students listed branding as a prominent entrepreneurial avenue. This underscores their awareness of the critical role branding plays in the textile industry. Whether it's creating a unique brand identity for textile products or establishing a textile-focused branding agency, students appear to be cognizant of the entrepreneurial potential in this domain.

Traditional Dyeing: The acknowledgment of traditional dyeing by 14.8% of students emphasizes their awareness of both the cultural significance and market demand for traditionally dyed textiles. This recognition indicates not only a respect for heritage techniques but also an understanding of their commercial viability in a global market interested in sustainable textile products.

Aso-oke Weaving: The recognition of Aso-oke weaving by 9.5% of students signifies an appreciation for the traditional weaving practices specific to certain cultures. This awareness highlights their understanding of niche markets and the potential for preserving cultural heritage while engaging in entrepreneurial endeavours.

Interior Decoration: The inclusion of interior decoration by 6.5% of students showcases their awareness of the textile industry's role in interior design. Textiles play a pivotal role in home decor, and students recognizing this entrepreneurial option demonstrates their ability to explore diverse market segments beyond traditional fashion.

Educational Training: The recognition of educational training by 5.3% of students reflects their understanding of the educational aspect within textile design. This could signify an awareness of the potential in offering specialized courses, workshops, or consultancy services.

Colour Technology: While colour technology was listed by only 1.8% of students, its inclusion demonstrates an understanding of the technical aspects within textile design. This awareness indicates their recognition of the significance of research and innovation in the industry, reflecting a futuristic perspective on entrepreneurial pursuits.

7. Conclusion

The thorough analysis of students in the textile design program offers compelling insights into their entrepreneurial awareness and preparedness. Across nine key variables, students displayed a profound understanding of the practical and business dimensions of textile design. Their high awareness of the hands-on nature of textile education, coupled with

a deep confidence in their self-reliance and a unanimous belief in business opportunities, highlights their entrepreneurial mind-set.

The students exhibited a profound understanding of diverse entrepreneurial avenues within textile design, ranging from fashion design and branding to traditional dyeing and interior decoration. This awareness highlights not only their commercial savvy but also their cultural sensitivity and innovative thinking, positioning them as adaptable and forward-thinking entrepreneurs. This study not only portrays the current landscape of entrepreneurial awareness among textile design students but also signifies a promising future for the industry. These students, armed with practical skills, business acumen, and a keen understanding of market trends, are poised to make significant contributions, not only as entrepreneurs but also as innovators, in the dynamic field of textile design.

8. Recommendations

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

- Tertiary institutions should foster collaborations with textile industry stakeholders. Partnering with textile businesses can offer students practical experiences, mentorship opportunities, and real-world insights, enhancing their entrepreneurial skills.
- Tertiary institutions should organize workshops, seminars, and guest lectures featuring successful entrepreneurs from the textile industry. These events can provide students with first-hand knowledge, inspiration, and networking opportunities.
- Tertiary institutions should engage with alumni who have pursued entrepreneurial paths after graduation. Their experiences and insights can serve as valuable resources for current students, providing practical examples of successful entrepreneurial journeys.

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British Destruction of Sylvan and Cash Crop Industries in Southern Kaduna-Nigeria, 1900-1960

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1. Introduction

From the onset, British colonialists divided the Northern Nigeria protectorate into a number of economic spheres. These include the export crops producing areas, such as Kano, Sokoto, Katsina, and northern parts of Zaria province. Mineral producing areas were Plateau, Bauchi, etc. Livestock producing areas for hides and skins were such provinces like Borno, Sokoto and Kano. While food and labour reserves stretched to encompass areas such as Benue, Plateau, Southern Kaduna and Niger. These were to serve the colonial infrastructure in building roads, bridges, railway, and towns (like Kaduna). They were also food supplying areas for urban centres, minefields, colonial armies, etc. As the British emphasised food production and labour supply, they did same to the detriment of both sylvan crops and booming indigenous industries in Southern Kaduna. In this development, the worst hit sectors of the economy were the sylvan and cash crops industries.

The area referred to as Southern Kaduna is a socio-cultural and geo-cultural unit. In spatial terms, it presently covers the geo-linguistic and cultural entity which was formerly referred to by the British as Southern Zaria Division of Zaria Province, and also parts of former Nasarawa and Plateau Provinces. Southern Kaduna is not a geo-political entity; but the culture-complex sub-region, which together with Jos Plateau and the Federal Capital Territory Abuja, form the central heartland of Nigeria. Southern Kaduna is situated within the central high plains of Central Nigeria and is located between Hausa land and the Niger/Benue Valley. It is located between Longitude 7° 45' 20"N to 8° 30' 15"N and Latitude 9° 01' 34"E to 10° 57' 30"E.

Forests and the potential forest areas were of great importance to the inhabitants of Southern Kaduna. For the people living close to forest or forest prone areas, derivation of name for their dwelling places

was often considered easier. But unique about the Southern Kaduna forests were rich agricultural products; mostly manifested in the ample sylvan crops. Some of them include palm produce, ginger, cotton and rubber. With meaningful agricultural investment, each aforementioned product in its commercial value could have opened up the area to profitable domestic and foreign investments, trade and commerce. However, this was not envisioned by the British colonialists, who were only concerned in maintaining the area as a food and labour reserve. Before the coming of the British in 1900, and its eventual conquest of this region, crop production and industrial sectors of the economy were supplementary to one another; and created surpluses both for reinvestment and other purposes. But by the end of colonialism most of the sylvan crops had already become outright endangered species! While most of the indigenous industries were now facing the threat of direct extinction. Therefore, the argument in this paper is hinged on the fact that the British had no interest in developing the economies of Southern Kaduna. Colonialists made no investments in developing any sector of the economy. Thus; British colonialism hijacked and destroyed the pre-colonial progress recorded in every sector of the economy. The sectors of particular interest here are the sylvan and cash crop industries. These sectors held unusual economic potentialities before the coming of the British.

The major sylvan and cash crops, were rubber, shea-butter, ginger, cocoa, acacia, cotton, palm produce, groundnut, etc. It is worthy to note that none of these was introduced to the area by the British! More so, none ever got any support by the British, except ginger; and even that support was majorly from the 1940s. The thrust of this paper is that, if few or some of these sylvan crops and industries were developed by the British, the 'investment' could have definitely ushered in a lot of economic development to the area. The neglect was because the British were only

interested in maintaining Southern Kaduna as a colonial food and labour reserve to feed the colonial economy in Northern Nigeria. Below is an examination of some of these crops, and how their neglect affected the economies of Southern Kaduna.

1.1 Rubber

A variety of rubber vine called *Ja'a Donko* in Hausa was fairly plentiful in the *Kurmi* (forests) that infested Southern Kaduna and *Awayo* rubber tree was also much. The Ninzo Patrols of 1909, was another British attack to force them into permanent subjugation. During the attack, the Assistant Resident of Jama'a, Captain Tremearne reported some 70 rubber workers in Waiwai, part of Ham area (and in the neighbouring towns and villages). This was contrary to the two or three workers that were formerly known to the government. Tremearne also reported the likelihood of a profitable trade in this product being developed by the Niger Company here. It was in recognition of this that Major H. D. Larymore in 1911 said:

There is a considerable quantity of rubber also to be found in the Eastward portion of the Province. But the Pagan apparently is prejudiced against collecting rubber, and is more than willing to allow outside Hausas to come and take what they want, accepting small presents of salts etc., from them as an acknowledgement.

“What they want” as stated in this paragraph meant that the product was too plentiful in the region. But even Larymore did nothing to encourage the indigenes towards sustaining rubber product. The Ham and others had to allow the Hausa take what they wanted for the reason that there were no trading companies sent to the region by the government. The Hausa traders were either trade agents or middlemen for European companies located in Zaria, and elsewhere. They profited from the presence of the trading companies stationed in most parts of Hausa land. In fact, at this time, the Niger Company was only interested in using the peoples as head carriers for the tin mining syndicates (as discussed in the last chapter).

By 1912, Francis also reported that rubber, as sylvan crop was very common among the Adara, with a similar report given by Kirkpatrick of the Ham and Gong. It is also observed that as it was impossible to get the colonialists to immediately enforce the by-laws of the Forestry Proclamation and as the standard of the purity of rubber remained unfixed in the region, it was not long before this rich sylvan product became an endangered species. This was occasioned

by two factors. First, it was not legally protected by government against bush fire. Secondly, there was no meaningful trade to encourage the cultivation of the sylvan crop in large commercial quantities.

Also, in 1912, the Rubber Plantations owned by the Atsam were specifically attacked by some pests. The attack was more terrible at Badaru. In a single farm the people had planted 116 trees from a variety which was also plentiful on the Bukuru Plateau called “Awoso.” Francis visited these Atsam plantations early in December and found that about 40% of these trees had been destroyed by white ants, but the remainder appeared to be thriving. From this record, no step was taken by Francis to get the Agricultural Department Zaria to protect the remaining 60% from white ants and other dangerous pests.

However, the people continued to struggle and maintained few of their rubber trees into the post-colonial period. By the 1940s, colonial agents were already an established profiteering class on the few surviving crops. Instead of selling directly to the trading companies, Zaria Native Authority sent a Hausa man trained from the Samaru farms to come and purchase the aforementioned product. He was sent as an Agricultural Officer to the Zonkwa experimental farm. In 1943, he bought some 5,500 lbs of rubber from the Llandolphic Vine specie at the Zonkwa market.

This was a greater number compared with the 2,823 he bought in September, and extending to December 1942. But this sylvan crop was never developed into any significant industrial scale. The inhabitants of districts, such as Kachia, Zangon Kataf, Asholio axis, etc., had to keep using local means and methods of growing rubber crop due to government refusal to participate. Only the colonial government had the wherewithal to industrialise the production of rubber in the area. But because they did not, rubber production kept dwindling up to the end of the colonial period.

1.2 Ginger

Studies have shown that ginger, *Zingiber officinale Roscoe*, was commonly grown in Southern Kaduna as cash crop long before British colonialism. A particular variety of the ginger crop, the black or dark-bluish variety was the most popular in the area. This became an important trade commodity in the 18th century through the caravan trade routes that traversed the area of study. The colonial records indicate that by 1911, the colonialists and their agents had taken special notice of ginger in the area. Aliyu, the Emir of Zaria in 1911 met some of the Peoples of

Southern Kaduna in Sarkin Zana and Ma'aji Districts who were experts in ginger production.

He introduced them to the Niger Company and they were treated kindly. But beyond verbal kindness, the Niger Company had thorny problems in pursuing this trade in the region. This was because at that time, ginger sold locally far much more than the Niger Company offered. But experiment with cotton and other cash crop products showed the Niger Company how the certainty of a constant market attracts trade even at a low price. However, the company was not ready to commit itself very meaningfully in the region. In addition, Grier, the Zaria Resident in 1911 did nothing either practically to get the Niger Company to improve the amount they were willing to pay for ginger in Southern Kaduna, or to stimulate serious ginger producers among the indigenes.

However, the Emir of Zaria actually saw this as a golden opportunity to pursue his personal selfish gains and that of the aristocratic corrupt class he represented. Being greatly impressed by the industry and its economic potentials among the people, the emir discussed with the Resident Zaria (Grier) his intension of having an experimental farm of ginger made for him in Zaria town. He proposed that this was to be done by the Ham people that were under Zaria Province.

For this project, the colonial government gave him full support to summon some of the men to Zaria town for the purpose earlier mentioned. But influencing the Resident to stimulate the Niger and perhaps other companies to pick up the trade and expand the industry among the peoples was not in the Emir's interests. This would only bring cash and the accumulation of capital to a people he had no moral or economic commitment. The peoples were simply subjected to him by the British, and he saw nothing wrong in exploiting them. Therefore, their economic empowerment and development were of little or no importance to him.

Furthermore, there were so many trading companies in Zaria that were directly and aggressively fighting themselves for want of business environment in Zaria town. There were at least three vibrant European trading firms that were well established, and others were also teeming in. The rivalry among them reported since from the June Report had continued into the September quarter. The Emir had to place *dogarai* on the roads to prevent their Native African Agents from interfering with the free access of traders with produce to any firm they chose to go to.

The *dogarai* were to also stop them from directly fighting themselves. Despite several warnings by Grier, early in September 1911, the matter came to a head. The European traders took to fighting among themselves on the public roads defying the pleas of their African Agents and interventions of the *dogarai*. They brought complaints against one another, and Mr. Pike (Government Officer in charge of trade), summoned and charged them with offence. He therefore found them guilty and fined them as a punitive measure, but efforts were not made to find better trading regions for them even within the same province.

Fremantle (Resident Zaria Province), testified that in 1913, "The Jaba tribe are the most advanced, and never give trouble. Their special industry is ginger." The Ham that were summoned by the Resident Zaria to start the experimental farm for the emir Aliyu arrived in 1914. Migeod reported their efforts thus: A small plantation of this was started by the Emir on his experimental farm at Zaria. Some Jaba Pagans, in whose country ginger grows abundantly, were got up to show the Zaria people how to cultivate it; but it is too early yet to prophesy as to the probable result.

It seemed like Migeod had no high hopes for a growing ginger economy. He refused to 'prophesy,' and that became the last time the experimental farm was mentioned in the records we were able to lay our hands on. This most likely meant that the result was completely negative. We are not sure if the emir and his subjects paid their Ham neighbours any price for their labour or for royalty rights. But since the crop failed in Zaria, the Emir found no ground in encouraging the British to stimulate the Ham into great professionalism, innovations, commercialisation and industrialisation of the product. The production of ginger continued with local seeds, skills and methods, until around 1930.

A.C. Francis wrote that in 1918, "The Jaba of course, go far afield to trade ginger – even to Zaria." In this sense, the Ham had to go that far because the Hausa middlemen class was not ready to pay anything meaningful for the crop. Moreover, the government insistence that they should only produce food and supply labour, and yet pay taxes in cash, made it compulsory for them to cross lands and sea to market their cash crops, which readily put little cash in their hands. By 1922, ginger was not only extensively cultivated among the Ham, but was beginning to become popular among the Bakulu and Bajju. Brice-Smith advised the Resident Zaria that the industry worth an increased attention from the colonial government, but again nothing was done about it.

In fact, this same suggestion from Brice-Smith did not arouse serious interest from the government until the close of the 1920s, by this time, major railway construction works were over in the area of study. So, the British knew that apart from providing labour to the tin mines, they had to get newer ways of extracting labour from the area. Thus, the British now remembered the same ginger they refused to encourage from the beginning of the colonial period. Worthy of note is the Baro-Kano and Bauchi-Light Railways which were in use before 1910 and 1914 respectively. So, the colonial government's inability to give attention to ginger until late 1920s was not due to lack of transport networks. It was just an attempt to maintain their focus of exploiting the region as a food and labour reserve.

It was not until the close of 1928 that the investigations, with regard to developing an export trade of ginger in the area was really given attention. An instructor was then stationed at Kachia for some weeks, primarily for the purpose of giving demonstrations in ginger curing. The farmers there showed considerable interest of course, and government was very glad about the great prospects of starting a lucrative trade. In all, 1,600 people were taught to cure ginger using the Jamaica peeling method. The Native Administration that year arranged to buy 5 tons of the finished products for examination at the Imperial Institute. Although favourable reports were received already on the small samples previously sent to England for examination by the brokers the previous year.

By the following season (1929), over six tons of cured gingers, including a commercial sample of nearly four tons were shipped to England for examination and valuation by the Imperial Institute. The latter parcel was mainly classed as grade 1 ginger, and bought in the producing areas for £29 a ton. But a small quantity still classed as grade 1, was paid for at the rate of £39 a ton. These consignments were sold in England for £65 and £67.10.0 a ton respectively, with Jamaican ginger at £75-£100, and other West African at £63 per ton. Fresh "plant" ginger was sold same year in the producing areas at an average price of about £1.8.4 a ton, and it took six tons of this to produce one ton of the cured product.

Experimental and demonstration plots were started in June 1929 at Chikun, Kagarko, Bishini and Jere. New seeds from the farms were to be distributed among local farmers the following season. Demonstrations in curing were still in progress, and a market at Kwaturu in Kachia District was to be opened early in

January 1930. Government was then very optimistic about the future of this crop in the region. Thus, by the end of 1930, demonstration plots showing the improved methods of cultivation had been laid out side by side with indigenous crops in eight villages in Kachia District, two villages each in Kagarko, Bishini and Chikun Districts. In Lere, the conditions were found unsuitable and the work was abandoned, but selections from ginger obtained the previous season, which showed the best curing, were now planted in a special farm at Kwaturu in Kachia for further selection and eventual distribution to improve existing crops.

By the end of 1931, the statement of exports for three years viz: 1929-1931 were as follows: 1929 - 13,859 lbs, 1930 - 26,127 lbs purchased by United African Company alone and 1931 - 34,048 lbs. At this time, ginger farming was now firmly established in Kachia and Ham districts. It was also becoming very popular in Kagarko, Zangon Kataf and Bishini districts. The ginger was purchased by Zaria Native Administration, and consigned to the Imperial Institute. The price obtained by Zaria Native Administration was £36 per ton.

However, another major corrupt practice introduced in 1931 was that the Peoples of Southern Kaduna were not allowed to directly sell the product to the trading companies but through mediation. This introduction of the middleman in keeping with the indirect rule system, led to so much economic abuse of the peoples. In this context, any Hausa-Fulani, who had any little capital from the sale of cotton or other cash crops encouraged by the British, came and posed himself as a Native Authority agent, and price the ginger at whatever amount he wanted. And any person who refused to sell was reported to the Alkali, charged for hoarding and fined. This completely discouraged the indigenous trading class that was seriously developing. Since the latter had no legal and morale to pose themselves also as government officials, they were simply ousted out of the business cliques.

Moreover, special varieties of ginger were obtained in same 1931 from the West Indies, but were experimented at Maigana and not within Southern Kaduna. One variety in particular was excellent. And one government Mallam and two Native Administration Mallam were employed in demonstration of sowing and curing ginger in the area. It is also interesting to note that the new special specie was shared in the area of study, because it was not going to survive in Zaria emirate.

By 1946, it was discovered that:

The crop increases annually, and an increase of 40% in the area planted has been estimated in 1946. There is a considerable demand in local markets for Zaria ginger which is found in the distant Provinces of Sokoto and Borno, the favourable local market price drawing the uncured ginger away from the export buying centres at Zonkwa and Kachia.

Note that Zaria ginger above referred to the ginger produced by the Peoples of Southern Kaduna that were exploited under Zaria Province. We have said and it is a common knowledge that the crop did not survive in the northern parts of Zaria Province. And since the Hausa-Fulani colonial agents offered meagre prices at Zonkwa and Kachia, the peoples preferred selling the product to local Hausa traders from the neighbouring provinces of Sokoto, Kano, etc. The farmers travelled to trade at distant places to avoid the colonial created profiteering Hausa-Fulani class that was operating in the region.

Thus, if the ginger industry was developed early in the region and the Zaria Native Administration did not introduce the profiteering middlemen class, it could have helped in diversifying the economy of the region. This could have of course put substantial cash in the hands of the people and delivered them from poverty or economic deprivation. But, since colonialism could be likened to an armed bandit, it robbed the economic resources of the region with the worst meagre sorts of compensation.

1.3 Shea-Butter

M. P. Porch in 1911 assessed Woinya District that is, part of present-day Kaduna town, Kujama, Katari, etc. The areas were inhabited by Gbagyi and Adara communities. Porch was greatly impressed by the prosperity of the Gbagyi people. He observed that: *As in Jisambo's District I was greatly astonished at affluence of the Gbagyis. Whereas Jisambo Gbagyis put their money on their backs, Woinya's Gbagyis buy meat. Most of the towns in this District own from five to twenty bullocks each: these cattle will be killed during the rainy season when meat from Fulani sources is no longer procurable.*

Jisambo District referred to above, also basically covered parts of present day Kaduna town. These are Gbagyi areas and the northernmost parts of Southern Kaduna region derogatorily referred to as "Pagan" Districts in the colonial arrangement. But by September same 1911, in a separate report, Grier (Resident Zaria Province) reported that Mr. Francis was beginning to take interest in the wide presence of shea-butter among the Peoples of Southern Kaduna.

In fact, Grier reported that Francis was successful in getting the Adara of Sarkin Zana District to take the shea-nuts to Kaduna station for sale. They were conducted by a man nominated by the Acting District Head. One can imagine the stress the Adara passed through to convey such products to Kaduna town. This of course was not a strategic way of encouraging trade in shea-butter. However, the peoples, who were at the mercy of British soldiers, had no alternative than to accept whatever was given to them in the colonial arrangement.

Moreover, Porch claimed in his report of travels around the region that, "The object of my tour was to ... enquire into and encourage the shea-butter industry." But the subsequent sentences and a close look at the whole report of his travels showed that his interest was practically different. He wrote in his own words that:

Every town in the district was visited by me and from individual house-holders I obtained a statement of the number of their hoes. The result shows an increase of 30% on the 1909-10 Assessment.

The phrase shea-butter industry did not appear again in that report. What concerned his mind was the issue of tax assessment and raising enough labourers in the region for the construction of Baro-Kano-Railway. So, his whole energies were channelled into assessing individual houses to increase the number of tax paying individuals. He also gave some compensation to local rulers that did well in labour conscriptions for the railway construction. Thus, the abundant existence of the shea-butter industry in the area could not influence the British colonialist to encourage and expand this industry into any meaningful commercial capacity in the region.

Therefore, since shea-butter had no meaningful economic value in the region at that point, Adara and some other ethnic groups in the region collected the nuts and extracted the butter for their own direct consumption. Around the same time that Porch reported such a dismal situation in Zaria, Sciortino was also reporting for June 1913 in Nasarawa Province. He stressed that the Shea nuts were only just ripening and a good harvest was assured, but one unfortunate thing was that the trees were often attacked by pests. Sciortino and other colonialists who observed these dangerous pests neither sent agricultural experts nor instructed the Divisional Officers to encourage the trading companies to sell relevant insecticides to the peoples. Even though the major pest was not rampant in 1913, it was a constant threat in other years. Though the pest was an article of diet among the Nupe, among the Peoples of

Southern Kaduna it was not. Sciortino wrote accordingly about this pest, stating that:

The caterpillar which destroys the foliage and young shoots of the shea-tree not having been much in evidence this year. This caterpillar is an article of diet in Nupe Districts; it is dried and sold in markets being called "Mani-mani" by Nupes.

As destructive as this pest was, it was not the real challenge that confronted the shea-butter industry that year among the Gbagyi in metropolitan Kaduna. Fremantle reported that it was the attitude of the British colonialists that affected the Gbagyi in their effort to sustain large shea-butter production. This was compounded by the fact that colonial government only encouraged the production of cotton and groundnuts in Zaria Province. Though the latter was not much encouraged by government in Metropolitan Kaduna, the Gbagyi, whose cotton made their textiles prominent in pre-colonial times, partly took into the sale of cotton apart from their foodstuffs. This was especially because they could sell cotton at a higher rate. Thus they began to give it more attention than anything else.

Therefore, in 1913 much attention was not given to shea-butter production by the Gbagyi in metropolitan Kaduna, but this was also because they were afraid of the brutality of the colonial troops stationed at Kaduna town. Some of the soldiers were molesting the indigenous citizens of metropolitan Kaduna. Therefore, the shea-nut season at Kaduna was very poor that year. Mr. Chaytor told Fremantle that the Niger Co. Agent there could only purchase nine tons as compared to 100 tons in 1912. Fremantle reported this dismal situation thus:

As regards produce, there has been a decrease in shea-nuts and hides and an increase in ground-nuts and cotton. Two reasons are given for the failure off in the shea industry, the Gwaris' fear of the troops and small-pox.

However, the crop still survived in so many other parts of Southern Kaduna. A. C. Francis observed in his assessment report that the shea trees on farms and cleared ground were laden with fruit. He observed that this was because those good ones have been for a few years protected from bush fires and hence have had a chance to mature. Thus, the shea trees he saw on the uncleared bush on the other hand were stunted in size and their limbs charred. The fruit borne on their topmost branches were only from those branches that evaded scorching by fire. Interestingly, Francis procured from the Niger Company at Kaduna some shea nuts in the exact form in which Niger

purchased them, namely boiled and then dried with the outer husk removed.

Francis, distributed samples of these nuts in Sarkin Zana District (Adara areas near Kaduna town), and told them that on taking loads of similar nuts to the company at Kaduna they would be paid in cash for same. He further promised to send a Government Messenger to accompany them to the District Chief at Kaduna. He endeavoured to impress on the Adara that with proper care, each female Shea is capable of producing nuts according to its size of annual value of 6d upwards and he felt that once they realise what an asset these trees really were and when the conditions of transport to the market were improved that the Adara would bestow more care on the trees than they did at that moment.

It was however incomprehensible why Francis did not immediately recommend the stationing of a forestry officer here to stimulate the production of the cash crop to a great commercial scale. From his report, the crop was "common throughout the entire District." It is clear that if there was encouragement, shea-butter alone would have been enough to transform the economy of the Adara and other ethnic groups in the area, but neither the colonialists nor the trading companies had the interest in really developing the cash crop industry in the area. One other thing at least Francis could have done to encourage the people was to stimulate the Niger Company to send or station a marketing officer in the region, but both the colonial and oral sources proved that nothing was done by government to support the development of this product.

1.4 Tobacco

Southern Kaduna had a flourishing home-grown tobacco industry before the arrival of the British. The most popular areas were the Gong, Ayu, Ham, Adara and Agworok country sides. A few ethnic groups used brass pipes to smoke their home grown tobacco; but the majority used wooden pipes of their own made. A daily market was held at the Adara town of Girku in 1911, and was well attended by Adara and Hausa. "A good class of tobacco grown by Adara at Gefe is sold at this market." In Wali's District, Gefe appeared at that time to be the most important of the Adara towns. Extensive tobacco-plantations were made on the river banks. The tobacco leaves after being cured were twisted and wounded round sticks about four feet long. In this form, it was taken by the Adara to the Girku and Rubu markets where it was readily bought by Hausa traders. Porch imposed a tax of 1/- per plantation in 1911. The tax was paid by the

Adara people immediately. Moreover, it was in this vicinity that Porch noticed a great complete indigenous, scientific agricultural innovation by the Adara of Rimmo. He stated that Rimmo was founded by the help of the Adara of Gefe, but the land- south of this town was to a great extent low lying and swampy. The people of Rimmo, however, evolved a system of artificial drainage and transformed their marsh lands into a first class agricultural land.

But regarding the value of the tobacco crop in some parts of Southern Kaduna that were in Nasarawa Province in 1913, its importance was the subject of a special report by Mr. Cadman. His scheme for the establishment of a tobacco industry in the area was submitted to His Excellency, the Governor Northern Provinces, under Sciortino's NO.1235/13 of 6/5/1913. Sciortino felt that if this was well-thought of, it should be taken up before the American Trust reached Northern Nigeria, but this scheme was definitely not followed through. However, by 1921 in Agworok District, "on an average each compound had an eighth of an acre of tobacco." But like other sylvan crops in the region, the product was also not developed.

1.5 Palm Produce

One of the most important sylvan products around the area of study was the large number of palm oil trees. Although, found in most parts of the region, the most important habitat of this product was the Yug area. It was also found in large number among the Ham, Gbagyi, Gong, Ninzo, Anemuen, etc. in fact, the Yug were generally rich and stayed at home because they had palm oil at their doors, but up till 1912 there was no form of effort showed by the British to encourage this crop. All the 1907 assessment reports from Nasarawa and Zaria Provinces recognised the great potentials in this crop, but it was never mentioned again in any of the Annual, Half Yearly and Quarterly Reports of any of the two provinces until 1912. In fact, even in 1912 it was only reported by M.P. Porch, the Resident Zaria,

but all he could say in that Annual Report was "PALM-KERNELS. There is a good district in the south." This indifference and inactivity was simply consistent with the general lack of interest in all the rich sylvan crops that were in the area.

However, in 1913, Sciortino of Nasarawa Province reported that all trading posts reported an increase in palm kernels purchased that year. Again, there was nothing to show that the colonial government was committed to improve palm kernels product in the region as cotton and groundnuts were encouraged in Abuja and Zaria Emirates. These were some of the immediate neighbours of the Peoples of Southern Kaduna in the colonial arrangement. In fact, Cadman reported that a stranger, settling among Yug might see a nice piece of untilled ground and farmed it, but he was not allowed to touch the palm trees on this land. The people would not sell the rights of harvesting palm oil to any stranger. The government, on the other hand, had no similar commitment to the industry. All energies were channelled towards massive propaganda for food crop production and labour supplies to the colonial economy.

The non-indigenes resident in Yug by 1916 were a few Hausa, who had settled near Amanshi and comprised of 15 males, 13 females and six children. The commercial wealth of the Yug depended not just on their farms, but on the number of palm trees produced by the inhabitants. The palm trees were of two classes viz the palm trees belonging and inherited by the individual; and the palm trees which grew in bush land. Such 'wild' growing palm trees did not belong to any member of the community. However, any member of the village had the right to any palm tree in the bush land he cared to work in; but the palm trees on the tilted farms were carefully guarded and preserved. Cadman made an attempt to ascertain the value of the palm oil of each individual. The following villages in Yug District were visited in 1916, and a record made of the number of palm trees growing on the farm of each male inhabitant of the village. The following figures were arrived at:

Table 13. Palm Oil Trees Statistics in Yug District in 1916.

S/N	VILLAGE	ADULT MALE POPULATION	PALM OIL TREES ON FARM
1	Tigwam	46	2751
2	Gwadai	22	875
3	Tayu	47	2031
4	Bokane	18	690
5	Gokwi	42	946
TOTAL	5	175	7293

Source: NAK: File NO: 541p/1916 "Nasarawa Province: Ayu District-Jama'a Emirate Assessment Report 1916." By H. Cadman. In: *Simple List of Records Related to Historical, Anthropological and Social Studies among Provincial Administration Record Groups Kaduna vols. 1 & 2.* (Ed) by E.J. Alagoa. 1962. Pp. 23-26.

Since the statistics above were taken among five villages in 1916, when the Yug area was “composed of 21 villages,” it would mean that the whole region on the average had over 30,000 palm trees on their farms alone. It is stated that palm trees were also plentiful in their bushes. It would therefore, mean that Yug area alone must have housed about or over 50,000 palm trees in 1916. Yet, this could not make the colonialists to transform these great potentialities into large industrial scale to attract foreign investors. The quantity and quality of this sylvan product in Southern Kaduna was enough to attract the government to link these native producers with international marketers, like those that patronised the product in eastern Nigeria.

Moreover, in Cadman’s statics, he stated roughly an average of 42 trees per adult male on their farmlands alone. One tree carefully worked was worth in palm kernels and oils between 4/- to 7/- per annum to the owner. Hence taken an average of 5/- per tree, every male individual might view his palm trees as worth an annual turnover exceeding £10, per annum from farming palm trees alone. Adding the gain gotten from those in the bush, one could have realised an average annual turnover of about £15 per annum, i.e. for each male in 1916. Therefore, if this crop alone was encouraged, it could have brought related agro-allied industries to the region, and led to the massive generation and accumulation of cash and capital among the Peoples of Southern Kaduna.

Even when Francis tried to encourage this crop in 1918, he was not very committed about it. It was the few days that he was in the Adara and Ham country that he discovered that the people had begun a systematic planting of the seeds of these trees with the idea of later transplanting to their farms at latter date. Therefore, he told the chiefs to ask each town to plant 500 seeds every year. Reporting this assessment in his capacity as Acting Resident of Zaria, he did not make any recommendations to the Lieutenant-Governor Northern Provinces to send experts from the Agricultural department as a way of encouraging the cultivation of the cash crop in Southern Kaduna. But this initiative he saw among the Ham and Adara, seemed to have had some positive influence on him.

Although he did nothing to encourage the Adara and Ham, he was tempted to start an experimental farm that would encourage the Gbagyi, who inhabited Kaduna town, and their Adara neighbours. These peoples actually had plenty of oil-bearing palms, but through the government policy of non-encouraging, there was no visible sign to boost its cultivation. He reported that:

With a view to encouraging the Gwaris and natives near Kaduna where the conditions appear suitable for the cultivation of the bearing palms an experiment has been made with seed of the ‘tin shelled’ variety procured by the Acting Senior Conservator of Forest, Zaria, from Ibadan. Nurseries were made and approximately 40 lbs of seed (numbering about 4,000) was planted out during May last. It is at present too early to prophesy whether this experiment will be a success or not for it takes, I am told, at least six months for the seed to germinate. If they germinate, the young plants will be moved into the “Kurmis” where they will be looked after by and become the property of the community.

Good idea but no mention of this project was made again in Zaria Provincial reports! The Kurmi (forest) which were occupied by the Peoples of Southern Kaduna, indeed were good grounds. But again, nothing came out of this proposal.

However, by 1921, the production of palm oil in the region was beginning to increase, especially in Kaje-Kagoma-Yeskwa and Ayu Districts. The people made every effort to foster its growth and development. For instance, Amadu, Sarkin Yug, commanded an immense amount of respect in his District. He was appointed District Head by Cadman in 1916 to replace the promiscuous and ineffective Hausa-Fulani that was initially imposed on the Yug by the British, as the Emir’s appointee, but Amadu was a direct descendant of the hereditary chiefs of Yug. He was a charismatic young, energetic and the 20th reigning chief of Yug in the direct line of succession. In 1921, Captain Traill found him to be one of the most enlightened and intelligent District Heads in Jama’a Division. Amadu did everything in person to foster the palm oil industry found in the area.

Captain Traill commended his efforts, saying accordingly:

The staple trade of the Ayu District is Palm Oil. This trade is increasing yearly and the number of palm trees is practically inexhaustible. The Pagans are still exploited largely by the Hausa middlemen although in some instances they are beginning to dispense with the services of the latter. Sarkin Ayu is fully alive to the advantage of direct trade and is bending all his energies in that direction.

Although, the people were seriously cheated by the Hausa-Fulani middlemen, it is glaring that government on his part did nothing to encourage trading companies or international industrialists to become involved in the trade just as the government

did in eastern Nigeria. As a result, palm trees, as recent as 1921 in most parts of the region were “neither used for making palm oil or wine to any extent.” That is, the full potentials of this sylvan crop were not meaningfully developed. In fact, even the Yug were discouraged by lack of good trading partners, business incentives, etc. They were forced to carry by head their produce and trekked to distant places, just to have them sold and acquire fair prices. Captain Lace in his report on cash crop products reported their effort thus:

The most promising trade in the Division is the Palm Oil trade of Ayu District. This is assiduously fostered by the Ayu pagans and is assuming quite imposing proportions. Although they have not yet altogether discarded the use of the ‘middleman’ the pagans are fully alive to the advantages of direct trade and may be seen carrying their wares so far afield as Jama’a, Moro’a and Jos.

Market availability and prices were completely discouraging. So, the peoples had no alternative than to cross lands and seas to sell their produce. Surprisingly, the Niger Company then had a store in Fadan Kagoro under a native-foreign Clerk, who paid his tax in Jama’a Town. The chief products bought by this Company were hides, beeswax, and flake and balatu rubber. Of course, of all these there was only a very small quantity brought in. The reason was that in that particular vicinity, the products were not the most popular cash crops. Their marketing strategies were poor and unprofessional. Also, the cash offered for all produce brought in were very low: - 4d. a 1b hides and 5d a 1b rubber. The prominent cash crops e.g., palm oil in this particular neighbourhood of Agworok were not purchased by the Niger agents.

The practice of lack of encouragement from the colonial government was so bad that it was not until 1950 that a palm oil crusher was acquired for Yug district. Unfortunately, it arrived rather too late that season to be given a fair trial. Some trial crushing was later carried out. But the government did not follow this innovation through in their attempt to develop the industry in Yug and other parts of the region. Even though the Yug considered the labour put into local methods of palm oil processing as excruciating, but they had no alternative means of production. It is rather too sad to say that we have observed that these local means and methods are still in use till date in the region.

1.6 Cotton

Mr. Migeod in charge of the Jama’a Division in 1910 reported that:

The cotton crop grown on the Government experimental farm at Jama’a is a failure – due entirely to the seed having received and planted too late in the year. I saw some wonderful cotton plants in the Mada District. The Mada are more likely than any others in the Division to take up seriously the cultivation of cotton.

The Mada cotton like those of the Gbagyi, Koro, etc was home grown, but this was never encouraged. On the contrary, by the end of 1913, “A hand gin had been sent to Abuja.” And by March 1914, some 50, 000 lbs of cotton seed had been bought, and four hand gin were at work in non-Southern Kaduna parts of Nasarawa Province. It was at the end of June same year that an experiment was being made with cotton on the Agworok Plateau land, which was approximately 300 ft. above sea level.

But again this was not followed through. This research is by nature not comparing the colonial experience of Southern Kaduna, with that of others, but the kind of efforts and energies invested by the British in Zaria Emirates and Abuja countryside leaves one wondering why the case was completely different in the area of study? But again, the answer will be that the British focus was to maintain the region as one of the colonial food and labour reserves in Northern Nigeria. The British also invested too much on the cotton production in Abuja and Zaria Emirate. So the proceeds from these places gave them every reason to insist that Southern Kaduna should only supply food and labour to the colonial economy.

1.7 Groundnut

In Southern Kaduna, groundnut was commonly cultivated in large quantities before the coming of the British colonialists. For instance, it was discovered in the early period of colonialism that in many areas, as “in the neighbourhood of Karshi, ground nuts were grown on an extensive scale.” With little government interest, this sylvan crop could have become a prominent cash crop, but as early as 1913, the market prices were too low and completely frustrating. In effect, fluctuation in prices was discouraging to the producers of the crop. In June 1913, Sciortino reported this situation in the following lines:

Increasingly large crops of ground-nuts are being grown it having got about that there is a demand for these. The price is paid low – practically the same per ton as in Kano. But whereas in Kano cash is paid, on the Benue only goods are offered in exchange. This means that the ground-nuts bought on the Benue cost about half the price of those

purchased in Kano and along the rail, and their transport is also much cheaper.

The Baro-Kano Railway was already in operation in the country before 1913. Thus, one sees no reason why the crop was encouraged by the British in Kano, and not here. However, the report at the end of the year was still, "greatly crops of ground-nuts have been grown." Thus, groundnut cultivation was still maintained among the peoples, but with meaningful government encouragements, there could have been taller groundnut pyramids in the region, perhaps better than Kano.

2. Conclusion

Southern Kaduna forms part of the heartland of Central Nigeria. It has states like Niger, Plateau, Nasarawa and the Federal Capital Territory Abuja, as its neighbours. The British colonialists divided this area and dominated it under Zaria, Plateau, Nasarawa, Bauchi and Niger provinces. It was not until 1957 that the British brought the entire area under Zaria Province. Thus, the entire area is now located in Kaduna State of Nigeria. The Colonial experience had far reaching socio-political and economic impact on the area. In this paper, an aspect of the economic exploitation has been ex-rayed.

This area houses the Nimbia forest; perhaps the largest man-made forest in West Africa. This forest was founded by the colonialists, seeing that the area was largely forested before the arrival of the British in 1900. But in an attempt to secure food to feed the Colonial establishment in Northern Nigeria, and forced labour for the mining industry in Southern Kaduna, Plateau, Nasarawa and Niger; the British systematically designated Southern Kaduna as a food "Colonial Food and Labour Reserve.". It was from here that came most of the food that fed the Northern Nigeria and the labour that tin and other minefields in Central Nigeria. The most popular minefields were the Plateaus and some parts of Southern Kaduna.

Consequently, as most human and other economic potentialities of the region, were invested into supplying food and labour to the Colonial economy in Northern Nigeria., the natural potentials that the forests in Southern Kaduna contained, were systematically abandoned and eventually destroyed. This is the major contention of this paper. According to the Nigerian National Assembly records, Southern Kaduna currently produces the second largest supply of ginger to the global market; coming after India alone. But research has shown that if this sector was properly invested on from the Colonial period,

Southern Kaduna had and still has the potential of becoming the largest supplier of ginger to the global market. Groundnuts, Palm and Palm produce, Rubber, Acacai, Shea-Butter, Tobacco and Cotton have also been discussed in this paper. The Onus now lies on the current Nigerian government, to attempt to develop these Sylvan cash crops to an international industrial scale in Southern Kaduna.

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Socio-Economic Drivers of Climate Change Perception in Metropolitan Cities of Sub-Saharan Africa

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Abstract. This research used the metropolitan cities of Kano and Lagos in Nigeria to assess socio-economic variables that drive the perception of the two broad classes of climate change beliefs: "climate change is real" and "humans cause climate change." The multistage sampling technique was used to respectively select 134 and 278 respondents across the different neighbourhoods in Kano and Lagos metropolises. Uniformly in Kano and Lagos metropolises, beliefs in climate change reality and the human cause were influenced by residents' age, parental status, and level of education. Anthropogenic climate sceptics were strongly influenced by ethnicity in both Kano and Lagos metropolises. While Muslim-dominated Kano mostly believes climate change is occurring but not caused by human activity, the Christian-dominated Lagos believes in climate change's reality and human cause. The results can assist the government in knowing how to embark on enlightenment and environmental education where all socio-economic status will be captured.

Keywords: climate change, perception, beliefs, socio-economics, ill-health, Nigeria

1. Introduction

Globally, there is abounding evidence of the effects of human-induced climate change on socio-economic systems and physical processes (United Nations Foundation-Sigma, 2007). However, there are diverse beliefs because of a consensus gap across countries on the perception of human-induced changes (Dunlap and Jacques, 2013). Some believe that human-made climate change is happening, while others do not. Other beliefs are convinced that climate change but

do not support the view that humans drive these changes. What this implies is that there is still some denial that the climate is changing and disbelief in human causation, despite the weight of scientific evidence on the current existence and future worsening of climate change as well as its causes and consequences (Whitmarsh, 2011; IPCC, 2014; Gueye et al., 2015). For instance, Rahmstorf (2004) identified three opinions about climate change scepticism. These are trend, attribution, and impact scepticisms. According to him, trend sceptics do not believe at all in the existence of climate change. In contrast, attribution sceptics accept its reality but do not agree that man contributes to its cause. Impact sceptics, however, believe in climate variability and its anthropogenic factors but deny the attendant risks and effects.

Furthermore, Sibley and Kurz (2013) classified these opinions into four. These are climate believers, undecided/neutral, climate sceptics, and anthropogenic climate sceptics. Sibley and Kurz (2013) further submitted that climate believers believe in reality and human cause, while climate sceptics are sceptical about reality and human cause. The anthropogenic climate sceptics believe climate change is occurring but not caused by human activity, and the undecided/neutral are not sure about both reality and human cause. Thus, it is conclusive that gaps exist between scientific evidence and perception of climate change, yet the gaps are hardly accommodated in climate change modeling.

Perhaps more importantly, studies have not examined the core variables underpinning belief in the reality of climate change and anthropogenic climate change in developing nations. As such, this study explores how

socio-economic variables (age, gender, ethnicity, employment status, parental status, religiosity, neighbourhood type, and level of education) can explain the two central climate change beliefs. These beliefs are that climate change is real and humans cause climate change. Some studies have attempted to describe the issue. The results revealed that many people misunderstand the science of climate change and, in particular, are confused about the nature, causes, and consequences (Bord et al., 1998; Brechin, 2003). Others claimed that the depth of understanding of climate change depends mostly on individual characteristics such as educational level, age, gender, occupation, and ethnic origin (Aoyagi-Usui, 2008). For instance, Semenza et al. (2008) indicated that individuals with higher incomes are likelier to know that climate is changing than those with lower incomes. Sampei and Aoyagi-Usui (2009) and Akter and Bennett (2009) revealed that exposure to mass media increases awareness and concern about the damage associated with climate change.

Furthermore, other factors such as education, gender, ethnic background, membership of environmental groups, and newspaper readers were found to affect perceptions of climate change (Maddison 2006; Leiserowitz 2006; Gbetibouo 2009). Similarly, higher levels of religiosity, measured by attendance, were found to be related to climate change denial (McCright and Dunlap, 2011). However, Heath and Gifford (2006) retorted that age was negatively associated with anthropogenic climate change but not the belief that climate change is occurring. Meanwhile, income was positively related to climate change reality but not anthropogenic climate change. The findings possibly did not represent all different beliefs in climate change globally, especially in developing nations such as Nigeria.

As such, this study seeks to explore whether the established influence of socio-economic variables on climate change perceptions is genuine about Nigeria. This idea is examined in two Nigerian metropolises, Kano and Lagos, regarding the following research questions: What socio-economic variables affect perceptions of climate change in these cities? Are there any possible inter and intra-cities variations in climate change beliefs? Based on these research questions, this study contributes to the existing body of literature to provide empirical facts to correlate socio-economic variables and climate change beliefs in Nigeria's environment. Though some research has investigated many more cities in a similar analysis, this study contributes to the literature by comparing metropolises with different seasonal patterns and socio-economic backgrounds. The uniqueness of this

study is that no research in developing nations has examined the extent to which particular socio-economic variables can explain these distinct climate change segments. Most prior research into perceptions of climate change has investigated the phenomenon at a global level and has assumed spatial homogeneity of climate change beliefs across a city. There has been almost no research on the variation of climate change beliefs in developing nation towns with different climates. It is, perhaps, the first study to investigate the influence of socio-economic variables on climate change beliefs at a Neighbourhood level in Nigeria and the tropical region. This study believes a better understanding of socio-economic variables will help identify substantive ideological differences between climate change believers and deniers. This research can assist the government in knowing how to conduct environmental education and enlightenment programmes where every socio-economic status will be present.

2. Drivers of Climate Change Perception and Belief

The arguments that drive climate change beliefs and vulnerabilities can be narrowed down to four main strands. The first argument suggests that climate change is a natural phenomenon. It is adduced that the earth's climate has changed several times in response to natural causes, which are reflections of variability over certain time scales. These natural causes include interactions between oceans and the atmosphere, changes in the earth's orbit patterns, microcosmic properties of the climate systems, frequencies in weather elements, increase in the degree of variability, and volcanic eruptions of gases that absorb energy that are radiated from the earth's surface (Tompkin and Adger, 2004; Karl, Melillo and Peterson, 2009). The trapped or absorbed energy concentration in the atmosphere warms the atmosphere, increasing the earth's surface temperature globally. Therefore, the persistent shift in the mean state of natural climate or in its variability refers to Climate Change (Ziervogel and Zermoglio, 2009). Hence, these arguments support the view that climate change occurs naturally. If this view holds, actions currently taken to reverse climate change effects are redundant and likely to distort the patterns of the natural environment and increase peoples' vulnerability.

Another line of argument is that the activities of human beings induce climate change. Karl and Trenberth (2003) argued that climate change is caused by human beings (Anthropogenic).

Supporting Karl and Trenberth (2003) and Odjugo (2010) identified some man-made factors like urbanization, transportation, land use, deforestation, geometric increase in global population, industrialization, and increased release of greenhouse gases. These human factors reduce the carbon dioxide absorption capacity of the environment and, consequently, increase the greenhouse gas concentration in the atmosphere, which causes depletion of the ozone layer, which in turn causes global warming (or cooling in some cases), leading to climate change (Odjugo, 2010). A survey by the American Geographical Union (AGU) (2009) observed that 82% of Earth Scientists and 97.4% of Climate Scientists agreed that human activities are responsible for climate change.

In line with the already stated arguments, the third posited that human and natural factors cause climate change (IPCC, 2007; Biesbroek et al., 2010; Odjugo, 2010). The natural factors of biological processes, astronomical and extra-terrestrial factors heat the earth's surface. At the same time, human-induced activities like urbanization, deforestation, and pollution continue to emit greenhouse gases into the atmosphere. Both combined elements are absorbed into the atmosphere, apparently leading to global warming, which is fundamentally responsible for Climate Change. These greenhouse gases can alter the energy balance of the earth by being able to absorb long-wave radiation emitted from the earth's surface. The net result and the re-emission of long waves back to the earth's surface increase the quantity of heat energy in the earth's climatic system. These have resulted in heat waves, which are detrimental to human health.

The fourth argument posited that although there is variation in climate change across countries, it is likely caused by the workings of the natural processes and not climate change, as it is regarded as a myth. Carter (2007) believes that IPCC is an alarmist group because its membership is mostly constituted by politicians who may not even understand the workings of the climate compared to scientists. The position further stressed that IPCC's assertion that climate change is real is merely circumstantial and part of the workings of the natural environment and that any human causation could only be assessed and examined when all the causes of natural environmental changes have been well understood. Thus, Carter (2007) submitted that even the media has failed in its role as a public watchdog, accusing them of being a self-interested party in the debate over the existence of climate change. These views are more subjective than objective; hence, it is

unrealistic to the obvious fact that the global climate has indeed been changing over the years.

Labohm, Simon, and Dick (2004), however, explained that the 'scare' or state of denial in accepting the reality of climate change may be due to the huge financial burden and its implications on the global economy. It was concluded that the views of the IPCC on the existence of climate change are mostly one-sided and designed only to favour human-induced causes. However, Labohm et al. (2004) were criticized by Ebohon (2006) in that their views were quite weakened because they lacked objectivity in an attempt to discredit the anthropogenic activities linked with the climate change phenomenon. Nevertheless, one thing that remains clear is that the world is warming, altering global climate trends. Importantly, the side of these arguments that people subscribe to will determine their belief and level of vulnerabilities in the short and long run. East of the Greenwich

3. Research Methodology

3.1 Climate Characteristics of Kano and Lagos

The study area covers two principal metropolitan cities viz Kano and Lagos in Nigeria: a country situated between latitudes 4° 0' to 14° 0' North of the Equator and between longitudes 2° 2' and 14° 30' East of the Greenwich meridian. Nigeria lies within the tropical zone and enjoys a seasonally damp and humid climate dominated by the West African monsoon system (Nigerian Meteorological Agency (NiMet), 2016). It has only two seasons: the dry and wet seasons. The dry season from November through March is influenced by an airmass (Tropical Continental (C.T.) Airmass) from the Sahara Desert (harmattan), bringing dusty and fair weather. In contrast, the wet season starts from April through October and is influenced by an Airmass (Tropical Maritime (M.T.) Airmass) originating from the Atlantic Ocean, bringing cloudy and rainy weather. The point at which these two airmass meet is termed Inter-tropical Discontinuity (ITD).

There are, however, wide variations in climate in different regions of the country, with relief being a significant factor. Seasonal mean temperatures throughout Nigeria are consistently over 20°C, with diurnal variations more pronounced than seasonal ones. Generally, temperatures are lower in the wet season than in the dry season and vary from the coast to inland areas. The wettest month in Nigeria is June in the south, and the most waterlogged area is the east coast, parts of which receive over 4000mm rainfall

annually. Regions along the coast in Southern Nigeria receive about 1800mm of rain annually, which decreases to about 500 to 1000mm in Northern Nigeria ((Nigerian Meteorological Agency, 2016). Kano and Lagos metropolises were selected because they are Nigeria's two most populated cities with diverse cultural attributes and religious beliefs. They both have distinct climatic features: Kano is located deep within the interiors and is influenced by its local steppe climate. In contrast, Lagos is located on a low-lying plain next to the Atlantic Ocean. The socio-economics differences are likely to affect residents' perception.

Kano metropolis is located in Northern Nigeria on latitude latitudes 11°25'N to 12°47'North of the Equator and longitude 8°22'E to 8°39'East of the Greenwich Meridian (NiMet, 2016). The climate is the Tropical wet and dry type, coded as Aw according to Koppen's classification, and the characteristics are typical of West African savannah. There are three distinct seasons based on temperature elements in Kano. A cold and dry season: It lasts from November to February. The mean monthly temperature is between 21 and 23° C with a diurnal range of 12-14°C. The harmattan winds prevail at this period. The period is followed by a hot and dry season from March to mid-May. The mean monthly temperature during this period is more than 300 C, and the daily range is up to 20° C (NiMet, 2016). The length of the season lasts from May to mid-September. The monthly average temperature during this period is about 25° C to 26°C with a daily minimum temperature of 20° C. Kano metropolis is typically very hot throughout the year, aside from December through February, when it is noticeably cooler. Nighttime temperatures are cold during December, January, and February, with average low temperatures ranging from 11° C to 14° C (Yakubu, 2010). The annual mean rainfall is between 800mm and 900mm, and variations in the annual mean values are up to ± 30% (Falola, 2002; Olofin, Nabegu, and Dambazau, 2008; Ibrahim, 2011). The rainy season has a moderate effect on temperature, which falls to the lowest in August with a mean monthly value of 24.5° C.

Lagos metropolis is located in Southern Nigeria. It lies approximately between latitudes 6°23'N and 6°41' North of the Equator and longitudes 2° 42'E and 3°42' 8°39'East of the Greenwich Meridian (NiMet, 2016). The Koppen's climate classification is the Tropical dry type/savannah, coded as Aw. Lagos experiences two rainy seasons: a long rainy season between April and July (the beginning of the rainy season and rain maximum) and a short rainy season

between September and November (the ending of the rainy season). The wet season has two yearly rainfall peaks: July and September. There is a brief, relatively short dry season in August (break: a short period of ceasing in the rain). However, "August break" is generally observed in the last two weeks of August. There is also a more extended dry season, from December to March. The period witnessed the dominant influence of the dry and dusty northeast winds and the 'harmattan' conditions. Monthly rainfall between May and July averages over 300mm, while in August and September, it is down to 75 mm, and in January, it is as low as 35mm. The primary dry season, between December and early February, is accompanied by harmattan winds from the Sahara Desert. The average temperature in January is 27°C (79°F), while in July, it is 25°C (77°F). On average, the hottest month is March, with a mean temperature of 29°C (84°F), while July is the coldest month (Nigerian Meteorological Agency, 2016).

3.2 Sampling method

The multistage sampling technique was employed to collect primary data that captured the residents' perceptions. The first stage involves the purposive selection of two of the six ecological zones in Nigeria. The two ecological zones selected were the Sudano-Sahelian and Forest regions. The metropolitan areas of Kano and Lagos are chosen from the respective ecological zones. These two metropolises were selected because they were the most populous in Nigeria. Information from the Kano State Urban Development Board and Lagos Metropolitan Master Plan indicated 130 and 224 residential neighborhoods in Kano and Lagos metropolises, respectively. 39 (30%) in Kano and 47 (21%) in Lagos metropolis were surveyed.

In the second stage, the selected residential neighbourhood was stratified into the existing low, medium, and high residential densities. The third stage randomly selects 19 and 27 quarters in high density, 10 and 10 quarters in medium density, and 10 and 10 quarters in the low density of Kano and Lagos metropolis, respectively. A breakdown of residential density showed that there were 290, 180, and 110 in the respective high, medium, and low densities of the Kano metropolis, while in the Lagos metropolis, there were 605, 315, and 210 in the respective residential densities. The fourth stage systematically selects one of every five streets in the different residential densities. Using this method, the chosen number of streets in the respective high, medium, and low densities of Kano were 58, 36, and 22, as well as 121, 43, and 42 in the Lagos

metropolis. The reconnaissance survey revealed that there were 1174 and 2661 buildings in the high density, 703 and 1318 buildings in the medium density, and 447 and 812 buildings in the low density of the selected streets of Kano and Lagos metropolis, respectively. In the fifth stage, the oldest member of the household (usually the father or mother) in one of every ten buildings in Kano and Lagos metropolises was surveyed. Nature informed the choice of oldest respondent because the information required on climate change can be better attended to by those who have had a long period of experience with weather patterns over decades in Kano and Lagos metropolises. Using this survey method, 117 and 266 buildings in high density, 70 and 132 buildings in medium density, and 45 and 81 buildings in the low density of Kano and Lagos metropolises, respectively, were surveyed. A total of 711 copies of the questionnaire were administered, while 412 were retrieved (approximately 58%), comprising 134 in the Kano metropolis and 278 in the Lagos metropolis. Information required related to residents' climate change beliefs, among others. An interpreter who understood both the English Language and the local dialect spoken in the selected residential densities of the respondents tried to explain the various classes of climate change beliefs to them in the appropriate mother tongue. It was to assist the people in each residential neighbourhood in the selected states from each ecological zone to respond to the question appropriately. Data were analyzed using cross-tabulation table, ANOVA, chi-square, and bivariate correlations.

The socio-economic determinants of the climate change beliefs were categorized and dummied for easy analysis. These were age (reported using Faniran et al. (2017) taxonomy, recoded and dummied to range from 0 to 2: 0 is youth (< 30 years), 1 is young adult (31-55 years) and 2 is adults (> 56 years)), gender (dummy coded as 0 = female, 1 = male); ethnicity (dummy coded as 0 = non-indigene, 1=indigene: Indigene of Northern of Nigeria (Kano) are mostly Hausa speaking while that of Southwest (Lagos) are predominantly Yoruba speaking); employment status (dummy coded as 0 = unemployed, 1 = employed), parental status (dummy coded as 0 = no children, 1 = with children), religious belief (dummy coded as 0 = not religious, 1 = religious: it is presumed that Northern part of Nigeria (Kano) are mostly Muslims dominated while that of South (Lagos) are generally Christians dominated). Highest level of education (dummied to range from 0 to 4, where 0 is no education/not reported, 1 is the primary certificate, 2 is the secondary certificate, 3 is the tertiary certificate, and 4 is post-graduate

certificate), and neighbourhood type (recoded and dummied to range from 0 to 2: 0 is high density, 1 is medium density and 2 is low density).

4. Results

As presented in Table I, the analysis of variance established that there were significant differences in age across the four classes of climate change beliefs in Kano ($F=2.650$, $p=.073$) and Lagos ($F=10.591$, $p=.000$) metropolises. The results showed that Climate believers (51.5%) and anthropogenic climate Sceptics (31.3%) dominated the Kano metropolis. In contrast, climate believers (52.2%) and undecided (30.2%) were the most prevalent in the Lagos metropolis. Similarly, the adults (older age) in Kano were more sceptical about both reality and human cause (90.0%; climate sceptics) and believed that climate change is occurring but not caused by human activity (59.5%; anthropogenic climate sceptics). However, in Lagos, the adults (older age) were more sceptical about reality and human cause (63.3%; climate sceptics). While young adults mostly believe that climate change is occurring but not caused by human activity (52.6%; anthropogenic climate sceptics). These findings agree with the study of Heath and Gifford (2006), that found that scepticism in climate change reality or its human causes is associated with older age.

As presented in Table I, significant differences were observed in the proportions of men and women in each class in Kano and Lagos ($\chi^2 = 5.699$ and $p = 0.050$) and Lagos ($\chi^2 = 18.531$ and $p = 0.000$) metropolises. The findings further showed that men are high climate sceptics (70.4%) and anthropogenic climate sceptics (63.6%). In comparison, women constituted most climate believers (53.7%) and undecided (52.7%) in the Kano metropolis. However, the proportion of women that were climate believers (68.6%), undecided (58.8%), and anthropogenic climate sceptics (56.3%) are in the majority, while men climate sceptics (59.1%) groups. The findings concur with the observations of Zelezny et al. (2000) and Korfiatis et al. (2004) that females are more environmentally concerned than males. Significant differences were observed in climate change beliefs in the demography of Kano ($\chi^2=21.257$, $P = 0.000$) and Lagos ($\chi^2= 32.938$, $P = 0.000$) metropolises. As such, the aggregated data established that anthropogenic climate sceptics were more dominant in Kano (57.5%) and Lagos (52.9%) metropolises. The Indigenes were sceptical regarding climate change reality and its human causes, with 63.4 and 81.8% indicating climate sceptics and anthropogenic climate sceptics beliefs in Kano and Lagos accounted

for 88.2% and 91.2% in the respective classes. These results are somewhat similar to the findings of Malka et al. (2009) that indigene is less likely to express climate change concern than non-indigene.

Regarding employment, we observed significant differences in proportions of unemployed and employed people across the four classes in Lagos ($\chi^2= 22.073$, $P = 0.000$) metropolis (Kano is not reported as it is not statistically significant). However, the anthropogenic climate sceptics (53.9%) and the undecided (52.5%) showed slightly higher unemployment levels than the two other classes in Kano. Findings show that the majority of the respondent in Lagos were employed with a more significant proportion across the climate believers (72.0%), the undecided (73.2%), anthropogenic climate sceptics (69.3%), and the climate Sceptics (60.0%) classes. This finding implies that most unemployed believe in the reality of climate change but not in its human cause and are also likely to be undecided. According to Table I, the chi-square test established a statistically significant difference in the percentage of respondents with children and those without across the four classes in Kano ($\chi^2 = 17.551$ and $p = 0.000$) and Lagos ($\chi^2 = 27.998$ and $p = 0.000$) metropolises. However, respondents with children accounted for a more significant proportion of climate believers (69.1%), the undecided (66.7%), and anthropogenic climate sceptics (51.2%) in Kano,

while the climate sceptics constituted about 78.6% of those without children. Findings also show that the majority of the respondent with children in Lagos accounted for a more significant proportion across the climate believers (70.4%), the undecided (73.7%), anthropogenic climate sceptics (81.8%), and the climate sceptics (78.9%), classes.

Furthermore, in terms of religious beliefs, no significant difference was observed across all four classes of climate change belief in Kano ($\chi^2= 0.038$, $P = 0.626$) and Lagos ($\chi^2= 0.502$, $p = 0.227$) metropolises. However, the proportions in the Muslim-dominated northern part of Nigeria (Kano) that are Climate Sceptics (72.7%) and Anthropogenic Climate Sceptics (86.6%) were in the majority. While in the Christian-dominated southern part of Nigeria (Lagos), proportions across the Climate Believers (41.9%), the Undecided (47.4%), Climate Sceptics (45.9%), and Anthropogenic Climate Sceptics (40.0%) were in the minority in all four classes. This finding indicates that most Muslims were sceptics regarding climate change reality and its human causes. It is because Muslims in the northern and southern parts of the country expressed denial that the climate is changing and disbelief in human causation despite the seasons of both parts of the country not being the same. Education attainment levels also differ.

Table I: Socio-economic Variables in the Study Areas across the Climate Change Belief Classes

	Kano				Lagos			
	A (%)	B (%)	C (%)	D (%)	A (%)	B (%)	C (%)	D (%)
Age	F= 2.650 and p =0.073*				F= 10.591 and p =0.000*			
Youth	39 (56.6)	2 (15.4)	-	7 (16.7)	37 (25.5)	12 (14.3)	10 (33.4)	5 (26.3)
Young Adult	13 (18.8)	11 (84.6)	1 (10.0)	10 (23.8)	29 (20.0)	31 (36.9)	1 (3.3)	10 (52.6)
Adult	17 (24.6)	-	9 (90.0)	25 (59.5)	79 (54.5)	41 (48.8)	19 (63.3)	4 (21.1)
Total	69 (51.5)	13 (9.7)	10 (7.5)	42 (31.3)	145 (52.2)	84 (30.2)	30 (10.8)	19 (6.8)
Gender	$\chi^2 = 5.699$ and $p = 0.050^*$				$\chi^2 = 18.531$ and $p = 0.000^*$			
Male	19 (46.3)	26 (47.3)	19 (70.4)	7 (63.6)	25 (31.4)	28 (41.2)	26 (59.1)	38 (43.7)
Female	22 (53.7)	29 (52.7)	8 (29.6)	4 (36.4)	54 (68.6)	40 (58.8)	18 (40.9)	49 (56.3)
Total	41 (30.7)	55 (41.0)	27 (20.1)	11 (8.2)	79 (28.4)	68 (24.5)	44 (15.8)	87 (31.3)
Ethnicity	$\chi^2=21.257$, $P = 0.000^*$				$\chi^2= 32.938$, $P = 0.000^*$			
Non-Indigene	7 (63.6)	4 (80.0)	15 (36.6)	14 (18.2)	23 (27.4)	10 (76.9)	4 (11.8)	13 (8.8)
Indigene	4 (36.4)	1 (20.0)	26 (63.4)	63 (81.8)	61 (72.6)	3 (23.1)	30 (88.2)	134 (91.2)
Total	11 (8.2)	5 (3.7)	41 (30.6)	77 (57.5)	84 (30.2)	13 (4.7)	34 (12.2)	147 (52.9)
Employment Status	$\chi^2= 0.375$, $P = 0.134$				$\chi^2= 22.073$, $P = 0.000^*$			
Unemployed	3 (27.3)	21 (52.5)	7 (53.9)	21 (30.0)	7 (28.0)	11 (26.8)	39 (30.7)	34 (40.0)
Employed	8 (72.7)	19 (47.5)	6 (46.1)	49 (70.0)	18 (72.0)	30 (73.2)	88 (69.3)	51 (60.0)
Total	11 (8.2)	40 (29.9)	13 (9.7)	70 (52.2)	25 (9.0)	41 (14.6)	127 (45.8)	85 (30.6)
Parental Status	$\chi^2 = 17.551$ and $p = 0.000^*$				$\chi^2 = 27.998$ and $p = 0.000^*$			
No Children	21 (30.9)	3 (33.3)	11 (78.6)	21 (48.8)	50 (29.6)	5 (26.3)	6 (18.2)	12 (21.1)
With Children	47 (69.1)	6 (66.7)	3 (21.4)	22 (51.2)	119 (70.4)	14 (73.7)	27 (81.8)	45 (78.9)
Total	68 (50.7)	9 (6.7)	14 (10.5)	43 (32.1)	169 (60.9)	19 (6.7)	33 (11.9)	57 (20.5)
Religious Beliefs	$\chi^2= 0.038$, $P = 0.626$				$\chi^2= 0.502$, $p = 0.227$			
Not Religious	12 (80.0)	9 (60.0)	6 (27.3)	11 (13.4)	90 (58.1)	40 (52.6)	20 (54.1)	6 (60.0)
Religious	3 (20.0)	6 (40.0)	16 (72.7)	71 (86.6)	65 (41.9)	36 (47.4)	17 (45.9)	4 (40.0)
Total	15 (11.2)	15 (11.2)	22 (16.4)	82 (61.2)	155 (55.8)	76 (27.3)	37 (13.3)	10 (3.6)
Education Attainment	$\chi^2 = 31.580$ and $p = 0.000^*$				$\chi^2 = 13.519$ and $p = 0.035^*$			
No Education/Not Reported	-	-	16 (44.4)	19 (59.4)	-	-	13 (68.4)	-

Primary Degree	-	1 (7.6)	12 (33.3)	11 (34.4)	7 (4.7)	11 (45.8)	1 (5.3)	12 (14.0)
Secondary Degree	3 (5.6)	3 (23.2)	6 (16.7)	2 (6.2)	22 (14.8)	3 (12.5)	3 (15.8)	22 (25.6)
First Degree	17 (32.1)	5 (38.4)	2 (5.6)	-	37 (24.8)	10 (41.7)	2 (10.5)	41 (47.7)
Post-Graduate Degrees	33 (62.3)	4 (30.8)	-	-	83 (55.7)	-	-	11 (12.7)
Total	53 (39.7)	13 (9.7)	36 (26.8)	32 (23.8)	149 (53.6)	24 (8.6)	19 (6.8)	86 (31.0)
Neighbourhood Type	$\chi^2= 11.033, P = 0.019^*$				$\chi^2= 15.939, P = 0.000^*$			
High Density	14 (51.9)	6 (50.0)	31 (60.8)	17 (38.6)	43 (61.4)	19 (59.4)	25 (45.5)	67 (55.4)
Medium Density	6 (22.2)	2 (16.7)	11 (21.6)	21 (47.8)	16 (22.9)	13 (40.6)	17 (30.9)	31 (25.6)
Low Density	7 (25.9)	4 (33.3)	9 (17.6)	6 (13.6)	11 (15.7)	-	13 (23.6)	23 (19.0)
Total	27 (20.1)	12 (9.0)	51 (38.1)	44 (32.8)	70 (25.2)	32 (11.5)	55 (19.8)	121 (43.5)

Note: Group A is climate believers; B is undecided; C is climate sceptics, and D is anthropogenic climate sceptic.

* Statistically significant difference at $p < 0.05$

The highest levels of education were associated with Climate Believers (62.3%); those without formal education expressed scepticism in terms of climate change reality and its human causes, with 44.4 and 59.4% representing Climate Sceptics and Anthropogenic Climate Sceptics, respectively, in Kano. A similar trend in Lagos revealed that those with the highest levels of education were associated with Climate Believers (55.7%), and the majority without formal education were associated with Climate Sceptics (68.4%). The finding suggests that those who believe in the reality of climate change and its human cause tend to be more highly educated than those without or with lower levels of education. In the neighbourhoods of Kano ($\chi^2=11.033, P =0.019$) and Lagos ($\chi^2=15.939, P =0.000$) metropolises, significant differences in the opinions expressed about the classes of climate change beliefs existed.

5. Discussion and Conclusion

To ascertain the distinct climate change beliefs, a survey was conducted on residents' perception of climate change in two of the largest metropolitan cities in the sub-Saharan Africa region. Beliefs about the reality of climate change and its anthropogenic cause were examined in Kano and Lagos metropolises to identify the core socio-economic variables that explain the beliefs of climate change believers and deniers. The study established scepticism regarding climate change reality or its human causes with older age. It supports the finding of Saroar and Routray (2010), who posited that older people are more worried about climate change. However, earlier studies by Hines et al. (1987) negate this assertion by stating that younger individuals hold environmentally friendly positions than older individuals. Hence, it is clear that age influences the level of perception of climate change, but it is difficult to set with certainty whether the correlation is positive or negative. It suggests that environmental education and awareness initiatives that will shape people's beliefs and concerns must be broadened to all population segments if mitigation and adaptation are achieved.

Similarly, the study established that females are more associated with believing in climate change reality and its human causes than males. It supports previous findings showing that females tend to be more environmentally concerned than males (Korfiatis et al., 2004; Zelezny et al., 2000). Semenza et al. (2008) found that women in both Portland and Houston were significantly more concerned about climate change. In a Nigerian context, this perception pattern reflects that women are more vulnerable to climate change, given their homemakers' role in society, which forces them to interact with the environment directly.

The findings establish that those with higher educational qualifications were climate believers, compared to those without or lesser educational qualifications that are sceptic of climate change reality and its human. The results presented here are generally in accord with the prevailing global evidence, suggesting that individuals with high levels of education are more likely to be aware of climate change in Africa (Acquah, 2011; Hasan and Akhter, 2011; Olajide et al., 2011; Adebayo et al., 2013). Results in developed countries showed that educated individuals are more environmentally concerned and attribute greater importance to biocentric orientations than less educated individuals (Hines et al., 1987; Olofsson and Öhman, 2006). These assertions that educated individuals can obtain, process, utilize, understand, and interpret climate change information, which in turn shapes their perceptions of beliefs. The finding indicates that Muslims in Kano and Lagos expressed denial of climate change and disbelief in human causation despite experiencing different seasons. The results supported the notion that religion could have clouded these residents' minds, causing lean interest in the information that could have scientific persuasions. Thus, their belief that nothing can happen without God's permission and that prayers can mitigate climate change is understandable as they attracted no cost. This study has shown that religion influenced residents' perspectives on climate change reality and causation.

The study submitted that many Lagos metropolis hold neutral-to-high beliefs about climate change and its anthropogenic cause. In contrast, residents of the Kano metropolis were more anthropogenic skeptics-to-believers in the reality of climate change. These findings suggest that, although climate change believers and deniers differ in particular socio-demographic variables, age, parental status, and education significantly enhanced perception in Lagos and Kano metropolis. Thus, perception and beliefs of climate change in other climate belts of Nigeria must be studied and understood to generalize perceptions or beliefs in Nigeria. The results can inform the government's policies against or support sceptics' beliefs based on socio-economic variables. It will also guide residents in adapting or mitigating climate change effects. However, belief in climate change should be considered when considering the causal variables of climate change because some beliefs are attributable to issues beyond anthropogenic factors, while some are and can be mitigated. The study recommends that efforts should be made to organize workshops and disseminate information through formal and informal channels (radio and television programmes, community leaders, among others) that residents prefer sourcing information. Besides, incorporating local dialect will bring about effective utilization of research findings as the technicalities of scientific results will be explained to the understanding of the residents. An advantage of this giving back is that it gives a sense of fulfillment/achievement when residents know they were part of a process that brought solutions to the communities. Also, it will keep the residents in a better frame of mind to be more receptive to future researchers. Based on socio-economic status, the results can be used to determine the government's actions against or in support of residents' beliefs.

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Drivers of the Transition from Residential to Commercial Land Use in Akure, Nigeria

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Abstract. This research investigated the factors driving the transition from residential to commercial land use within the central Area of Akure, Nigeria. Data were gathered through structured questionnaires distributed to 220 property owners and tenants in the study zone and 25 active Estate Surveying and Valuation firms in Akure, as identified in the Nigerian Institution of Estate Surveyors and Valuers directory for the year 2022. The collected data underwent analysis employing the discriminant function analysis method. The findings from this study pointed to the significant role of property value exploitation (with a standardized canonical discriminant function coefficient of 0.634) as the primary predictor of land use changes. Government policy (-0.630) and considerations of the highest and best use of properties (-0.575) also exhibited notable influences, as indicated by their standardized coefficients in the discriminant function analysis. As a result of these findings, it is recommended that the government capitalizes on the investment potential of this transformation to enhance its internally generated revenue. Additionally, urban planning authorities should devise strategies to regulate and accommodate the expansion of the city's core area.

Keywords: Land Use Change, Government Policy, Commercial Land Use, Estate Surveyors and Valuers

1. Introduction

It is a prima facie fact that land forms the bedrock for all human activities and development, always dangling within the varying man's needs and decisions (Adegunle, Fateye, and Agbato, 2016). However, land is fixed in supply, resulting in competition between various land uses. According to Roger (2012), 'humans are likely the premier geomorphic agent currently sculpting earth's surface due to its numerous activities.' With various land

uses, the landscape is modified and commonly degraded by several human activities; mining, infrastructure expansion, and urban development are obvious ones with consequent results on urban land use. Prince and Florence (2013) further described land use change as analyzing the relationship between man and land. Thus, with the hope of meeting current economic realities, change in land use becomes inevitable to achieve socio-economic satisfaction and exploit prevailing opportunities availed by land use dynamism.

Land use dynamism is a function of urban transformation as there have been changes over time on land from crop-land, pastures, and forests to various planned and zoned urban developments. Land use changes are, therefore, closely associated with urban development. According to Arshad and Shabab (2012), urban transformation is where land use changes are observed at different periods; such land is in a continuous state of transformation due to various natural and artificial processes resulting from land use changes. Emmanuel and Wan Zahari (2016) noted that changes in urban land use in any society and country are inevitable irrespective of the genesis and nature of the changes because such changes are part of urban growth and transformation required for the development of the society. Increased migrations, urbanization, and population surges have resulted in a general increase in the demand for land in urban centre around the globe, resulting in competition for various land uses in most urban centers.

According to Goertz, Shortle, and Bergstrom (2005) and Emmanuel and Wan Zahari (2016), land use reflects and defines both where economic activity takes place and where and how communities develop. These economic activities include but are not limited to residential, commercial, public, recreational, industrial, and circulation or transport land use. The

growth of urban centers requires space for expansion to accommodate the population and other urban land uses. This has resulted in increasing competition and demand for land among the growing population of urban centers and, as a result, changes in land use. The continual transformation of land from one service to the other is always initiated by urbanization (Ogunleye, 2005).

According to Yuri (2005), Ayotaminu, Gobo, and Owei (2010), Gbadamosi and Ibrahim (2013), and Adegunle *et al.* (2016), several factors influence land use changes, some of which include the need for enhanced use of the land; the interplay between the force of demand and supply; planning regulations; complementary use; infrastructural facilities; accessibility; population size; rent; circulation network where the impacts of the resultants increase in land uses have been attributed to traffic congestion; housing shortage; pressure on existing infrastructural facilities; increase in rent; high crime rate and poor road network.

Against this background, this research is poised to study land use changes at the city core of Akure to take advantage of urban land use potential. Since the creation of Ondo State in 1976, Akure has undergone tremendous development, which ranged from physical, population, and social constituents, which had led to land use changes with its resulting impact on the interaction between the various land uses.

2. Literature Review

It is almost unanimously accepted that there are two main categories of land use change: bio-physical and socio-economic factors (Turner, Skole, Sanderson, Fischer, Fresco, and Leemans, 1995). The bio-physical factors include characteristics and processes of the natural environment, such as weather and climate variations, landforms, topography, volcanic eruptions, plant succession, soil types and processes, drainage patterns, and availability of natural resources.

The socio-economic factors comprise demographic, social, economic, political and institutional factors and processes such as population and population change, industrial structure and change, technology and technological change and the related policies and rules, values, and norms. The bio-physical drivers usually do not cause land use change directly; they do cause land-cover change, which may influence land owners/managers (e.g., no farming on marginal lands).

Several researches have been conducted on factors influencing land use changes. Raharjo (2005) identified the factors influencing changes in land use as neighbourhood characteristics, accessibility, government policy, exploitation of property value, the low capability of the municipality and local administrative officer in the development plan, and control and loss priority of municipality program for inner City revitalization especially for the residential Area.

Egbenta (2010) analyzed residential land use change in Enugu by using administered questionnaires on property owners and renters in Enugu who had changed the use of their buildings from the original service. The study used simple percentages and tables for its data analysis. It revealed that profit maximization arising from the increasing demand for commercial uses and the obsolescence of residential buildings due to physical ageing contribute to increased commercial land use in Enugu.

Lamparte, Riveira, and Maseda (2010) analyzed the factors that determine the evolution of land use in small urban settlements on the north coast of Galicia, Spain. The study analyzed secondary data collected from land use maps between 1995 and 2003 using spatial metrics and logistic regressions on several variables affecting land use changes. It revealed, among other things, that the growth of commercial land uses is influenced exclusively by a well-communicated district and accessibility.

Asamoah (2010) put forward that commercial land use predominates among other land uses in Kumasi owing to the impact of urbanization. As a result, the Town and Country Planning Department has rezoned the City into a residential cum commercial zone.

3. Methods

This study employed a mixed-methods research design, targeting the owners and occupiers of properties in the selected areas and the practising estate firms in Akure, given their roles as property managers and their awareness of land use changes. Considering the small population size (200 or less), the study adopted a total census approach, in line with Israel (2002) recommendation that it is appropriate for small populations. Purposive sampling was utilized to encompass the entire target population.

A structured self-administered questionnaire was designed and employed to collect the necessary data for addressing the study objectives. The

collected data were subjected to analysis using discriminant function analysis, and the mathematical model is expressed as follows:

$$D = b_0 + b_1X_1 + b_2X_2 + b_3X_3 + b_4X_4 + \dots + b_nX_n \dots \text{Eqn 1}$$

Where D = Discriminant score.

$b_0, b_1, b_2, b_3, \dots, b_5$ = Discriminant coefficients.

X_1 = neighbourhood characteristics

X_2 = accessibility.

X_3 = exploitation of property values

X_4 = inner City revitalization.

Table 1: Operationalization of Variables for the Discriminant Function Analysis.

Definition of Variables	Code	Measurement
<u>Dependent Variable</u>	Usechge	1 (Yes), 0 (No)
Land Use Changes		
<u>Independent Variable</u>		
Neighborhood Characteristics	Neigh	1 (important), 0 (less important)
Accessibility to property	Access	1 (easily accessible), 0 (Otherwise)
Exploitation of Property Values	Pptyval	1 (High property value), 0 (Otherwise)
Inner City Revitalization	Cityrev	1 (important), 0 (less important)
Urban Transformation	Urbntrs	1 (Significant), 0 (otherwise)
Governments Policy	Gvtplyc	1 (favorable), 0 (not favorable)
Availability of Market	Markt	1 (Available), 0 (Not Available)
Profit Maximization	Prft	1 (Higher Profit), 0 (Otherwise)
Highest and Best Use	Use	1 (High), 0 (Otherwise)
Obsolescence of Building	Build	1 (Good Condition), 0 (Otherwise)
Investment Potentials	Ivstmnt	1 (High), 0 (Otherwise)
Availability of infrastructure / Utilities	Infrast	1 (Available), 0 (Not Available)
Agglomeration of business activities	Business	1 (favourable), 0 (not favourable)
Planning Regulations	Planreg	1 (Available), 0 (Not Available)
Ease of property management	Pptymgt	1 (Easy), 0 (Otherwise)
Population of occupants	Poplatn	1 (High), 0 (Otherwise)
Prevalent land use	Landuse	1 (Commercial), 0 (Otherwise)
<u>Security and Safety</u>	Security	1 (Available), 0 (Not Available)

Source: Author's Compilation, 2023.

4. Result and Discussion

Data collected for the study were primary data from the owners /occupiers of properties in the selected areas, the practicing Estate Surveying and Valuation firms in Akure because they are managers of the properties and are aware of land use changes.

4.1 Analysis and Presentation of Results.

4.1.1 Questionnaire Distribution.

During the research, data collected for the study were through questionnaires administered to the target population that comprised owners /occupants of properties in the selected areas and practicing Estate Surveying and Valuation firms in Akure. The results were analyzed and presented in Table 2.

Table 2: Number of Questionnaires Administered and Retrieved

Respondents	Area	Number distributed	Number Retrieved	Percent
Owners/ Occupants	Oba-Adesida Road	102	91	89.21
	Arakale Road	118	104	88.14
Estate Surveying and Valuation firms in Akure.		25	22	88.0
<i>Total</i>		<i>245</i>	<i>217</i>	<i>88.57</i>

Source: Field Survey, 2023

Table 2 shows that 102 and 118 questionnaires were distributed to the owners /occupants of properties in the selected areas of Akure consisting of Oba-Adesida Road and Arakale Road, respectively. Copies of the questionnaire retrieved were 91(89.21%) for Oba-Adesida Road and 104 (88.14%) for Arakale Road. Twenty-two (22) copies of the questionnaire out of the twenty-five (25) copies administered to the practising Estate Surveying and Valuation firms in Akure were also retrieved, representing 88.0%. Generally, 217 (88.57%) out of the 245 total administered questionnaires on the target populations were retrieved. This suggests a high response percentage, thus giving sound footing for further analysis.

Table 3: Factors Responsible for Choice of Arakale or Oba-Adesida Road

Factors Responsible For Choice of Arakale or Oba-Adesida Road	Oba-Adesida Road			Arakale Road		
	Mean	Std. Dev	Rank	Mean	Std. Dev	Rank
Proximity to the central market.	4.6484	.56517	2 nd	4.4615	.50093	5 th
Inheritance practice in the Area.	3.6154	1.15248	9 th	2.1538	.86764	12 th
Indigeneity of property owners.	3.2747	.63361	11 th	2.2308	.80328	11 th
Proximity to the police station.	2.3736	1.03975	14 th	1.6923	.60863	14 th
Proximity to the road.	4.5934	.57693	3 rd	4.5385	.50093	4 th
Condition of road.	3.3736	.64375	10 th	3.0000	.88131	9 th
Government Zoning policy.	4.2747	.74634	5 th	4.6923	.46377	3 rd
Access to regular electricity.	3.1099	.80898	12 th	2.0000	.68266	13 th
Nearness to place of residence.	4.4066	.69886	4 th	4.2308	1.25590	8 th
Financial power to pay for space.	4.0989	.78958	6 th	4.3077	.91457	6 th
Type of commercial property, i.e., modern or old building.	3.6374	.90082	8 th	4.3077	.60863	6 th
Condition of commercial property.	3.8022	.76332	7 th	4.7115	.70605	2 nd
Profit maximization potential.	4.8571	.35187	1 st	4.8462	.36255	1 st
Availability of waste disposal system.	2.6374	.92516	13 th	2.8462	.77296	10 th

Source: Field survey, 2023.

The results in Table 3 analyze the respondent's opinions on the factors responsible for choosing their respective areas. The results have been presented and ranked for better meaning and interpretation of the research. The study revealed, as shown in the table above that the significant factors influencing the choice of the selected areas are majorly related to profit maximization potential, which was ranked first by the areas with mean scores of 4.8571 and 4.8472, respectively. The occupants along Oba-Adesida Road further considered factors such as proximity to the market (4.6484), proximity to the road (4.5934), nearness to place of residence (4.4066) and government zoning policy (4.2747) which was ranked 2nd, 3rd, 4th and 5th respectively. The occupants along Arakale Road, on the other hand, opined the condition of the commercial property (4.7115), government zoning policy (4.6923), proximity to the road (4.5385) and proximity to the central market (4.4615), which were ranked 2nd, 3rd, 4th and 5th respectively.

4.1.2 Discriminant Function Analysis.

The identified factors responsible for land use changes were subjected to Discriminant function analysis to discern the factors and group them in order of priority as they influence land use changes.

Table 4: Case Processing Summary of Discriminant Function Analysis

Unweighted Cases		N	Percent
Valid		195	100.0
	Missing or out-of-range group codes	0	.0
Excluded	At least one missing discriminating variable	0	.0
	Both missing or out-of-range group codes and at least one missing discriminating variable	0	.0
	Total	0	.0
<i>Total</i>		<i>195</i>	<i>100.0</i>

Source: Field Survey, 2023

Table 4 shows that 100.0% of the distributed questionnaires were valid enough for the Discriminant analysis. Therefore, the entire 195 cases were used for the study.

Table 5: Eigen Values of Discriminant Function Analysis

Function	Eigenvalue	% of Variance	Cumulative %	Canonical Correlation (R)	(R) ² %
1	2.353 ^a	100.0	100.0	.838	70.22

a. First, one canonical Discriminant function was used in the analysis.

Source: Field survey, 2023

Table 5 of Eigenvalues provides information on each of the Discriminant functions produced and the efficacy of the Discriminant function. The maximum number of Discriminant functions produced is the number of groups minus 1. Two groups were used based on the locations examined (Oba-Adesida Road and Arakale Road), and one function was displayed. The canonical correlation is the multiple correlations between the predictors and the Discriminant function. It is interpreted as being the proportion of Variance explained (R²). The canonical correlation of 0.838 for Function 1 suggests the model explains 70.22% of the variation in the grouping variable, whether the owner/occupants of Oba-Adesida Road and Arakale Road give the land use change opinion.

Table 6: Wilks' Lambda of Discriminant Function Analysis

Test of Function(s)	Wilks' Lambda	Chi-square	Df	Sig.
1	.298	222.639	18	.000

Source: Field Survey, 2023

Wilks' Lambda indicates the significance of the Discriminant functions and provides the proportion of total variability not explained. It is the converse of the squared canonical correlation shown in the preceding table. The smaller the Lambda for an independent variable, the more that variable contributes to the Discriminant function. Lambda varies from 0 to 1, with 0 meaning group means differ (thus the more the variable differentiates the groups), and one meaning all group means are the same.

The canonical correlation and the smaller value of Wilks' Lambda in Table 6 indicated a more significant discriminatory ability of the function. In addition, the chi-square statistic value showed that the Discriminant functions better at separating the two groups of respondents: owners/occupants of selected properties along Oba-Adesida Road and Arakale Road. In Table 5, function 1 indicates a significant function (p<.000) and provides the proportion of total variability not explained, i.e., the converse of the squared canonical correlation gives 29.8%. Hence, since p<.05, it can be concluded that the model is a good fit for the data.

The standardized canonical Discriminant function coefficients in Table 7 provide an index of the importance of each predictor like the standardized regression coefficients (beta) did in multiple regression. The sign indicates the direction of the relationship, whether positive or negative. The variables with the more significant coefficients stand out as those that strongly predict allocation to the group.

Table 7: Standardized Canonical Discriminant Function Coefficients of Discriminant Function Analysis.

	Function
	1
Neighbourhood Characteristics	.408
Accessibility	.282
Exploitation of Property Values	.634
Inner City Revitalization	.096
Urban Transformation	-.254
Governments Policy	-.630
Availability of Market	-.351
Profit Maximization	.281
Highest and Best Use	-.575
Obsolescence of Building	.061
Investment Potentials	.396
Availability of infrastructure / Utilities	-.355
Agglomeration of business activities	-.082
Planning Regulations	-.253
Ease of property management	.195

Population of occupants	.419
Prevalent land use	.498
Security and Safety	.200

Source: Field Survey, 2023

Table 7 revealed that in Function 1, exploitation of property value (0.634) was the strongest predictor of land use changes, followed by government policy (-0.630) and highest and best use (-0.575). This means that they were the most successful predictors of land use changes along Oba-Adesida Road and Arakale Roads.

Table 8: Tests of Equality of Group Means of Discriminant Function Analysis

	Wilks' Lambda	F	df1	df2	Sig.
Neighborhood Characteristics	.958	8.497	1	193	.004
Accessibility	.916	17.801	1	193	.000
Exploitation of Property Values	.785	52.792	1	193	.000
Inner City Revitalization	.920	16.858	1	193	.000
Urban Transformation	.944	11.359	1	193	.001
Governments Policy	.854	33.076	1	193	.000
Availability of Market	.906	19.985	1	193	.000
Profit Maximization	.958	8.497	1	193	.004
Highest and Best Use	.947	10.701	1	193	.001
Obsolescence of Building	.972	5.572	1	193	.019
Investment Potentials	.895	22.720	1	193	.000
Availability of infrastructure / Utilities	.897	22.187	1	193	.000
Agglomeration of business activities	.960	7.994	1	193	.005
Planning Regulations	.934	13.600	1	193	.000
Ease of property management	.940	12.272	1	193	.001
Population of occupants	.924	15.789	1	193	.000
Prevalent land use	.937	13.070	1	193	.000
Security and Safety	.781	54.040	1	193	.000

Source: Field survey, 2023

Table 8 provides an insight into the relative contribution of each variable. All the variables were significant from the table at a p-value of 0.000 ($p < 0.05$). Wilk's lambda function indicated that security and safety best discriminate between the groups, followed by exploiting property values. This also agrees with the ranking by the structure matrix in Table 9.

Table 8 also provides the relative importance of the predictors. It shows the correlations of each variable with the Discriminant function. These Discriminant loadings serve as factor loadings in factor analysis. Identifying the most significant loadings for each Discriminant function gives an insight into how to name each function.

Table 9: Structure Matrix of Discriminant Function Analysis

	Function
	1
Security and Safety	.345
Exploitation of Property Values	.341
Governments Policy	-.270
Investment Potentials	.224
Availability of infrastructure / Utilities	-.221
Availability of Market	.210
Accessibility	.198
Inner City Revitalization	.193
Population of occupants	.186
Planning Regulations	-.173
Prevalent land use	.170
Ease of property management	.164
Urban Transformation	.158
Highest and Best Use	-.153
Neighborhood Characteristics	.137
Profit Maximization	.137
Agglomeration of business activities	.133
Obsolescence of Building	.111

We pooled within-group correlations between discriminating variables and standardized canonical Discriminant functions. The absolute size of correlation within function orders variables.

Source: Field survey, 2023.

Structure matrix correlations are mainly employed because they are more accurate than the Standardized Canonical Discriminant Function Coefficients. The structure matrix shows the correlations of each variable with each Discriminant function. The researcher gains insight into naming each function by identifying the most significant loadings for each Discriminant function. Here, security and safety, exploitation of property values, government policy, investment potentials, availability of infrastructure/utilities, and availability of market suggest the factors influencing land use changes as the function that discriminates between land use changes in the two selected areas. The Canonical Discriminant Function Coefficient in Table 9 shows the unstandardized coefficients (b) used to create the discriminant function (equation). It operates just like a regression equation.

Table 10: Canonical Discriminant Function Coefficients of Discriminant Function Analysis

	Function
	1
Neighborhood Characteristics	1.082
Accessibility	.782
Exploitation of Property Values	1.450
Inner City Revitalization	.225
Urban Transformation	-.693
Governments Policy	-1.424
Availability of Market	-.752
Profit Maximization	.744
Highest and Best Use	-1.385
Obsolescence of Building	.138
Investment Potentials	.968
Availability of infrastructure / Utilities	-.824
Agglomeration of business activities	-.232
Planning Regulations	-.794
Ease of property management	.801
Population of occupants	.884
Prevalent land use	1.280
Security and Safety	.488
(Constant)	-2.138

Unstandardized coefficients

Source: Field Survey, 2023

The canonical Discriminant function coefficient table contains unstandardized coefficients (b), which are used to create the equation. The Discriminant function coefficient b indicates the partial contribution of each variable to the Discriminant function controlling for all other variables in the equation. They can be used to assess each independent variable's unique contribution to the Discriminant function and provide information on each variable's relative importance.

From Table 8, the Discriminant equations can be created as:

Factors influencing Land use changes = f (Neigh + Access + approval + Cityrev + urbntrs + gvtplcy + markt + prft + use + build + ivstmnt +infrast + business + planreg + pptymgt + poplatn + landuse +securty + constant) ----- (vii)

Factors influencing Land use changes = (1.082 x neighbourhood characteristics) + (0.782 x Accessibility) + (1.450 x exploitation of property values) + (0.225 x inner City revolution) - (0.693 x urban transformation) - (1.424 x government policy) - (0.752 x availability of market) + (0.744 x profit maximization) – (1.385 x Highest and best use) +

(0.138 x obsolescence of building) + (0.968 x investment potentials) – (0.824 x availability of infrastructure/utilities) – (0.232 x agglomeration of business activities) – (0.794 x planning regulations) + (0.801 x ease of property management) + (0.884 x population of occupants) + (1.280 x prevalent land use) + (0.488 x security and safety) – 2.138 ----- (viii)

5. Conclusion

The study assessed land use changes in Akure City core to maximize urban land use potentials. Land use change no doubt exists at the City core, as revealed in the research. Akure's existing land use types have changed dramatically from 1993 to 2023 from their original size and coverage. The analysis showed that 1993 residential land use dominated Akure City core until 2003. Significantly, between 2010 and 2023, commercial land uses had a relatively steady increase compared to the decades before. The dominant land use change is commercial land use, which has penetrated and invaded the traditional setting of the City core by displacing its preceding predominant residential land use - land use succession is underway.

It was also established that most land use changes from residential to commercial land uses are driven by profit maximization potentials, proximity to market, proximity to the road, nearness to place of residence, government zoning policy, and commercial property condition. The study showed that land use changes are inevitable in the Akure City core area, but these changes within are strictly regulated.

6. Recommendations.

Based on the above findings, the following recommendations are put forward:

- Land use changes as part of determinants of property values must be examined and understood by Estate Surveyors and Valuers in determining property values.
- No doubt, the investment potentials of the Core area are enormous; the Government could tap into this and increase its Internally Generated Revenue.
- The Ministry, saddled with planning, should leverage the findings of this study and plan to control and accommodate the growth of the City core.
- The State's Planning agency could also regulate the pattern of land use changes within the Core area.

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Impact of Socioeconomic Background of the Niger Delta Militants on Environmental Degradation

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Abstract. Niger delta region is one of the most environmental impacted region in Nigeria. This is due to the activities of oil pipeline vitalization activities by the Niger delta militants in the region. To a great level, environmental degradation caused by the militant youths in the region constitutes a serious problem. It is against this background that researcher tries to find out the relationship between the educational levels of the militants, their environmental awareness and it effects on oil pipeline vandalism in the region. The study employed descriptive statistics to analyze to the data collected from 300 responded. The study found that, majority of the militants are young men; significant number of them are educated; majority number of the militants are aware of the negative environmental impact of vandalism. The study recommended the need for federal government amnesty program to be more inclusive and the need for government to promote employment opportunities among the youth in the region. Equally, to enforce environmental laws to protect the environment.

Keywords: Socioeconomic, Militancy, and Environmental Degradation.

1. Introduction

One of the major areas that is receiving global attention today is the environment. The Niger delta region of Nigeria is one of such areas that is not new to environmental degradation since oil was discovered and exploited for commercial purposes in 1958. A leading source pollutants in the region apart from oil exploitation is pipeline vandalism. This study is looking at the relationship between the environment and socioeconomic background of the militants in the region. Studies have shown that there exist to a certain levels environmental awareness among the respondents yet for years the region continued to suffer from environmental degradation

as a result of pollution from oil spillage as a result of pipeline vandalism.

Although in many different parts of the world where petroleum products are produced or transported, oil spillage is a major concern and all efforts were put in place to protect the environment (Schmidt-Etkin 2011). Evidence has shown that, oil pipeline vandalism is much less common in all parts of with the exception of the Niger delta region (ITOPF 2014). These areas include the Middle East, Europe, America, Asia and of course Africa and much has been achieved over the years. However, much still needs to be done in the Niger delta because the problem seems to be different from the rest of the world. This study therefore seeks to find out the relationship between the socioeconomic background of the Niger delta militants and environmental degradation in the region.

2. Theoretical and Empirical Literature Review

Number of attempts have been made by theories to provide a link between crime and deviant behavior. It is also argued that, causes of deviants' behavior must be sought in deviant factors and situations that determined such behavior. The relation between education and crime has also been generally treated within this framework (Ehrlich1975). On the other hand, a study by Harlow (2003) shows a strong relationship between education and crime. The results from his study of inmates in the United States of America revealed that, 75% of state and 59% of federal prison inmates in 1997 don't have a diploma.

Evidences from other studies also revealed that, higher educational attainment have significant impact on education and crime (Lochner 2020). It also promotes savings and reduce poverty levels among the youth and reduction in property crime (Lochner and Moretti 2004). In addition, educational policies

designed to promote schooling in crime-prone areas or groups are likely to yield the highest benefits from crime reduction (Deming 2011). Furthermore, an improved educational attainment and enhanced wages and jobs opportunity can bring reduction in crime in men. However, this is not the case for women. Also Hjalmarsson and Lochner (2012) pointed out that, there's a growing evidence that, policies designed to increase educational attainment and improve school quality can significantly reduce the rates of crimes. Also see (Lochner 2012).

On the other hand, the rate of crime is found to be positively correlated with inequality in between regions, but negatively correlated with the level of education. Furthermore, it is also observed that crime rate is positively and significantly related with the level of unemployment and inflationary rates; unemployment rate, as well as inequality in consumption and employment between the rural and urban sectors. The results lend strong support to Merton's theory and Marxian theory. However, the rational choice theory is not supported (Tsun and Wu 2014).

While studies by Anifowose, Lawlar, Horst and Chapman (2012) suggest the existence of a strong

evidence of negative correlation between pipeline interdiction and poverty which suggests that poverty tends to reduce as interdiction increases. Surprisingly more affluent regions witness more interdiction.

3. Research Methodology

The objectives of the study are to find out if there is a relationship between environment and the socioeconomic background of Niger delta militants. The study used descriptive statistics to analyze the primary data collected from the respondents who were selected through convenience sampling technique.

4. Results and Discussions

The results were obtained from data collected from the respondents in the Niger delta region for this analysis. Results from the descriptive statistics where the respondents were asked set of questions relating to environmental issues and their awareness about the significance of environment through a structured five (5) Likert-scale options 1-5: Strongly Disagree=1; Disagree=2; Disagree=3; Agree=4 and Strongly Agree=5, respectively. See table 1.1

Table 1.1: Descriptive Statistics Results: Background of the Respondents.

Variable	Frequency	Percent	Mean	SD	Min.	Max.
Age			30.486	9.366	18	65
18 – 30 years	191	63.7				
31 – 40 years	66	22.0				
41 – 50 years	27	9.0				
51 and above	16	5.3				
Education of the respondents			3.81	1.233	1	5
No formal Education	14	4.7				
Primary school	42	14				
Secondary school	52	17.3				
Diploma/NCE	72	24				
University	120	40				
Income Groups			₦122,790	₦124,408	₦5,000	₦700,000
₦5,000 – ₦100,000	188	62.7				
₦101,000 – ₦200,000	67	22.3				
₦201,000 – ₦300,000	16	5.3				
₦301,000 – ₦400,000	14	4.7				
₦401,000 – ₦500,000	11	3.7				
₦501,000 – ₦600,000	2	.7				
₦601,000 – ₦700,000	2	.7				
Environmental awareness			3.8587	.52771	1	4
not important	5	1.9				
not very important	6	2.2				
rather important	11	4.1				
very important	247	91.8				
Benefitted from amnesty			.47	.686	0	4
not benefitted	184	61.30				
Benefitted	116	38.70				
Benefitted from amnesty			.42	.848	0	4

	218	72.1
not benefitting		
Benefitting	82	27.9

Source: Analysis, 2022

From table 1.1, the respondents age groups are classified in to main categories, the first category is made up of respondents between the age of 18 – 30 years 191 (63.7%). This category made up the group in the four categories, because majority of the militants groups are youths the second category are from the ages of 31 – 40 (66 22%). The third category are from 41 – 50 (27 9%). The last group are from the ages of 51 and above they are made up of (16 5.3%).

The results from the respondents’ educational background shows that a large number of them are educated. This is an indication that most militants in the Niger delta had basic education. The outcome of the results is not surprising because basic education is made compulsory under the universal basic education (UBE) in Nigeria and is free for all. In addition, this study requires people who can read and write to be able to understand the concept of the study and the questionnaire. Equally, 4.7% of the respondents can speak and write in English which they learned through informal education. This is understandable because the region speaks pigin (local English) English predominantly. While 14% had primary education and couldn’t go beyond that level due to some socioeconomic factors that makes it difficult for them to further their education. While 17.3% have secondary school certificate. 24% have Diploma/NCE, while the 40% have university education.

Despite the results from literature showing positive relationship between educational attainment and fall in crime and vandalism related problems, this study shows the reverse. This is because, the militants considered pipeline vandalism as a means of protest against the government and oil companies, equally for economic benefits and to finance their struggle.

While the results from the respondents’ income groups are classified into seven categories: the first group comprises respondents with income from ₦5, 000 – ₦100, 000. The minimum income for a family is ₦5, 000 which was approved as welfare package for less privilege, while the national minimum salary is ₦18, 000. This group made up 62.27 % of the respondents. The second group is made up respondents with income from ₦101, 000 – ₦200, 000 they made up 22.3%. The third group is made up of respondents with income levels ₦201, 000 –

₦300, 000 they made up 5.3%. The forth group is made up of respondents with income group of ₦301, 000 – ₦301, 000 – ₦400, 000 made up 4.7%. The fifth group is made up of respondents with income levels of ₦401, 000 – ₦500, 000 they are 3.7%. The sixth group is respondents with income level of ₦501, 000 – ₦600, 000 with 0.7%. The seventh group are respondents under the income levels of ₦601, 000 – ₦700, 000 with 0.7% of the respondents respectively. Income levels of the respondents is very important in the study as it influences the behaviour of the respondents in environment decision making.

Equally, the results on environmental awareness on the other hand, tried to assess the respondent’s levels of environmental awareness. Considering that it’s among major problems facing the Niger delta region. The respondents were asked about their environmental awareness in relation to, erosion & flood, air pollution, oil spillage, climate change and loss of fauna & flora. The statistical results on table 3 shows rating of 4-1, which indicates environmental issues from; very important, rather important, not very important and not important respectively. 91.8% of the respondents considered environmental issues very important, 4.1% rather important, 2.2% not very important and 1.9% not important respectively. From the statistical analysis, it’s clear that the respondents have adequate awareness about the environment they live in despite carrying out series of on oil pipelines. However, many in the region believes their actions is part of the struggle to emancipate their region from oil exploitation (Omotola 2009; Orogun 2010).

The result also found out that 61.30% family members in the study area have not benefitted from the amnesty programme. While 38.70% family members have benefitted from the amnesty programme. The low number of beneficiaries is one of the shortcomings of the programme. Therefore, from this finding it is expected that there is likelihood for increase in vandalism.

Equally, the number of family members currently benefiting from the programme showed 72.1% are not benefiting, while 27.9% family members are found out to be currently benefiting from the amnesty programme.

The perception analysis is presented to provide an insight into the respondents’ views that their environment which trigger the need for valuation. It

also analyses the respondents' perception about the importance of the environment and the need to save the environment from pollution, degradation and the need to embrace amnesty and peace in the Niger delta region.

5. Conclusion

The study concludes that traditional believe among Niger delta militants has it that, female participation in vandalism is not allowed (Oriola 2012). The results from both statistical analysis shows that in both studies young men constitute the majority in carrying out vandalism. It can also be concluded that despite understanding the environmental effects of pipeline vandalism, fighting government against environmental degradation through militancy is acceptable (Oluwaniyi 2010). on the other hand, it has been found that lack of high number of militants benefiting from the amnesty program has significantly promoted vandalism. Equally, militancy is considered a responsibility and cut across ages, education and status among the youth in the region. Most of them believe that violence is the only language, both the government and oil companies understands (Oluwaniyi 2010).

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Part Two
Social Psychology



An Assessment of Social Well-being of the Elderly in Ovia North-East Local Government Area, Edo State, Nigeria

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Abstract. The paper focused on the Assessment of Social Well-being of the Elderly in Ovia North-East Local Government Area Edo State. It specifically examined social supports for the elderly; it accessed how the family members render social supports for the elderly; it accessed the relevance of the informal caregivers to the elderly; it also investigated how neglect affect the well-being of the elderly and examined the causes of neglect of the elderly. It was found that a majority of people have good intention towards the welfare of the elderly. The main source of income and care of the elderly was mainly from their family members. The various forms of informal social support and certain demographic characteristics predicted the wellbeing of the elderly. The elderly would prefer a combination of both formal and informal social support. It is recommended that all stakeholders involved in the welfare of the elderly should deliberately make adequate efforts to adopt a proactive approach rather than reactive approach in the health of the elderly persons.

Keywords: Care, Elderly. Support, Welfare, Well-being

1. Background to the Study

The elderly population in most societies is increasing, due to increased life expectancy and improved medical care. Aging is a universal process and it affects all people in the world physically and psychologically. Aging is a process that begins with conception, but in practice, aging is considered the phase of life in which the body function begins to decline due to the loss of the adaptive response to stress and the increased risk of social support associated with age. It is a by-product of the demographic transition. The social well-being of the elderly, especially the high incidence of geriatric neglect, has become a matter of growing concern with the rapidly aging population (Kaplan &

Shaddock 2015). There has also been a reduction in infant and child mortality, medical discoveries that extend useful life; increased average life expectancy; Decreased fertility and increased longevity have favoured the elderly population in society (Oluwabamide & Eghafona, 2012).

The elders are the custodians of culture and tradition, the mediators in resolving conflicts, and the contributors to the enforcement of peace in their various communities. Age classification 50-59 near old age, 60-73 old age, 74-84 late old age, and 84 and over frail age. However, with the staggering increase in the number of elderly people, which naturally includes those who are self-sufficient and need constant care due to the ailments of the elderly, society is now faced with an increase in the number of people in a situation of dependence. (WHO, 2018) It is clear that populations of dependent older adults need care as children, adolescents and others. They need social support, just like young children who should not be left alone to promote longevity.

In Nigeria, the social security and protection that cut across all older adults is the traditional social support from the family members especially their immediate families that is wives, sons, daughters, sons-in-law daughters-in-law and others who have the mind of caring. (Ogwumike & Aboderin, 2005; Sijuwade, 2008). This support from family members is often influenced by traditional values, norms, and behaviors that begin socially and not as a result of emotional bonding consisting of blood or marital relationships (Okoye, 2012). However, with rural-urban migration, family life structure, rising cost of living, unemployment and reducing income pattern in Nigeria, it is difficult for families to provide adequate care and social support to people older (Ogwumike & Aboderin, 2005; Ayodeji, 2015).

Older people are exposed to health, economic and social challenges that lead to poverty. According to Gureje, Kola, Afolabi & Olley (2008), poverty

abounds in the country and the elderly are at greater risk, as they are no longer in an economically active phase of life and there is no national policy to provide a financial cushion to the elderly. The poverty experienced by the elderly as a result of the rarity of social protection policies is capable of creating inadequacies of care, abuse, squalor and increasing vulnerability to disease (Gesinde, Adekeye & Iruonagbe, 2012).

According to the World Bank (2012), 68% of the Nigerian population lives below the \$1.25 a day poverty standard. The National Bureau of Statistics [NBS] (2012) & Kale ("2012) also reports that 112.47 million (60.9%) out of 150 million Nigerians were recorded as living below the poverty line in 2010. In the view of Olubunmi (2012) The Aged in Nigeria suffer a lot of hardship in an increasingly hostile, competitive and intolerant society as they constitute the poorest group in Nigerian society. In Nigeria, poverty has prevented many elderly from achieving well-being and life satisfaction. Most of the Nigerian elderly are vulnerable due to inadequate provision of services and economic deprivation (Uzobo & Dawodu, 2015).

1.1 Area of the Study

Ovia North East Local Government area is one of the eighteen Local Government Areas (LGA) in the Edo State of Nigeria and its headquarters is in Okada. One of the popular festivals held includes the New Yam festival while the notable landmarks in the LGA include the Igbinedion University, Okada. The Local Government Area was created from the District Council by the Local Government Act in 1976, and the local government is in most of the local government, the North East Ovia Local Government Area is one of the areas largest premises in Edo state in terms of land area. Eguake (1990) indicated that it is located between 5°45 and 6°15 east longitude and 5°15 and 6°45 north latitude in the central county of Edo state.

The local government consists of twelve divisions for ease of administration, the divisions are Egheta, Utese, Uhen, Oghese, Olumoye, Okada, Emma, and some others Isiuua, Egbarha, Ovbiogie, Utekan, and Iguegho. So, the local government area consists of about 50 villages. Okada is the administrative seat of the local government district in north-east Ovia. The reason for the choice of communities of Ovia North East is the obvious evidence of indigenous culture and household setting of the area. This is coupled with the proximity of the area to Benin Metropolis and the activities of aged men and women in the locality. The main occupation of the people in the

area is agriculture and commerce, and in recent times, the people have attached great importance to education which they hope will put them in a better position in white-collar jobs so that they can develop the local government. The village chief in the North East Ovia local government is "Odionwere". Enogie is the hereditary position while Odionwere is the greatest position of man in the society.

2. The Elderly and their Characteristics

Based on life expectancy, human development was divided into two phases, namely, early phase (children and adolescence) and late phase (youth, middle age and old age). There have been many ways to categorize the ages of the elderly. Three main stages prevail: young-old (65-84 years), old-old (85-99 years) and hundred years old (100 and above). These categories are based on perceptions of aging, including biological, psychological, social, and chronological differences. They also reflect the increased longevity of those living in this last stage.

Young-old: The elderly between 60 and 84 years old are the category of young-elderly (Ortman., 2014). This period has also been recognized by Laslett (1989) as the third age because it follows childhood (the first age) and child labor and upbringing (the second age). According to Barnes (2011), this age group covers the years after employment up to about 80-85 years, when age-related limitations occur in the areas of physical, emotional and cognitive development. In general, this age range includes many positive aspects and is considered the golden years of adulthood. People of this age often have fewer responsibilities than in previous stages and, when combined with adequate finances and good health, can seek opportunities for leisure and personal fulfillment. It is also an unusual age at which people are considered both old and young (Rubinstein, 2002).

Compared to people over the age of 85 (known as the fourth age), young people experience relatively good health and social commitment (Omokaro, 2013), knowledge and experience (Singer, Verhaeghen, Ghisletta, Lindenberger and Baltes, 2003), and adaptive flexibility. In everyday life ("Riediger, Freund & Baltes, 2005). Young people also show strong performance in attention, memory and crystallized intelligence. Those who are recognized as young look more like those in middle age than those aged 85 and above. This group is less likely to need long-term care, to be dependent or poor, and more likely to be married, working for pleasure than for income, and living independently. Chronic

diseases, such as cardiovascular disease, hypertension, and cancer, are among the most common (especially later in this period), but because they are associated with lifestyle choices, they can generally be prevented, learned, or controlled (Barnes, 2011). In general, the older people experience sense of happiness and emotional well-being that is better than any other period of adulthood (Carstensen, Fung & Charles, 2003; George, 2009; Robins & Trzesniewski, 2005).

3. Nature and Extent of Informal Support

The provision of support is routine and ongoing, arising from a relationship in which the recipient responds to a greater need for support than would normally be expected due to impaired functioning. The lower levels of care are embedded in a normal reciprocal relationship and, because they are outside of any formal agreement, are relatively invisible (McDonald 2007). Prevalence surveys in Australia, the United Kingdom and Canada have estimated that around one in twenty households has a primary caregiver, that is, a support provider who assumes the responsibilities of the person he or she cares for.

Although both men and women participate in caregiving, women predominate in both the number and nature of their contribution. Resident care generally involves a greater commitment to providing care than carers who live apart from the recipient of support (Goodhead 2007). Knowledge of the prevalence of formal and informal care in New Zealand is limited. Census data shows that 5.4% of the population provided residential care and out-of-home care was provided to 5.9%, with women participating more than men. These figures cannot be directly compared with external studies because they do not distinguish between temporary and persistent disability (Anne 2007).

Informal caregivers help with tasks that recipients cannot do for themselves. This may include performing personal care, domestic, financial and administrative tasks, and providing mobility assistance, along with emotional support and companionship. Providing support can also include some nursing. The role of the caregiver varies according to the age and nature of the recipients' disability, but caregivers are likely to include responsibility for ensuring the well-being of the older person they care for. This often includes ongoing monitoring, communication with formal care systems, and addressing any shortages not provided by paid health care workers (Jegermalm 2005).

4. Impact of Giving Support on the Well-being of the Older Adults

Those who are highly involved in providing care experience profound and far-reaching changes in their lives. In studies comparing caregivers with others, caregivers often report poorer physical health and more drug use than others. In several studies, caregiving is associated with higher rates of depression and anxiety, lower life satisfaction, and feelings of fatigue. There is some evidence to suggest that cognitive decline and mental illness in the recipient are more of a burden to caregivers than a physical problem. In general, the effects on caregivers' mental health become greater with increasing time spent caring. Being a shared foster care are two factors associated with greater impacts on mental health (Horsburgh 2002).

Social support is related to financial impacts, including the direct costs and financial consequences of decisions about care and the limitations on options that arise from the financial situation. There are often significant and multiple costs that arise from providing care, depending on the nature of the beneficiary's disabilities. There may also be an increase in medical costs for heating, transportation costs, and home modifications. Caregivers may choose to reduce work hours or withdraw from paid work to manage caregiving responsibilities. Support most commonly occurs in the broader context of families. Influence on the age of the recipients' family and on the recipients relationship with the rest of the family, however, all care affects the allocation of time and attention among family members, for example by reducing time for activities family social. Parents caring for children with disabilities reconcile the needs of other siblings with the needs of the child in need of care. The person receiving care may also have a behavior problem that directly affects other children. Tension between parents has been reported to be common. Sometimes caregivers of older adults come into conflict with other family members if they express disappointment with their contributions to care.

Caregivers often experience a loss of social contact with others, which is concerning as social support has been identified as protective against the stresses of caring roles. Caregivers have lower labor force participation rates, compared to non-caregivers of the same age. Women are more likely to have fewer hours of paid work than men. Carers in shared housing are more likely to underestimate paid work than those who do not live with older adults. Caregivers use various strategies to try to fit work into caregiving, including switching to less

demanding work, moving closer to work, and using lunch, vacation, and sick time for caregiving purposes. Employers can create a caregiver-friendly workplace by the following (Howe 1997):

- Providing access to a private telephone usage
- Offering flexible hours and opportunities to work at home,
- Providing career breaks,
- Promoting supportive work relationships.

Caregiving responsibilities elevate the caregiver in terms of planning for the beneficiary's future. Parents of children with high and complex needs may find it difficult to plan for their child's future, especially when the diagnosis is uncertain. Loving grandparents may worry about living long enough to support their grandchildren well into adulthood. Carers of adults with disabilities and the elderly may also worry about what will happen if they can no longer care for the elderly (Daatland 2004).

Despite the requirements of care, the literature reviewed shows that most caregivers gladly provide care and feel positive about the role. However, those who have higher commitments to provide care are more likely to feel negative. The quality of the past relationship between caregiver and recipient affects how positively caregivers perceive their role. Caregivers of people with physical health problems are more positive than caregivers of people with cognitive problems, but caregiver satisfaction does not otherwise correlate with characteristics of older adults.

5. The Role of Social Work in the Support for the Elderly

Social work has a special emphasis on helping vulnerable people obtain the necessary services and support. Social workers are unique among healthcare providers because they are trained to deal with and manage the complexities of clients' conditions, taking into account how physical, psychological and socioeconomic factors influence ways that can affect all aspects of life and health. A person's. Social work interventions with older adults aim to enhance dignity, self-reliance, personal fulfilment, a dignified standard of living, optimal functioning and the least restrictive living environment possible. In addition, the unique value of social workplaces in the uniqueness of people in a systems perspective prepares social workers to play a key role in designing and implementing fair and effective programs and policies to meet the needs of

increasingly diverse older populations. Alwin, Öberg & Krevers, (2010).

6. Overview of Wellbeing of the Elderly

Adebowale, Atte & Ayeni (2012) defined well-being as a positive physical, social and mental state; It is not just about the absence of pain, discomfort and helplessness. It arises not only from the work of the individual, but from a set of collective goods and relationships with others. It requires that basic needs be met, that people have a sense of purpose, that they feel empowered to achieve important personal goals and participate in community activities. Several factors have been put forward both empirically and otherwise as facilitators and what may elderly wellbeing.

Elderly wellbeing could exist in various forms. One is psychological well-being. Psychological well-being varies by age group, gender, marital status, educational level, family type, previous employment status, and current employment status. In a study by Ibitoye, Sanuade, Adebowale, and Ayeni (2014), the proportion of good mental health was highest among respondents aged 65 to 69 (61.9%) and lowest among those aged 85 and older (27%). The good psychological state was higher among women (57.5%) and currently married (57.8%). In addition, the good psychological state increases with the increase in educational level. Specifically, about 40% of those with no education were in good mental health compared to about two-thirds of those with a high school education or higher (76.9%). Those who belong to a monogamous family have better mental health (56.9%) than those who belong to a polygamous family (48.7%); Furthermore, the psychological well-being of those who once worked and who are currently employed was better than their counterparts (Ibitoye et al., 2014). A higher percentage of older adults (55.6%) who received financial help from their children reported having good mental health.

Adebowale et al (2012) found in their study that the majority of respondents are in good physical and mental health. This is an indication that a good welfare transition is beginning in Nigeria, even among the underprivileged sections of the sampled population. Therefore, it is useful to know that transmission is beginning to emerge among the remote rural populations involved in our research. About the same proportion of respondents had good and poor well-being (Adebowale et al, 2012). Well-being status showed no association with gender. This contrasts with previous research showing that women

have a longer life expectancy and spend more years in good health than men. However, women spend a higher proportion of their elderly in poor health than men; another study found that older married men are healthier than older women (Adebowale et al, 2012).

Adebowale et al (2012) also found in their study that variables such as age classified by groups, education and marital status are associated with the well-being of older adults. The percentage of older adults classified as having poor well-being decreases as the educational level attained increases. The difference is especially evident among women with a higher educational level. Education has a significant positive impact on well-being; Educated older people are more likely to receive a higher monthly pension, are more familiar with disease prevention and treatment, and live in a clean environment.

There is also a significant association between religion and older adults well-being in the study by Adebowale et al, (2012), with a higher proportion of poor than older Christians in the Muslim community. Muslims often practice polygamy, marry new wives late in life, have many children, and thus the family finances are shared among its members. The family resources that must be used to meet the daily and health needs of the elderly are focused on the care and education of young children. The study also found that there was no significant association between family type, employment history, and the well-being of the elderly (Adebowale et al, 2012). Older people who receive regular visits from their sons are also more likely to suffer from well-being problems than those who receive more frequent visits from boys and girls. Men are concerned about their jobs and the needs of their immediate family. Furthermore, older adults who typically receive financial support from their children have better well-being than those who do not (Adebowale et al, 2012). This is because most older people do not have the strength to work; Therefore, any financial assistance from the children will go a long way in alleviating their financial and health needs.

In a study by Ibitoye et al (2014) on the determinants of good psychological well-being of respondents, children's age, educational level, current employment status, and financial assistance were found to be important determinants of good psychological well-being. The results showed that the odds of good psychological well-being were higher among the elderly who were in the younger age groups compared to those who were less than 85 years old (Ibitoye et al, 2014). Compared with those with secondary education or more, the elderly with no

education and those with primary education were less likely to have good psychological well-being (odds ratio = 0.261 and 0.506, respectively). Additionally, those who were currently employed were 60% more likely to experience good psychological well-being than their counterparts who were not currently employed (Ibitoye et al, 2014). Those who received financial assistance from children were 95.5% more likely to have good psychological well-being compared to those who did not receive financial assistance (Ibitoye et al, 2014).

Omotara, Yahya, Wudiri, Amodu, Bimba, and Unyime (2015) conducted a study to assess the determinants of health well-being among the elderly in rural Northern Nigeria in order to promote those with a positive association with aging healthy. They used a cross-sectional descriptive study of 1,600 rural elderly over 60 years of age using a semi-structured questionnaire conducted by the interviewer, in which it was found that diet, not smoking, high physical activity and adequate sleep were positively associated with healthy aging. Omotara et al. Therefore (2015) recommended that good health practices and family support be maintained, while the government and family members should establish special care for older adults.

Wellness for older adults is a lifelong process to improve the chances of improving and maintaining physical, social, and mental health and well-being, independence, and quality of life, and promoting a successful transition to the path of life. In sub-Saharan Africa, the number of older people is estimated to increase from around 37.1 million in 2005 to 155.4 million in 2050. The number of older people in Nigeria is estimated at 4% and is expected to triple for 2020.

7. Theoretical Framework: The Caregiver Stress Theory

Several explanatory frameworks have been advanced to explain the various factors contributing to social support on the wellbeing of the elderly. Given the multifaceted nature of Elderly support, it was therefore necessary to adopt Caregiver Stress theory. This is because the theory tried to explain the social support the caregivers render to the Elderly and the stress associated with it. This subsection, therefore, attempted a review of the relevance of the theory.

The Caregiver Stress Theory has its roots in Gerontological literature (Robert & Teaster, 2017). It is a Middle-Range theory based on the Roy Adaptation Model developed by Callista Roy in 1976

(Petiprin, 2016). The central focus of the theory is the response of family members and other individuals about the social supports and care they render and the stressors they face while providing care for an older person with functional and or cognitive impairments (Peralin et al., in Robert & Teaster, 2017).

Caregiving involves taking on new roles and responsibilities and involves frequent reorientation and reorganization of family life, resulting in an escalation of dependencies that contribute to daily stresses and strains that challenge the family members they care for (Anesensel et al. in Robert & Teaster, 2017) emphasize that caregivers experiences related to their caregiving responsibilities and other aspects of their lives, as well as the use of coping strategies and dependence on others for support, affect caregivers ability to provide effective care, as well as their physical and psychological well-being (Robert & Teaser, 2017). Thus, social support provided for the Elderly enhances the wellbeing of the aged. Hence there is a relationship between the caregiver and care receiver, and ultimately the welfare and well-being of the older person receiving care (Navaie-Walise et al., 2002).

Certain characteristics of the elderly such as the age, health status and the financial standing, require constant attention and can inadvertently overburden their caregivers. This is the case in Nigeria where older adults are often left to be catered for by their children and immediate family members, without any recognizable interventions from the government. Kosberg (1988) discovered that the Elderly persons will always need social support on their wellbeing and community functionality and the study of Biggs; Manthorpe; Tinker; Doyle and Erens (2009) confirmed a high dependency among the older age group.

Several attacks have been launched against the theory. One of such is that theory tend to focus primarily on outcomes for older adults with cognitive impairments and cover the range of abuse types indiscriminately (Robert & Teaster, 2017). Lachs & Pillemer (2004) noted that case-comparison studies have failed to find higher rates of dependency in the older person. It was also maintained that Caregiver Stress theory tends to blame victims, and legitimate abusers (Burnight & Masqueda, 2011). Advocates for older battered women denounce the Caregiver Stress theory saying that it blames the victims, and does not result in safety for the victim (Brandl, 2002). While this is an important consideration to be mindful of, it is also important not to overlook stress as a contributing risk factor. Stress and perceived burden

can be acknowledged, measured, and included in models without excusing the abusers behaviour (Burnight & Masqueda, 2011).

8. Conclusion

The elderly in a typical Nigeria rural areas have living conditions that are just normal and regular, do not lack having people who attend to their needs in their residence due to the extended family structure and arrangement prescribed by the African culture, have optimism level that is about average and that is in a precarious level, and a good proportion of them seems to be more happy than not. However, non-negligible proportion of the elderly has low level of happiness. Also the elderly have family members who by their actions and words engender their sense of belonging and familial care based on the strong and close extended family traditions and relationship that is common in most African ethno-cultures.

There is impressive health status for the elderly in the study area; this does not exclude the fact that a significant proportion of the elderly in the study require medical attention. The elderly are well involved in making decision in the family matters and community matters, and they are significantly independent in their ability to provide their needs and wants. There is widespread positive perception of the members of the public of the welfare of the elderly is rife in the study area, but most elderly persons are independent of the financial support of their family due to the present gains of past investments and/or gains of present economic activities.

Family is a supreme social support component that the elderly needs to obtain comfort as and when due; this does not preclude the importance of non-members such friend, neighbours, and religious acolytes, who are also vital sources of comfort for the elderly. However, the elderly sees their friends and neighbours as the persons they contact first for emergency need; a critical proportion of the elderly mainly their social support from their non-family members, but the elderly seems to value the social support from family more than that they get from non-family members. Most elderly persons do not have formal care providers, though they may people staying them who take care of them, but these persons are not formally meant to care for them, but expected to do so.

That the elderly place more value on the support they receive from family member than that they get from non-family members is hinged on family members, to a very large extent, being well abreast with needs and

wants of their elderly ones. They are knowledgeable to either proactively and reactively act should the circumstances present themselves. Finances from the children of the elderly enable them to relatively always have cash with them to fund the purchase of basic items that they regularly need.

The provision of financial support, food, emotional care, physical support, clothing, medications are the major ways that family members provided social support for their elderly ones. In comparing the social support provided by non-family members and the social support provided by family members, it could be seen that there is insignificant difference between the two. Elderly women need companionship, good food, listening attention always to enable them stay healthy and happy, their clothes to be washed, and someone around to run errands for them. For the elderly men they need to feed well, be faithful with their drugs, a female companionship if his wife is no more, and good drinks.

Despite modernity, the elderly still subscribes to and opt for the social support they received from their family members and friend rather than those provided for them by formal public or private organizations and institutions. Reasons for this may be linked to the family structure that is still close knit both at the nuclear and extend levels. However, the elderly holds a position of opting for a combination of both formal and informal forms of social support. This will definitely afford them the opportunity to enjoy benefits of the social support as one form would take care of the shortcomings of the other. But a considerable proportion of children of elderly parents and relatives of elderly siblings are not favourably disposed to their elderly ones receiving social support from formal caregivers. Nevertheless, the elderly saw formal care as costly but more beneficial compared to informal care are the high level of professionalism that the formal care givers bring to the job as they know what to do at every point in time, and a better understanding of the psychology and nuanced needs of the elderly which ensure that the elderly they work with live healthier and live longer than those who do not use their service.

There is a reduction in social support for the elderly following the demise of their spouse. The existence of unity and cooperation among the children of the elderly is an enabling factor for them to pull resources together or by way of division of responsibility provide for the adequate welfare of their aged parents. Lack of financial among family members was the major cause of elderly neglect, confirms that financial capacity of family members

who are expected to render social support to their elderly one is a major deciding and facilitating factor to ensure the welfare of the elderly are attended to.

That most family members will not neglect their elderly ones is partly motivated by the prevention of other persons tagging them as people who abandoned their elderly ones, and also motivated by the inability to go against filial and kinship obligations. Various forms of informal social support and certain demographic characteristics predicted the wellbeing of the elderly. The wellbeing of the elderly is influence by their gender and the kind of religion they practice. There was association between the elderly wellbeing in terms of happiness and permanent availability of someone who cares for the need of the elderly.

9. Recommendations

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

- All stakeholders involved in the welfare of the elderly including Social Workers should go back to the community to further encourage communal tie in supporting for them.
- Advocacy efforts to draw attention to the adequate and proper care of the elderly should be intensified.
- The knowledge that the regular change of environment by elderly person offers them the opportunity to have a dynamic life as well as to receive adequate and effective social support directly from their supposed benefactors

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Duration of Widowhood and Perceived Social Support as Predictors of Psychological Wellbeing among the Widowed

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Abstract. The study examined duration of widowhood and perceived social support as predictors of psychological wellbeing among the widowed. A sample of 425 participants drawn for the study with 147 males and 278 females with ages ranging from 20 to 85 years using purposive sampling technique. In the course of this study, three (3) hypotheses were tested using Analysis of Variance. Finding of hypothesis one (1) indicated that duration of widowhood did not significantly predicts the psychological wellbeing of the widowed, means, 13.78 ($SE = .29$), 14.32 ($SE = .90$), 17.10 ($SE = 1.73$), $F(2, 413) = 1.912$, $p = .149$. $\eta^2 = .009$. It means the psychological wellbeing of the widowed cannot be predicted by duration of widowhood. Result of hypothesis two (2) revealed that perceived social support did not significantly predicts the psychological wellbeing of participants, means, 13.88 ($SE = 1.10$), 16.26 ($SE = .73$), $F(1, 413) = 3.277$, $p = .071$. $\eta^2 = .008$. Meaning that the psychological wellbeing of the widowed cannot be predicted by perceived social support. Finding of hypothesis three (3) showed a significant interaction effect of widowhood duration and perceived social support on psychological wellbeing of the widowed, means, 13.92 ($SE = .45$), 13.63 ($SE = .37$), 11.96 ($SE = 1.56$), 16.68 ($SE = .91$), 15.75 ($SE = 2.86$), 18.46 ($SE = 1.95$), $F(2, 413) = 3.743$, $p = .024$. $\eta^2 = .018$. This means the psychological wellbeing of the widowed can be predicted by the interaction of widowhood duration and perceived social support.

Keywords: Duration of Widowhood, Perceived Social Support, Predictors, Psychological Wellbeing, Widowed.

1. Introduction

Duration of widowhood and perceived social support might play significant roles and influences in the prediction of psychological wellbeing especially among the widowed. This is due to the fact that the perception of widowhood experienced by widowed are not the same, the duration of widowhood experienced in life varies, and the perception of social support received by the widowed also varies. Widowhood is one of the most deeply distressing life events experienced by adults, which becomes more likely as people age or grow older. It is a catastrophic event at any stage of life for the surviving partner (widowed) with serious repercussions on their physical, economical, and emotional wellbeing, particularly in the first year of the loss of a spouse or in some cases for a longer term (Srivastava et al., 2021). It should be noted that widowhood is not a stage or event that occurs only at older age, but can also occur at younger ages. Widowhood represents a decline in health both physically and psychologically due to study which demonstrated that at least in the short-term, the death of a spouse causes lowered levels of psychological wellbeing (Soulsby & Bennett, 2012). The death of a spouse has immediate and longer-term consequences for many aspects of life of the widowed including his/her health and psychological wellbeing. Widowhood as a distressful life experience is associated with loneliness, and may

results to poor level of psychological wellbeing (Yang & Gu, 2021).

Widowhood can be seen as a status on one hand and a process on the other hand. Widowhood is a concept described as a status given to the woman that has not married after the demise of her spouse and thus the role of husband is lost and the identity changed from a wife to a widow. On the other hand, the status of widowhood is given to the man who has not married after the death of his one and only wife and therefore the role of spouse is lost, the identity changed from a husband to a widower (DeMichele, 2009). Perceived social support is one of the most important attributes that have received attention of researchers and is also a vital factor in adjustment to bereavement on the emotional and mental health of the widowed (Hewitt et al., 2010). The widowed are in need of social support from family, friends, neighbours, colleagues, and bereaved peers as a particular type of social support (Field & Schuldberg, 2011). Therefore, the widowed are in a high need of social support networks to enable them cope with tasks and responsibilities (Oniye, 2004). The perceived social support by family and friends should reduce the emotional and psychological distress of widowhood experience (Stroebe et al., 2010). Furthermore, psychological wellbeing is conceptualised as level of psychological happiness or health of individual which includes satisfaction of life and feeling of accomplishment. It is all about lives going well and the combination of feeling good and effective functioning. Psychological wellbeing is a core element of mental health (Tang et al., 2019). According to Ryff (1989), psychological wellbeing comprised of autonomy, environmental mastery, positive relationships with other people, personal growth and development, self-acceptance, and feeling of purpose in life. Huppert (2009) confirmed that psychological wellbeing is compromised when negative emotions are extreme and interfere with the ability of person to function in daily life.

The psychological well-being can be predicted by duration of widowhood alone, perceived social support alone, or combination of widowhood duration and perceived social support. There are empirical evidences indicating that widowhood can predict the psychological wellbeing of participants. One of such evidences is that of Momtaz et al. (2009) who reported that widowhood duration significantly affects the psychological well-being of the widowed. Srivastava et al. (2021) also revealed association between widowhood and psychological well-being of the widowed. Even perceived social support can have significant effect on the psychological wellbeing

based on some evidences. One of such evidences is that of Okawa et al. (2011) who confirmed that perceived social support has positive relationship with the psychological well-being of participants. Onuoha and Akintola (2018) found direct influence of perceived social support on psychological well-being dimensions among a sample of participants. In addition, Talwar et al. (2013) indicated that generally perceived social support has been found to promote psychological well-being of participants. Adyani et al. (2019) posited that increase in the level of perceived social support results to increase in the level of psychological wellbeing. More so, there are also empirical evidences revealing that widowhood and perceived social support have significant effect on the psychological wellbeing of the widowed. One of such evidences is that of Thuen et al. (2009) who confirmed that long-term widowhood had effect on psychological well-being of the widowed, and perceived social support of the oldest groups of the elderly participants.

1.1 Statement of Problem

With increase in population rate in the world, there is also increase in death rate. It has been observed that circumstances like accidents, diseases, natural disasters, old age, insurgency, communal clashes and the like lead to increase in death rates. The death of married people due to any of these circumstances has led their surviving spouses or partners in a stressful life experience referred to as widowhood. Despite the overwhelming hospital records and practical evidences revealing increased death rate with corresponding widowhood increase in Nigeria, there seems to be dearth of empirical studies in Nigeria on duration of widowhood and perceived social support as predictors of psychological wellbeing among the widowed. The problem identified for study is therefore to investigate whether the psychological wellbeing of the widowed can be predicted by duration of widowhood alone, perceived social support alone or the combination of widowhood duration and perceived social support.

1.2 Aim and Objectives

The study aimed at examining duration of widowhood and perceived social support as predictors of psychological wellbeing among the widowed. Specific objectives of the study are:

- To determine whether the widowed in late duration of widowhood would experience better psychological wellbeing compare with

those widowed in early and mid-durations of widowhood.

- To investigate whether the widowed who experience high level of perceived social support would likely exhibit higher levels of psychological wellbeing compare with those widowed with low level of perceived social support.
- To find out whether there would be a significant interaction effect of duration of widowhood and perceived social support on the psychological wellbeing of the widowed.

1.3 Hypotheses

The following hypotheses were tested in the study:

- Widowed in late duration of widowhood would likely experience better psychological wellbeing compare with those widowed in early and mid-durations of widowhood.
- Widowed participants who experience high level of perceived social support would likely exhibit higher levels of psychological wellbeing compare with those widowed participants with low level of perceived social support.

There would likely be a significant interaction effect of duration of widowhood and perceived social support on the psychological wellbeing of the widowed.

2. Research Methodology

2.1 Design

The study which sets to examine duration of widowhood and perceived social support (as independent variables) on psychological well-being (as dependent variable) used a factorial design, particularly a 3x2 factorial design. The choice of factorial design in this case is informed by the fact that there are two independent variables (IVs) and each have at least two levels. Thus, IV1 (Duration of Widowhood) has three levels (short term, mid-term, and long term), while IV2 (Perceived Social Support) has two levels (high and low).

2.2 Participants

A sample of 425 widowed from Northern Senatorial Zone of Plateau State in Nigeria were drawn for the study using purposive sampling technique. In terms of gender, 147(34.6%) were males while 278 (65.4%) were females. Among the participants, 183 (43.1%) were 40-59 years, whereas 158 (37.2%) and 84

(19.8%) were 20-29 years and 60-85 years respectively. Based on widowhood duration, majority 354 (83.3%) were at early widowhood duration, 59 (13.9%) at mid-widowhood duration and 12 (2.8%) at late widowhood duration. Among them, 149 (35.1%) were civil servants, 181 (42.6%) were into businesses and farming, 23 (5.4%) were retirees, while 17 (4.0%) and 55 (12.9%) were students or applicants and dependants respectively. Among the participants, 185 (43.5%) had 0-3 children, 183 (43.1%) had 4-6 children and only 57 (13.4%) had 7 children and above. Based on employment status, majority 329 (77.4%) were employed whereas only 96 (22.6%) were not employed.

2.3 Sampling Technique

Purposive sampling technique was employed by the researchers to select participants of interest for the study.

2.4 Measures

Multidimensional Scale of Perceived Social Support (MSPSS): Multidimensional Scale of Perceived Social Support (MSPSS) developed by Zimet et al. (1988) was employed to collect data on perceived social support. The MSPSS is an instrument consists of 12 items rated on a 7-point Likert-type scale ranging from “very strongly disagree” to “very strongly agree” and made up of three (3) subscales namely family, friends and significant others. MSPSS demonstrates excellent internal consistency and test-retest reliability with Cronbach’s alpha of 0.92 to 0.94 in clinical samples (Zimet et al 1988). In addition, evidence for validity and reliability of the MSPSS as a measure of perceived social support come from several sources with principal components factor analysis confirms distinctions on the basis of the source of support. Finding supports the outcomes of previous studies of the MSPSS (Zimet et al 1988) and even the internal reliability investigation which used Cronbach’s alpha support earlier evaluation of MSPSS reliability (Zimet et al., 1988; Zimet et al.,1990).

The MSPSS has been assessed across different populations and settings and its validity has been established in a few populations were researchers have taken different approaches to validity testing among these populations (Mayo, 2015) and therefore, MSPSS’s stability overtime has been examined using the test-retest procedures. Furthermore, Damilep (2022) used a sample of 165 widowed to determine the validity and reliability of MSPSS in the Nigerian context. The study reported satisfactory internal

consistency and convergent validity for the scale for all the items. In determining the convergent validity of the MSPSS, factor analysis was carried out and results showed factor loading of 0.413 to 0.770 for all the 12 items, revealing a good factor extraction for the instrument. Also, in determining the reliability coefficient of the MSPSS, an internal consistency of the MSPSS indicated that all the 12 items had high Cronbach alpha scores within the range of 0.840 to 0.863 (Damilep, 2022).

The Psychological General Well-Being Index (PGWB-S) Short Version: The Psychological General Well-Being Index (PGWB-S) Short Version, developed by Grossi et al. (2006), consists of 6 items with 6 options each and is used to measure psychological well-being. The PGWB-S has 5 subscales: anxiety, vitality, depressed mood, self-control, and positive well-being. The PGWBI, a 22-item health-related Quality of Life (HRQoL) questionnaire, was also used to measure psychological well-being. Six relevant items were identified statistically from the original questionnaire to create a new summary scale. The internal consistency of the PGWB-S was found to be high, with Cronbach's alpha coefficients ranging from 0.80 to 0.92. Cross-validation in an independent sample of cancer patients confirmed the item selection procedure and the amount of variance explained by the shorter questionnaire. The PGWB-S

demonstrated good validity and acceptability in various Italian settings. The instrument was also validated in Nigeria by Damilep (2022) with satisfactory internal consistency and convergent validity reported for all items. Factor analysis showed construct validity, and the convergent validity was supported by factor loadings ranging from 0.266 to 0.597. In determining the reliability coefficient of the PGWB-S, an internal consistency of the PGWB-S indicated that all the 6 items had higher Cronbach alpha scores within the range of 0.669 to 0.733 (Damilep, 2022).

2.5 Procedure

The researchers sought the consent of all participants, and they were instructed that participation is completely voluntary. The confidentiality of the participants was assured, by informing them that all information provided will be treated confidential and strictly for purpose of research only.

3. Results

3.1 Descriptive Results

The mean, standard error, and 95% confidence interval of psychological wellbeing across duration of widowhood and perceived social support of the study participants are indicated in Tables 1 and 2.

Table 1: Mean, Standard Error, and 95% Confidence Interval of Psychological Wellbeing across Levels of Duration of Widowhood

Duration of widowhood	Mean Wellbeing	psycho.	Std. Error	95% Confidence Interval	
				Lower Bound	Upper Bound
1-10 years	13.78		.29	13.21	14.35
11-20 years	14.32		.90	12.54	16.09
31 years & above	17.10		1.73	13.71	20.50

Table 1 show the mean, standard error, and 95% confidence interval of psychological wellbeing across levels of duration of widowhood. Participants who have been widowed for 1-10 years reported a mean psychological wellbeing score of 13.78 ($SE = 0.29$), those widowed for 11-20 years had a slightly higher mean score of 14.32 ($SE = 0.90$), and widowed for 31 years and above had mean psychological wellbeing score at 17.10 ($SE = 1.73$). The 95% confidence intervals confirm the reliability of these findings, showing a high level of confidence in the observed differences. For participants widowed for 1-10 years, the confidence interval spans from 13.21 to 14.35, for those widowed for 11-20 years, it ranges from 12.54 to 16.09, and for those widowed for 31 years and above, it extends from 13.71 to 20.50.

Table 2: Mean, Standard Error, and 95% Confidence Interval of Psychological Wellbeing across Levels of Perceived Social Support

Perceived social support	Mean Wellbeing	psycho.	Std. Error	95% Confidence Interval	
				Lower Bound	Upper Bound
Low	13.88		1.10	11.72	16.03
High	16.26		.73	14.83	17.69

Table 2 reveals the mean, standard error, and 95% confidence interval of psychological wellbeing across levels of perceived social support. Participants reporting low perceived social support displayed a mean psychological wellbeing score of 13.88 ($SE = 1.10$) while those reporting high levels of perceived social support had a mean score of 16.26 ($SE = 0.73$). The 95% confidence intervals provide strong support for these findings, showing a high degree of confidence in the observed differences. For participants with low perceived social support, the confidence interval ranges from 11.72 to 16.03, while for those with high perceived social support, it spans from 14.83 to 17.69.

Mean, Standard Error, and 95% Confidence Interval of Psychological Wellbeing across Widowhood Duration and Perceived Social Support Interactions

The mean, standard error, and 95% confidence interval of psychological wellbeing across widowhood duration and perceived social support interactions of the study participants are indicated in Tables 3.

Table 3: Mean, Standard Error, Lower and Upper Bound Scores of Psychological Wellbeing across Duration of Widowhood and Perceived Social Support Interactions

DW*PSS (Interaction)	Mean Psycho. wellbeing	Std. Error	95% Confidence Interval	
			Lower	Upper
1-10 years*Low	13.92	.45	13.04	14.80
1-10 years*High	13.63	.37	12.91	14.36
11-20 years*Low	11.96	1.56	8.88	15.03
11-20 years*High	16.68	.91	14.90	18.46
≥31 years*Low	15.75	2.86	10.14	21.36
≥31 years*High	18.46	1.95	14.62	22.29

Table 3 provides a comprehensive view of the mean, standard error, lower and upper bound scores of psychological wellbeing across duration of widowhood and perceived social support interactions. Participants who have been widowed for 11-20 years and reported high perceived social support exhibited the highest mean psychological wellbeing score at 16.68 ($SE = 0.91$). Conversely, those widowed for the same duration but reporting low perceived social support had a markedly lower mean score of 11.96 ($SE = 1.56$). Among those widowed for 1-10 years, regardless of perceived social support levels, the mean psychological wellbeing scores were relatively similar, indicating moderate levels of psychological wellbeing. Participants widowed for 31 years and above who reported high perceived social support had the highest mean score at 18.46 ($SE = 1.95$). The 95% confidence intervals affirm the reliability of these findings, reflecting a high level of confidence in the observed variations. In sum, this data illustrates the intricate interplay between the duration of widowhood and perceived social support, revealing distinct patterns in psychological wellbeing mean scores, with the highest mean score seen in those with higher levels of perceived social support and longer-term widowhood.

3.2 Inferential Results

Three (3) hypotheses were tested with the 2-way ANOVA and the results indicated in table 4.

Table 4: ANOVA Summary Table for Widowhood Duration and Perceived Social Support on Psychological wellbeing

Source	Type III Sum of Squares	Df	Mean Square	F	Sig.	Effect size
Corrected Model	799.440	11	72.676	2.785	.002	.069
Intercept	13704.058	1	13704.058	525.201	.000	.560
Widowhood Duration (WD)	99.770	2	49.885	1.912	.149	.009
Perceived Social Support (PSS)	85.498	1	85.498	3.277	.071	.008
WD* PSS	195.323	2	97.661	3.743	.024	.018
Error	10776.409	413	26.093			
Total	94652.000	425				
Corrected Total	11575.849	424				

Table 4 ANOVA results for the hypotheses tested. Findings of hypothesis one indicated that participants in late widowhood duration did not significantly experience better psychological wellbeing compared with those in early and mid-widowhood durations, means, 13.78 ($SE = .29$), 14.32 ($SE = .90$), 17.10 ($SE = 1.73$), $F(2, 413) = 1.912$, $p = .149$. $\eta^2 = .009$.

The results of hypothesis two showed that widowed participants who experienced high level of perceived social support did not significantly exhibit higher levels of psychological wellbeing compared with those with low level of perceived social support, means, 13.88 ($SE = 1.10$), 16.26 ($SE = .73$), $F(1, 413) = 3.277$, $p = .071$. $\eta^2 = .008$.

The results of hypothesis three revealed that there is a significant interaction effect of duration of widowhood and perceived social support on psychological wellbeing among the study participants, means, 13.92 ($SE = .45$), 13.63 ($SE = .37$), 11.96 ($SE = 1.56$), 16.68 ($SE = .91$), 15.75 ($SE = 2.86$), 18.46 ($SE = 1.95$), $F(2, 413) = 3.743$, $p = .024$. $\eta^2 = .018$.

4. Discussion of the Findings

This study aimed at examining widowhood duration and perceived social support on the psychological wellbeing among the widowed. Results of hypothesis one showed that widowed in late widowhood duration did not significantly experience better psychological wellbeing compared with those in early and mid-widowhood durations. Meaning that psychological well-being of the widowed cannot be predicted by duration of widowhood. This is in line with the findings of Nwanozie (2023) which indicated that widowhood did not have significant impact on the psychological wellbeing of widowed women. Wilcox, et al. (2003) reported poor psychological well-being among widowed women, and also found that recent widowed women experienced low psychological well-being while longer term widowed women revealed stability and slight improvement in psychological well-being.

Adena et al. (2023) discovered a sharp decline in the level of psychological wellbeing of the widowed, with slow partial recovery of psychological wellbeing by the widowed after a period of five years. McGloshen and O'Bryant (1988) reported that widowhood had positive effect on the widowed women due to religious involvement, number of siblings, and support from their children and families, while negative effect of widowhood was reported for the widowed women due to the death of their husbands and other deaths. O'Rourke (2004) confirmed that despite older widowed women often experience considerable level of poor psychological well-being immediately after they loss their husbands, but majority of them adjusts over time due to psychological resilience or hardiness. In addition, Pena-Longobardo and Oliva-Moreno (2021) posited that widowed in the short-term widowhood duration reported worse psychological well-being compared

with the widowed in the medium-term widowhood duration.

Findings of hypothesis two indicated that widowed who experienced high level of perceived social support did not significantly exhibit higher levels of psychological wellbeing compared with those widowed with low level of perceived social support. Meaning that perceived social support cannot predict psychological well-being of the widowed. This is contrary to the view of Adyani et al. (2019) which revealed that increase in the level of perceived social support results to increase in the level of psychological well-being and vice versa. Furthermore, Okawa et al. (2011) asserted that perceived social support has positive relationship with psychological well-being. Batool and Ahmed (2014) also reported that perceived social support is a significant determinant of psychological well-being. Even Damilep et al. (2021) confirmed that perceived social support had significant effect on the psychological well-being. Li et al. (2021) reported that greater level of perceived social support is related to greater level of psychological well-being. Kalpana (2016) revealed that perceived social support has a significant positive correlation with the psychological well-being. Damilep et al. (2022) indicated that perceived social support had significant impact on the psychological well-being of participants.

The results of hypothesis three showed that there was a significant interaction effect of duration of widowhood and perceived social support on psychological wellbeing among the participants. This is related to Lubben (2010) study which reported that perceived social support significantly have influence on psychological wellbeing of the widowed irrespective of the duration of widowhood. Furthermore, Rafieei (2013) posited that middle-aged widowed showed higher level of motivation through perceived social support and positive psychological wellbeing compared to retired widowed who are old. Also, Anugwom (2011) discovered relationship among widowhood experience, perceived social support and psychological wellbeing among participants.

5. Conclusion

In conclusion, researchers in this study posit that the psychological wellbeing of the widowed cannot be predicted by duration of widowhood. This implies that duration of widowhood will not have significant effect on the psychological wellbeing of the widowed. Meaning that widowed might had

experienced the same psychological wellbeing irrespective of duration of the widowhood. This is because it was discovered in the study that duration of widowhood did not significantly had effect on the psychological wellbeing of the widowed. Similarly, the study asserts that the psychological wellbeing of the widowed cannot be predicted by perceived social support. This means perceived social support will not have significant effect on the psychological wellbeing of the widowed. It is an indication that high or low perceived social support cannot predict psychological wellbeing of the widowed. However, the psychological wellbeing of the widowed can only be determined by the interaction of duration of widowhood and perceived social support. This is due to the fact that there was a significant interaction effect of duration of widowhood and perceived social support on the psychological wellbeing of the widowed. Meaning that the psychological wellbeing of the widowed cannot be influenced by duration of widowhood alone or perceived social support alone but can be influenced by the interaction of both duration of widowhood and perceived social support.

6. Recommendations

Government at all levels should establish special services unit to provide social support to the widowed irrespective of the duration of widowhood. Legislative law should be in place to provide social support to all the widowed without considering their durations of widowhood.

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Gender- Behind-The-Camera: Women’s Career Experiences in Television Stations in Lagos, Nigeria

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Abstract. This study examined the career experiences of women in behind the camera positions in television stations in Lagos State, Nigeria. Anchored on the Hegemony and Patriarchy theories, the study adopted survey, focus group discussion (FGD) and in-depth interview methods for data gathering. Samples for the survey, FGD and in-depth interview comprises 268 respondents, 6 participants each selected from the 6 sampled television stations and 2 participants each selected from the 6 sampled television stations in Lagos state respectively. The questionnaire, structured FGD guide and structured interview guide were used to generate the data used to answer the five research questions guiding the study. Results show that the respondents were more dominated in roles such as producer, reporter and editor, and women also dominate management roles in government owned television stations compared to the private owned television stations. Additionally respondents are perceived to be emotional (38.0%), sensitive (25.4%) and weak (23.9%). Results also shows that respondents are not promoted or appointed to managerial position in television stations based on gender, rather it is based on competence and efficiency. Results also shows that the major challenges facing respondents on their job are; late time closing hours, demands of home and work front, and the job been considered as too tedious/risky. The findings also revealed that these challenges will hinder respondents from attaining their career goals however the major prospect respondents have on the job is to get to the peak of their careers. Consequently, findings support tenets of Hegemony and Patriarchy theories.

Keyword: Career experiences; behind the camera positions; television stations, challenges and prospects.

1. Introduction

Women in the media in Nigeria are constantly faced with cultural stereotype that states what a man should do, and what a woman shouldn’t do. According to the International Federation of Journalists (2009) and the United Nations Educational, Scientific and Cultural Organization (2015), one of the greatest challenges facing journalists, both men and women, is to resist the culture of casual stereotype in our everyday work. Casual stereotype happens daily in our everyday tasks as journalists.

Traditional African society has stipulated clearly different roles for men and women and both sexes grow up knowing exactly what society requires of them. As Mattelart (1986, as cited in Amobi, 2011), argues that this division of labor finds expression in a definition of masculine and feminine qualities, transmitted, reinforced and rearticulated by the different institutions of society. Nigeria’s society and culture determines gender disparity and supports it totally. Irukwu (2000), explains that cultural, religious, social self-imposed beliefs, illiteracy, poverty and male ego are factors that promotes gender disparity.

Gender disparity and marginalization which dates back to the pre-colonial era finds its roots and continues to thrive in the African traditional culture. Even the Nigerian religion, (Christianity & Islamic) preaches submissiveness on the part of women. Traditional African society has stipulated clearly

different roles for men and women and both sexes grow up knowing exactly what society requires of them. Hence, the reason why MDG No. 3 and SDG No. 5 are targeted at achieving gender equality and women empowerment all over the world. International Federation of Journalists (2009) explains that Gender equality does not mean that women and men have to be the same, but their rights, responsibilities and opportunities will not depend on whether they are born male or female. The international Federation of Journalists (2009), explains further that gender equality is a fundamental human right that focuses on equal treatment of men and women, and encompasses issues like equal pay, equal access to decision making bodies, employment, pensions, health care, promotions, maternity and paternity leave, and in Journalism, gender equality means fair gender portrayal, women not being pigeonholed as soft news reporter, and a gender equality environment for journalist working behind the camera in the media.

Krasilovsky, Margolis, & Stein, (2015), revealed that the ginormous challenges women-behind-the-camera face on a daily basis cannot be imagined. One of such challenge is when Mary Gonzales in Krasilovsky et al., (2015), revealed that as camera women working behind the camera, it's hard when you don't get the job not because of your lack in qualification, but because it is gender based. Roles in the behind-the-scenes of the media are distributed to the male gender because it is believed that they have what it takes to ensure the job is done, factors like height, weight and strength works in the favor of a male gender. .

In their book entitled 'shooting women behind the world around the world', Krasilovsky et al., (2015), revealed that most women behind the camera in media organizations didn't have it on the platter of gold as their male counterparts did. Krasilovsky noted that women were faced daily with discrimination, gender inequality, and sexism. Most of the women interviewed in the book revealed that they felt they had to be like a man to succeed in the camera world. They felt they had to dress like a man, behave like a man, talk like a man, act like a man, and be like a man to succeed in their chosen career paths. This is as society assigns roles for the male and female, and the media is of no exception to this. Despite these challenges faced by women behind the camera, there is a paucity of research available on this topic as most of the available relevant research focus on the representation of women in front of the screen in media stations and movie industry. It is against this background that the study examined the

career experiences of women working in behind the camera positions in television stations in Lagos, Nigeria.

1.1 Research Questions

- What is the power structure in terms of positions occupied by women behind the camera in television stations in Lagos, Nigeria?
- What is the perception about how women are treated behind the camera in television stations in Lagos, Nigeria?
- To what extent does gender influence the appointment and promotion of women to managerial positions in the behind the camera positions in television stations in Lagos, Nigeria?
- What are the challenges facing women working behind the camera positions in television stations in Lagos, Nigeria?
- What are the prospects for women working in the behind the camera positions in the television stations in Lagos, Nigeria?

2. Literature Review

2.1 Conceptual Review

2.1.1 Gender

Gender goes beyond the biological construct of a man or a woman, rather, gender is defined by the roles given to both men and women. Attoh (2023) defined gender as the social construction of the expectations, behavior, privileges and constraints associated with those identified as male or female. Gender has become significant in the understanding of development and social phenomena especially in developing nations in view of the inequitable participation of men and women in the social organization of society. Similarly, Amobi & Oloruntola (2012), defined gender as a system of roles and relationships between women and men that are determined not biologically but by the social, political and economic context. Thus, society assigns functions, roles, and career choices based merely on gender, which Okunna (2004) describes as imbalance. This imbalance can be seen in our cultures and societies. For example, women are perceived to be better home makers than a man. Women are told that they are inferior to men and should remain within the confines of home-making and child bearing.

2.1.2 Behind-the-camera roles

From 1954, the date of the earliest systematic analysis of television's content, through 1975, researchers have found that males dominated the television industry, both in-front of the screen and behind the camera screen. Television has shown and continues to show two men for every woman, Tuchman (1978). Findings from Tuchman's studies indicated that in 1952 sixty-eight percent of the characters in prime-time drama were male, in 1973, seventy-four percent of those characters were male, and the scarcity of women on American television tells the world that women do not matter much in American society.

In Caroline Isber and Muriel Cantor's work titled the source of core programming in the Public Broadcasting System in. Tuchman (1978) which was a content analyses of television programming asked the question 'where are the women in public television?' and the reply gotten from content analysis studies was that 'the women are all in front of the television set'. This further explained that women were more likely to be seen on television sets, which is in front of the screen than behind the screen and camera.

2.1.3 Women's career experiences in the Television Industry

Wood (1994 as cited in Aromana 2016), explains that women are underrepresented either as media practitioners, object of news coverage or other subject matters that are important. This underrepresentation create an impression of non-importance, as women in media stations do not hold important and decision making roles. For women in media careers path, they are usually given the inferior seat that represents non-visibility unlike their male counterparts who are given more superior, important and decision making positions in media stations. Aromana (2016) also revealed that some of the decision making positions given to men are positions with importance, attention and power, therefore subjecting women to media segments that are of less importance such as lifestyle and entertainment. Aromana, 2016), revealed that women rarely get top positions in Nigeria, and the contributing factor to this underrepresentation of women as top media officers is the cultural definition of who should be the head. In a patriarchal society such as Nigeria, it is culturally expected that women be reverential, subservient and subordinates to men.

3. Theoretical Framework

3.1 Hegemony Theory

Hegemony theory was propounded by an Italian communist theoretician, Antonio Gramsci, who modernized the concept of hegemony in the 1930s. The term 'hegemony' is derived from the Greek word 'hegemonia' meaning 'leader', 'state', 'dominate' or 'ruler'. Antoniades (2008), argues that there are two types of control that can be derived from hegemony theory; domination that is based on coercion; and hegemony that is based on consent. Hegemony, for Gramsci signifies the process through which the leading group / ruling class of a society transforms its own interests and values into 'common sense.

In relating hegemony theory to this study, culturally, women are placed to be homemakers while men go out to get the job done in Nigeria. The men go out to bring the fish, while the woman tend to the fish brought home. The dominant group in the African culture has always been the men. While the subordinate group remains the woman. The woman is taught to be led by the man, she is taught to be subordinate and submissive to the man, and to allow the man take hard task, while she settles for simple task that is similar to tending the fish while the man catches the fish. The television industry do not recognize women behind the camera. Most times, assigning roles to women behind the camera is avoided by television stations because the women are seen as too fragile to carry and operate the camera equipment. Thus, the behind the scene roles in television stations are seen as a male's exclusive job, while the on-screen roles are seen as women's job. These is perhaps because our culture says so.

3.2 Patriarchy Theory

Patriarchy theory has its origin from feminist theories which updated and expanded the understanding of patriarchy theory in the second half of the twentieth century, Steiner (2014). The word 'patriarchy' literally translates to the role of the male or father in a family or society. Bhasin (2006 as cited in Attoh, 2023) explains that patriarchy is used to explain a male-dominated family or society where the large household of the patriarch which include women, junior men, children, slaves and domestic staff are all under the ruler ship of the dominant male. Patriarchy is used to refer to the power relationship where men are leaders, and men rule the women. Patriarchy also connotes a system where women are subordinate and dominated my men,

In relating, patriarchy theory to this study, Nigeria is believed to be a patriarchal society, and all sectors in

Nigeria society are believed to be patriarchal in nature, the media is not left behind. In the media sector like all other sectors in Nigeria, the men rule and dominate the women. The women are given subordinate or lesser roles or roles 'fit for a woman' not because of their biology make up but solely because the society is patriarchal in nature. It is therefore in our culture for men to lead and women to be led. For example behind the camera roles are seen as roles fit for a man because it involves production, directing, cinematography and all other roles that determines a production which in turn should be a man's job because it defines the production, whereas roles in front of the camera are fit for a women because the roles in front of the came are defined by pretty faces and beautiful voices.

4. Empirical Review

Extant literature search on the career experiences on women behind the camera in the factual content production in Nigeria revealed a lack of literature. However, the study used literature of women in front of the camera in Nigeria and abroad.

One of such studies that examined women in front of the media was that of Ogwezzy-Ndisika (2011), which examined Media representation of women: dimensions of its agency in the non-emergence of women political leaders in Nigeria. Using the content analysis method, the study found out that Mass Media occupy an increasing central place in the lives of women and men all over the world. They have contributed to social changes and developments, influencing people's opinions, attitudes, and relationships. But what do we see and hear in the media about women? The mass media tend to reinforce traditional attitudes and often present a degrading and humiliating picture of women which does not at all reflect changing attitudes in society, and especially, the changing roles of the sexes.

Another of such few studies in the area of women behind the camera titled 'Gender Equity in Behind-The-Camera Roles in Television Stations in Lagos Nigeria'. The study was conducted by Amobi and Akinuliola (2022). The study focused on the level of parity between the income of women working behind the camera in television stations in Lagos and that of their male counterparts, the extent to which women in television stations are promoted as against their male counterparts, and the extent to which women in television stations enjoy equal training opportunities as against their male counterparts. The study found out that women in television stations in Lagos Nigeria are equally paid, well promoted and also

exposed to training opportunities compared to their male counterparts.

Another study on women behind the camera in Nollywood industry was done by Amobi, Shaibu, and Akinuliola (2018), which was titled 'the power behind the camera: Representation of women in Nollywood agencies'. The study focused on the power structure in the agencies running the Nollywood industry, specifically interrogating the representation and challenges facing women behind the camera in selected key agencies in Nollywood agencies. The study found out that there appears to be an imbalance in the representation of women behind the camera in Nollywood industry and that, women have made a few forward leaps especially in the writing and video editing roles, where they appear to be dominating the Nollywood industry.

And recently, statistics has shown that women are underrepresented at all levels of decision making, for example, UN Women (2023) revealed that as of 1st of January 2023, 34 women serves as Head of States in 31 countries out of all the countries in the world, and women represents 22.8 percent of cabinet members in the world. Similarly, the British Broadcasting Cooperation (BBC) reported that women consist of less than 34 percent of countries negotiating teams as the UN summit in Egypt, and it was found out that out of the 110 world leaders in a family photo of 2022 COP27 climate summit, just 7 were women, Stallard, (2022).

5. Methodology

Uyo (2002), defined research as a systematic attempt to obtain answers to meaningful questions about phenomenon or event through the application of scientific procedures. Tejumaiye (2003), defined research as a systematic way of investigating a phenomenon. This study employed the triangulation approach which according to Hammersley (as cited in Bryman, 2008), is the use of quantitative research to corroborate qualitative research findings or vice versa. The study used the survey and in-depth interview methods. The survey method was adopted to elicit answers from women behind the cameras television stations in Lagos state. In-depth interview was used to generate data from purposively selected female key players in the television industry. A thematic analysis of the outcome of the in-depth interviews will be matched with the opinions elicited from the survey and focus group discussion for a critical cross validation.

The population of this study comprised the 17 television stations in Lagos, (Media Registry List 2018). Using the multistage cluster sampling, six television stations were purposively selected based on the awards they have received and based on the fact that a government owned and private owned stations must be chosen, they are; Arise TV, Television Continental (TVC), Channels TV, Nigerian Authority TV 5, Nigerian Authority TV 10 and Lagos TV (LTV), three private stations and three government stations were selected. From the six stations, the women working behind the camera are 303 in total. The 303 women were used for the questionnaire, and from the 303 women, two from each stations were purposively selected for the in-depth interview. The two women selected for the in-

depth interview must occupy key positions in the television stations.

The research instrument for the questionnaire was a 25-item questionnaire and a 15-item structured interview guide which the researchers constructed and validated using face validity and peer-review techniques. Reliability of the instruments were ascertained using the test-retest method. The instrument was administered by the researchers, with the support of numerous research assistants who went physically to the television stations to meet the respondents.

The response rate was 88.4% because of all the 303 respondents, only 268 respondents fully and dully completed the questionnaire, however the in-depth interview was 100% response rate.

6. Results and Discussions

Research Question 1: What is the power structure in terms of positions occupied by women behind the camera in television stations in Lagos, Nigeria?

Table 1: Positions occupied by women behind the camera in television stations

Positions	Frequency	Percentage
Producer	78	29.1
Director	16	6.0
Director of Cinematographer/Photographer	3	1.1
Cinematographer/Photographer	20	7.5
Editor	27	10.1
Gaffer	7	2.6
Ingest Personnel	7	2.6
Production Assistant	21	7.8
Reporter	47	17.5
Research and Data	9	3.4
Script Writer	10	3.7
Sound Mixer	12	4.5
Studio Manager	11	4.1
Total	268	100.0

Table 1 shows the position with the highest number of respondents as producers representing 29.1% (29.1). Thus, findings imply that the most occupied position by women behind the camera is producer, followed by reporter and then editor.

Research Question 2: What is the perception about how women are treated behind the camera in television stations in Lagos, Nigeria?

Table 2: Perception of how women in behind the camera positions are treated in television stations.

Perception	Frequency	Percentage
Fragile	19	7.1
Weak	64	23.9
Insecure	15	5.6
Not good decision makers	0	0
Emotional	102	38.0
Sensitive	68	25.4
Total	268	100.0

Table 2 presents that 38.0% (n102), respondents agreed that they are perceived to be emotional. Findings indicate that women behind the camera are perceived majorly as emotional, followed by sensitive and then weak.

Research question 3: To what extent does gender influence the appointment and promotion of women to managerial positions in the production chain in television stations in Lagos, Nigeria?

Table 3: Extent to which gender influences the promotion of women to managerial positions in behind the camera positions in television stations.

Extent to gender influence promotion	Frequency	Percentage
Likely	6	2.2
Very Likely	16	6.0
Neutral	45	16.8
Unlikely	180	67.2
Very Unlikely	21	7.8
Total	268	100.0

Table 3 shows that 67.2% (n180) respondents stated that it is unlikely for gender to influence the promotion of women to managerial positions in behind the camera positions. The findings therefore indicate that gender does not in any way influence the promotion of women to managerial positions in behind the camera positions in television stations.

Table 4: Extent to which gender influences the appointment of women to managerial positions in behind the camera positions in television stations.

Extent to gender influence appointment	Frequency	Percentage
Likely	7	2.6
Very Likely	13	4.9
Neutral	46	17.1
Unlikely	172	64.2
Very Unlikely	30	11.2
Total	268	100.0

Table 4 presents the extent to which gender influences the appointment of women to managerial positions in behind the camera positions in television stations. Generally, with the highest representation, 64.2% (n172) respondents stated that it is unlikely for gender to influence the appointment of women to managerial positions in behind the camera positions. . The findings therefore indicate that gender does not in any way influence the appointment of women to managerial positions in behind the camera positions in television stations.

Research question 4: What are the challenges facing women working behind the camera positions in television stations in Lagos, Nigeria?

Table 5: Challenges women working behind the camera positions in television stations face.

Challenges	Frequency	Percentage
Demands of home and work front	117	83.2
Travelling schedules	0	0
Late time closing hours	136	96.9
Sexual harassment	8	3.2
Bullying	7	2.6
Total	268	100.0

Table 5 presents the challenges women working behind the camera positions in television stations face. Specifically, with the highest representation of 50.7% (n136) respondents indicated late night closing hours as the common challenge. The findings therefore indicate that the major challenge women behind the camera face in television stations is late night closing hours.

Research Question 5: What are the prospects for women working in the behind the camera positions in the television stations in Lagos, Nigeria?

Table 6: Prospects for women working in the behind the camera positions in television stations.

Prospects for women working in the behind the camera	Frequency	Percentage
More leadership positions	43	16.0
Getting to the peak of their careers	208	77.6
Getting international recognition/political appointment	17	6.4
Total	268	100.0

Table 6 presents the prospects for women working in the behind the camera positions in television stations.

With the highest representation of 77.6% (n208) respondents indicates that getting to the peak of their

career. The findings therefore indicate that the major prospect women behind the camera in television stations have is getting to the peak of their careers.

7. Conclusion and Recommendations

Conscious of the SDG No. 5, which is targeted at achieving gender equality and women empowerment, this study examined women's career experiences in television stations in Lagos Nigeria. Based on the results the researcher concludes that women behind the camera positions in television stations are more dominated in roles such producer, reporter, and editor, and women are now been seen in non-management positions in television stations, also, women are majorly perceived as emotional, weak and then fragile, and women are likely to be assigned the lifestyle beat, and gender do not influence the promotion and appointment of women to managerial positions in television stations, also, women in behind the camera positions still face enormous challenges that can hinder the fulfilment of their career goals and dreams, despite these challenges, the major prospects of women behind the camera in television stations is getting to the peak of their career. The study therefore recommends:

Support from management for young married women: Young married women working behind the camera positions in television stations should not be discriminated against by the management and heads of departments.

Career growth trainings and seminars: Television stations should prioritise trainings, seminars and conferences for their staff, both local and international.

Mentorship: Women behind the camera positions should be encouraged to have mentors behind the camera. These mentors will encourage their mentees and show them how they did it by getting where they are today despite also facing some of the challenges they faced as a young woman in these positions.

More leadership positions: The board of management in television stations should give access to women to also hold leadership positions like their male counterparts in the same industry.

Mental health/other health challenges: Women in behind the camera positions are also advised to protect their mental health at all cost, because of the nature of their jobs.

Academic curriculum for Mass Communication students: The National Universities Commission (NUC) should liaise with the department of Mass Communication in Universities to encourage female students take courses like cinematography, audio and video console operations, production and other

lighting courses, so as the interest in pursuing a career in these areas can be built in them,

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Of Difficult Mothers and Rebellious Daughters: Investigating the Electra Complex in Contemporary Nigerian Feminist Fiction

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Abstract. Chimamanda Ngozi Adichie, Sefi Atta and Lola Shoneyin are undoubtedly three of the most celebrated feminist novelists in the contemporary Nigerian literature. These three women-writers have one thing in common – each has written at least a novel in which she employs the usual problematic relations between a mother figure and a daughter as a means of exploring feminism – inflected issues such as identity-construction, subjecthood, and patriarchy, etc. I am making reference to Adichie’s *Half of a Yellow Sun*, Atta’s *Everything Good Will Come* and Shoneyin’s *The Secret Lives of Baba Segi’s Wives*. These novelists thematize in various ways albeit unconsciously the Electra complex. This paper argues that it seems something of a paradox that these women – novelists in engaging in feminist critiques of patriarchy, should to some extent appear to do so through the agency of the difficult relationship between a mother-figure and a daughter even when no psychological exploration in the delineation of these characters appears to be intended in these novels. The paper aims to draw attention to each of these writers’ representation of certain aspects of the relations between the female protagonist of their respective novels, who appears to embody the novelist’s feminist values, and her parents, especially to the uneasy tensions that seem to exist between them.

Keywords: Patriarchy, Feminism, The Electra Complex, The Symbolic Realm, The Unconscious

1. Introduction

Nigerian women writers have over the years been engaged in the feminist project of not only

dismantling all patriarchal structures in society but also correcting certain phallogocentric representations of women in Nigerian literature and in the process inevitably enriching what until recent times had been a marginalised presence of the female dimension in Nigerian literature. Since the early 2000s there has been an overwhelming preponderance of women writers entering the Nigerian literary field hitherto dominated by men. Some of the many noted women writers of this generation are Chimamanda Ngozi Adichie, Lola Shoneyin, Sefi Atta, Chika Unigwe, Ayobami Adebayo, Akachi Adimora Ezeigbo, etc. These women writers are currently defining the canon of contemporary Nigerian literature. They have not only continued the attempts of the first and second generations of Nigerian women writers such as Flora Nwapa and Buchi Emecheta at unpacking and taking apart Nigerian culture in order to expose the ideological roots of women’s oppression, they are also projecting in their novels provocative themes of sexuality and desire in ways that their predecessors would never have attempted in asserting their female identity and autonomy.

Scholars have noted in contemporary Nigerian feminist fiction a shift from the trends in the 1960s and 1970s in which women were represented in fiction as tangential to the historical process ‘to a challenging reconfiguration of national realities in which the feminine is neither essentialized nor mythologized (Bryce). The female protagonists in the contemporary Nigerian fiction written by women are not represented as tragic victims of a patriarchal society as we have in Nigerian classical feminist texts of the past generation. These female protagonists are to a large extent self-actualizing characters who are

products of middle class backgrounds, educated and self aware. These women are autonomous and self-assertive, not constrained by societal and domestic realities; they are in fact moulders of contemporary Nigerian society. Jane Bryce has noted the celebratory impulse about the feminine animates the contemporary Nigerian fiction written by women.

It has been said of women writers generally that in their attempts at retrieving the feminine repressed, they tend to construct strong female characters in their fictional works. Contemporary Nigerian women fiction being unapologetically different from that of men, throws up certain images, patterns and dimensions that discerning (male?) perception cannot but notice. There can be no doubt that considerable psychological differences exist between men and women. These differences not only tend to show in their respective fictional works; they also matter. But to what extent can accounts of women identities in contemporary Nigerian fiction written by women be said to be consciously shaped to accomplish certain ends? As we know The meaning of a literary work does not reside in the writer's intentions alone; it also lies in its effect. How are we to deal with the dialectic interplay between an apparently intentional and consciously shaped work of art and certain psychic material that floats to the surface from the depths of the writer's unconscious during the process of writing?

The dilemma that literary scholars often face when adopting a psychological approach in studying a literary text is how to study the text without appearing to be delving into the writer's very private affairs. Should a literary text be studied as a reflection of the writer's life or should the study, as it seems appropriate, be confined to the life and times of the characters that inhabit the writer's fictive universe? Even if the latter approach is adopted, the scholar still stands the risk of reading or creating the impression to the reader that certain phenomena in the characters' psychosocial world are reflections of the writer's repressed experiences. Whiethead (2016) suggests that "the most appropriate way to pursue psychological literary criticism would be to understand an author's implicit informal personality theory and match it to the explicit formal theory with which it is most congruent, and then use that personality theory systematically as a lens through which to view the author's work" (4). In this paper I shall try to restrict myself to raising questions principally about the women who are written about and not necessarily about the women who write.

Arguably three of the most celebrated Nigerian women writers at the moment are Chimamanda Ngozi Adichie, Lola Shoneyin and Sefi Attah. These three women-writers have one thing in common – each has written at least a novel in which she employs the usual problematic relations between a mother-figure and a daughter as a means of exploring feminism – inflected issues such as identity-construction, subjecthood and patriarchy, etc. I am talking about Adichie's *Half of a Yellow Sun*, Shoneyin's *The Secret Lives of Baba Segi's Wives* and Attah's *Everything Good Will Come*. It would seem something of a paradox that these women novelists in engaging in feminist critiques of patriarchy, should to some extent appear to do so through the agency of the difficult relationship between a mother-figure and a daughter even when no psychological exploration in the delineation of these characters appears to be intended in the novels. My aim in this essay is to draw attention to each of these writers' representations of certain aspects of the relations between the female protagonist of their respective novels, who appears to embody the novelist's feminist values, and her parents, especially to the uneasy tension that seems to exist between her and her mother compared to the relatively less problematic relationship that exists between her and her father.

In studying the subject of this nature, it is impossible not to evoke Freud together with one or two of his followers because he more than anybody else offers the most systematic account of the human mind; at least he was the first to draw our attention to the existence of the unconscious in all of us. Irrespective of the objections that have over the years been raised by scholars against a large chunk of his theory, his discovery of the unconscious is now generally accepted as an inevitable part of the human experience. Although his theories about the human mind are by now too well-known and familiar to necessitate a rehearsal of them here, a certain amount of recapitulatory reiteration is inevitable.

Basic to Freud's theory was his belief that the mind is mostly hidden. He likened our conscious awareness to the part of an iceberg that floats above the surface of the sea. Below the surface is much larger unconscious region seething with primitive wishes, drives and memories. This unconscious region he considered as central to human behaviour. These primitive drives and forbidden wishes powerfully influence the way we behave and what we do, even though we may not be aware of them. We repress these forbidden feelings and instincts into the unconscious but they do not stay permanently

repressed. They emerge despite us in altered and disguised forms in the beliefs we hold, in our daily habits, in the slips of the tongue and the pen, etc.

The unconscious, averred Freud defines our relationship with our parents. He posited that children pass through a series of psychosexual phases during which the Id's pleasure-seeking drives focus on certain pleasure-sensitive areas of the body. However the most important aspect of these drives in young children are directed towards the parent of the other sex. Freud named these drives Oedipal Complex after the Greek mythical hero who unknowingly killed his father and married his mother. Freud also theorized about a different but analogous phenomenon in female children which his follower, Carl Jung named in 1913 the Electra Complex, also after a legend in Greek mythology whose hatred of her mother and adoration of her father have over the centuries provided writers with models for exploring in their fictional works the usual conflictual relationship between the mother-figure and her daughter. At the nadir of Freudian psychology in the 1950s Lacan revived it by reinterpreting some of its major concepts in structuralist terms. Lacan's reinterpretation of Freud's major ideas has almost been as important as Freud's discovery of the unconscious. The remainder of this paper shall be devoted to studying how Adichie's *Half of a Yellow Sun*, Shoneyin's *The Secret Lives of Baba Segi's Wives* and Attah's *Everything Good Will Come* have in their different ways thematized albeit unconsciously the Electra complex in their respective novels.

Adichie's *Half of a Yellow Sun* *Half of a Yellow* is as much about the Biafran/Nigerian war and the degradations suffered by the Igbos in the war as it is about privileging the woman's point of view and experience. It is also about the clash between two generations but within the space of the family where the protagonist, Olanna and her twin sister, Kainene have a very problematic relationship with their parents. Adichie depicts the greed and shallowness of Olanna's parents, Chief and Mrs. Ozobia against the progressiveness and broadmindedness of their children.

While the Ozobias are hosting Chief Okonji, the country's finance minister to dinner who is clearly anxious to get Olanna into bed, their parents display their craftiness and oleaginousness towards the government functionary from whom they are anxious to get a government contract and would not mind prostituting their daughters for it. But the twin sisters' disapproval of their parents' behaviour seems to have

a great deal more to do with their mother than with their father. Olanna whose perspective Adichie privileges, view their mother with a much more cynical and critical eye than she does her father as shown in the excerpt below from the novel:

"I hope you've thought about coming to join us at the ministry, Olanna. We need first-class brain like yours" Chief Okonji said:

"How many people get offered jobs personally from the finance minister" her mother said, to nobody in particular, and *her smile lit up the oval, dark-skinned face that was no nearly perfect, so symmetrical, that friends called her Art* (emphasis mine).

Though Adichie does not give as much attention to the delineation of Olanna's family as she does to the consequences of the war, the little glimpse we have of Olanna's family set-up seems to indicate that the interactions between the daughters and their mother seem bereft of any idyllic moments in which they are wrapped up in one another. On the contrary their relationship is characterised by ill-disguised tension and hostility. Nevertheless Olanna and her mother still manage to retain a cordial relation despite her acts of rebellion against her mother's wishes. We see this when her mother tries to dissuade her from moving to Nsukka to live with Odenigbo, a character she disapproves of as Olanna's lover:

(emphasis mine). *Olanna stared at the door. She was used to her mother's disapproval; it had coloured most of her major decisions, after all: when she chose two weeks' suspension rather than apologize to her Health grove form mistress for insisting that the lessons on Pax Britannica were contradictory; when she joined the students' movement for independence at Ibadan; when she refused to marry Igwe Okagbue's son, and later, Chief Okafor's son. Still, each time, the disapproval made her want to apologize, to make up for it in some way.* (35)

In spite of not sharing the same values at her mother, Olanna still desperately longs to retain a bond with her mother whom she wishes to see as a life model and counsellor, unlike her twin sister Kainene who has long detached herself from their mother and has begun to shape her own independent identity.

The mother and daughter conflict is even more intense and complicated in Sefi Attah's *Everything Good Will Come*; a coming of age story that offers a more expansive treatment of familial themes and provides a richly psychological mine for the exploration of all the dark childhood forces that shaped the protagonist's growing up. Right from the first few pages of the narrative, we are confronted with a barely concealed simmering tension between

the female protagonist and narrator, Enitan and her mother.

My mother never had a conversation with me; she talked and knew that I was listening. I always was. There mere sound of her footsteps made me breathe faster (23).

Enitan always appears to be on the edge in her mother's presence while her father's return from work always seems to excite her.

The door creaked open and snapped shut behind him. Bisi rushed to take his briefcase and he shoved her away. I smiled at my father. He was always miserable after work, especially when he returned from court. I pitied him whenever he complained (24).

Enitan leaves us with the impression that her father's always appearing miserable after his return from work has something to do with her mother's difficult behaviour. She can barely conceal her bias and sympathy for her father especially when they are having their usual quarrels.

One wrong word from my father could bring on my mother's rage. He was a wicked man. He had always been a wicked man. She would shout Bible passages at him. He would remain calm. At times like this, I could pity my mother, if only for my father's expression. It was the same as the boys in school who lifted your skirt and ran. They looked just as confused once the teacher got hold of their ears (26).

Enitan is quite closer to her father; she jokes and plays indoor games with him much to the jealousy of her mother who believes her husband is deliberately dividing this child and her. Enitan however appears to be pleased with the state of affairs between her parents. When a girl engages in psychosexual competition with her mother for her father's attention, a neo-Freudian psychoanalyst like Carl Jung would call it the Electra Complex. While Enitan is getting ready to leave for the boarding school to which she has been admitted, she knows she will miss her father terribly. She writes:

He was the one I would miss. The one I would write to. I settled to write a poem after he left, using words that rhymed with sad, bad, dad, glad, had. (44)

Though Enitan is already in her teens, long past the age that marks the child's entrance into the symbolic order which Jacques Lacan describes as the structure of language itself, this moment of her playing with rhymes on the subject of her father marks the crystallization of her long unconscious rejection of her mother. She tries to incorporate some of her father's characteristics into her personality. To her her father in contrast to her mother appears to be a

figure of strength, calm, rationality and power. While in conversation with her friends she often loves to parrot her father's opinions and views.

Enitan's emotional attachment to her father disguises a subconscious libidinal attachment which neither she nor her parents are consciously aware of. Several years later while serving in the National Youth Service Corps, she would be brought into some awareness about this fact by her boyfriend Mike who accuses her of never talking about her mother. This accusation seems to have struck her profoundly. She writes:

I took another swig of the beer and wiped my mouth clean. A daughter was not meant to be at odds with her mother. Especially an only child. Thinking of my mother made me feel like I'd left the door of a vault wide open for thieves. (92)

Taking Mike's advice she goes to see her mother whom for a long while she has not seen but the visit turns out to be problematic; she ends up having an argument with her mother over her alleged preference for her father. Much later she is able to reconcile with her mother after she discovers her father has a son outside marriage. She undergoes a normal maturation process in which she realizes she shares the same gender with her mother and she is able to appreciate how difficult her mother's life has been living a patriarchally conditioned environment.

The most difficult of mother and daughter relationships in the three novels under the review is clearly the one between Bola, the protagonist of Lola Shoneyin's *The Secret Lives of Baba Segi's Wives* and her mother. Right from when they were children Bola and her sister, Lara had always resented their mother, and adored their father who appeared to have tacitly encouraged their open hatred of their mother.

When we were children, he liked to amuse himself by making us articulate our hatred for things using new words. I loathe bread and despise onions" I would say. Lara would follow with "I just don't like Mama at all", which made my father fall over laughing (173).

As the two sisters grew up, their animosity towards their mother (whom they accused of endless nagging) increase Bola so resents her mother that instead of sympathizing with her mother's frequent miscarriages, she feels the unborn babies are lucky not to have been born alive. Hear her:

May be they heard her relentless nagging and decided it was better to be born unformed. I must have covered my ears when I was in her womb. Perhaps she was quieter then. (15)

The relationship between Bola and her mother is so full of tension and anxieties that the little occasional intimacies they show each other seem to come with pain.

...Before I left, Mama gave me a firm one-arm embrace. It was awkward because I couldn't remember when she'd ever held me with tenderness. There always seemed to be pain involved when she touched me so the feel of her arm on my back, the warmth of her cheek against mine was memorable in its own way. (152)

Bola's family is dysfunctional home in which tension and resentment seem to be the prevailing note; there is a barely disguised tension between their parents, between the sisters and their mother and between Bola and her sister. The children however feel relaxed in their father's presence and even display some affection for him however vague compared to their hostility toward their mother. Bola describes this vague affection between her and her father during a visit to her parents' home after her marriage to Baba Segi. She writes:

We walked indoors, arms linked, and I thought how unfamiliar it felt to be close to him. The smell of him didn't conjure any fond memories. Gin had stolen Baba from our childhood and when there wasn't any, he did what he did best; he escaped. (174)

Their father's little involvement with the two sisters did not seem to dampen their enthusiasm for him. He is missed and lamented in his absence. They long for his presence always and concoct fantasies about him coming to deliver them from their mother's constant naggings. But it never happened.

Every time Mama beat us when we were younger Lara and I prayed for him to come to our rescue and ward off Mama's palm but he would look away, unable to watch. We fantasied about him standing up to her and warning her never to inflict pain on his children, but it never happened that way. Baba would issue a quiet cautionary word and vanish... (176)

Eventually Bola flees the tyrannies of her mother and enters into an unfortunate marriage with Baba Segi, a man much older than she. Her desertion of young suitors, and her deliberate blindness to the factual reality of Baba Segi being not only already married but also much older than she is revelatory of her unconscious childhood fantasies to have a father figure as husband, especially one that is representative of the disappearing traditional family system where order, warmth and stability are the norms. She writes:

So, yes. I chose this home. Not for the monthly allowance, not for the lace skirt, and not for the coral

bracelets. Those things mean nothing to me. I chose this family to regain my life, to heal in anonymity. And when you choose a family, you stay with them. You stay with your husband even when friends call him a polygamist ogre (16).

Bola finds in Baba Segi a substitute father whom she describes as "a large but kindly generous soul". Bola is the kind of daughter Carl Jung describes as one "who knows what she does not want but is usually completely at sea as to what she would choose as her own fate. All her instincts are concentrated on the mother in the negative form of resistance and are therefore of no use to her in building her own life. Should she get as far as marrying, either the marriage will be used for the sole purpose of escaping from her mother or else a diabolical fall will present her with a husband who shares all the essential traits of her mother's character" (25). But Bola's choice of Baba Segi as husband has clearly something to do with her unconscious libidinal fascination with her father, not just for the fact that Baba Segi represents certain traits that her mother seems not to have.

All the three maternal figures in Chimamanda Ngozi Adichie's *Half of a Yellow Sun*, Sefi Attah's *Everything Good Will Come* and Lola Shoneyin's *The Secret Lives of Baba Segi's Wives* are almost constructed as the monstrous-feminine to use Barbara Creed's phrase despite their difficult lives. The conflictual relationship between the mother and the child is not seen from the mother's point of view. The mother is hardly portrayed sympathetically as a subject whose gender confines her to a marginal existence in the symbolic realm according to Lacanian psychology. The child struggles to break free of her mother but the mother is unwilling to let her go because the mother and child relation is the only thing that authenticates her existence, "an existence which needs validation because of her problematic relation to the symbolic realm (Barbara Creed). The mother experiences double objection because of "her difficulty" in acknowledging (or being acknowledged by) the symbolic realm – in other words, the problems she has with the phallus that her father or husband stands for – is not such as to help the future subject (the child) leave the natural mansion. Julia Kristeva quoted in Barbara Creed (2008, p. 248).

On the other hand all the three fathers in the novels under review, though have their own individual traits, share some things in common – they are freer being of a gender representative of the symbolic realm, and yet share one thing in common – have a placid temperament in relation to their wives, and seem to

have ceded the authority of the home to them. They are almost invariably absent from home, not only physically but emotionally as well. And yet their daughters seem to find them likeable. They appear to permit their father's philandering and drinking and even justify them on account of what they perceive as the difficult attitudes of their mothers. Their fathers in turn appear to be lax and permissive with them.

2. Conclusion

There is no doubt that Adichie's *Half of a Yellow Sun*, Attah's *Everything Good Will Come* and Shoneyin's *The secret Lives of Baba Segi's Wives* are three of the most celebrated feminist texts in contemporary Nigerian fiction that not only privilege femininity and the woman's way of viewing the world but also seek to renegotiate gender power dynamics in all spheres of life in Nigeria. The female characters in these novels are strong-willed, middle-class characters who in their various ways try to fight male hegemony in society, and yet are unable to totally wean themselves from their childhood libidinal attachment to their fathers in which they appear to idealize and privilege their fathers at the expense of their long-suffering mothers. What this underscores from a psychological point of view is that these female protagonists are very complex and realistically presented characters that go beyond the usual rhetoric of empowered female characters serving as authorial mouthpieces in feminist texts. These female characters are as true to life and unidealized as they can be, confronted with female challenges in a patriarchal world.

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The Efficacy of Cognitive Behavioural Therapy on the Psychosocial Well-Being of Patients diagnosed with HIV/AIDS Associated Cancers in Jos University Teaching Hospital, Plateau State, Nigeria

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Abstract. The study investigated the efficacy of Cognitive Behavioural Therapy on the Psychosocial Well-being of Patients diagnosed with HIV/AIDS Associated Cancers in Jos University Teaching Hospital, Plateau State, Nigeria. True experimental design was utilized (pretesting and post-testing for both experiment and control groups). Thirty Nine (39) diagnosed HIV/AIDS associated cancer patients in Jos University Teaching Hospital were purposively sampled and divided into treatment (n=20) and control groups (n=19). The Ryff's psychosocial wellbeing scale (PWB), 42 items version, was administered to pretest and posttest for psychological wellbeing in both groups. T-test was then applied to test the six hypotheses developed in the study. For hypothesis one, the results of the analysis of the posttest autonomy mean scores of HIV/AIDS patients diagnosed with associated cancer between the experimental and control groups. In the experimental group, the posttest autonomy mean scores is $\bar{x} = 27.77$, SD = 6.13 where the control group had a mean scores $\bar{x} = 24.75$, SD = 5.60. The result also shows $t(37) = 2.60$, $p < 0.05$. The second hypothesis showed that the experimental group environmental mastery had a posttest mean scores of $\bar{x} = 29.88$, SD = 6.22 while the control group has a posttest mean scores of $\bar{x} = 25.04$, SD = 5.59. The results indicates that $t(37) = 2.38$, $p < 0.05$. The third hypothesis reveals that the experimental group had a posttest personal growth mean scores of $\bar{x} = 26.83$ and SD = .64 while the control group has a posttest mean scores of $\bar{x} = 25.80$ and SD=5.57. The results indicate that $t(37) = 0.84$, $p < 0.05$. Hypothesis four shows that the experimental group had a posttest Positive

Relation mean scores of $\bar{x} = 26.55$, SD = 6.54 while the control group had $\bar{x} = 23.19$, SD = 5.11. The results also indicate that $t(37) = 2.12$, $p < 0.05$. Hypothesis five indicates that the experimental group had a posttest purpose in life mean scores of $\bar{x} = 26.38$, SD, = 5.08 while the control group has $\bar{x} = 24.00$, SD = 5.49. The results indicate that $t(37) = 1.81$, $p < 0.05$. Hypothesis six shows that the experimental group had a posttest self-acceptance mean scores of 30.22, standard deviation 5.23 while the control group had a posttest mean scores of 23.33, SD= 5.60. The results indicate that $t(37) = 4.82$, $p < 0.05$. Cognitive Behavioral Therapies has been shown to efficacious by several researchers as confirmed by this study especially for the unique population of HIV/AIDS associated cancer patients and it is therefore highly recommended that the treatment of HIV/AIDS associated cancer patients should incorporate the services of mental health practitioners with skills in CBT.

Keywords: Cognitive Behavioural Therapy, Psychosocial Well-being, HIV/AIDS Associated Cancers

1. Introduction / Background of the Study

Psychosocial Well-being refers to positive mental health of humans and is of diverse multi-dimensional concept that develops through a combination of emotional regulation, personality characteristics; identity and life experience (Ryff, 1989b). Psychosocial well-being can increase age, longevity and consciousness (Keyes et al., 2002). There is

much more to good mental health than pleasant emotions. A true satisfying life/ includes, purpose and direction. Human beings need to act in accordance with personal values and contribute to things cared about, such as relationship with family and friends, meaningful work, community and order, purpose in life, fulfilling one's potentials through the use of autonomy, competence, healthy relationships, self-acceptance, personal growth and purpose in life. The two important ingredients in psychosocial well-being are subjective happy feelings brought on by something enjoyed and the feeling that what is being done with one's life has some meaning and purpose. Patients diagnosed with HIV/AIDS associated cancers need hope and reason to live a meaningful and purpose filled lives. This purpose filled life is measured by these six key elements of psychosocial well-being which are: autonomy, environmental mastery and competence, healthy relationship, self-acceptance, personal growth, and purpose filled life (Keyes et al., 2002).

The challenges encountered in the management of HIV/AIDS associated malignancies in Nigeria, reflect the double burden of management of cancers in general and HIV/AIDS associated cancers in particular low resource environment with weak public health infrastructure and ignorance. Prior to the advent of programmes like PEPFAR, Global Funds and others, there was little health care available for people living with HIV/AIDS in Nigeria, just like what is happening now with cancer. There is no similar intervention for people with cancer. The proportion of cancer patients with access to treatment is significantly low due to poverty and lack of adequate education and awareness about HIV associated cancers and how a patient infected with this disease can be helped (Akinwande et al. 2009).

This underscores the relevance of Cognitive Behavioural Therapy (CBT) as an intervention to improve the psychosocial well-being of patients diagnosed with HIV/ AIDS associated cancers, who, from the researcher's experiences in working with such clients lack skills to cope with life threatening psychosocial issues. Cognitive Behavioural Therapy has proven helpful in effectively stabilize the psychosocial well-being of patients diagnosed with HIV/AIDS to a purpose filled life. HIV/AIDS pandemic has been topical, since the identification of the disease. It has devastated many countries especially in sub-Saharan Africa, and indeed a major event of contemporary time in spite all interventions other than psychotherapy, by relevant bodies like; Joint United Nations Programme on HIV/AIDS (UNAIDS), United States Agency for International

Development (USAID) among others. In 2013, an estimated 35.0(33.2-37.2, range around estimate) million people are living with HIV worldwide, sub-Saharan Africa has only 12% of the global population, yet accounts for 74% of the global burden of HIV infection. Ten countries, mostly in southern and Eastern Africa - South Africa (25%), followed by Nigeria (13%), Mozambique (6%), Uganda (6%), Tanzania (6%), Zambia (4%), Zimbabwe (6%), Kenya (6%), Malawi (4%) and Ethiopia (3%), these accounts for almost 80% of all people living with HIV/AIDS worldwide (Akinwande et al. 2009).

Cognitive Behavioural Therapy is a psychosocial intervention that aims at improving the mental health conditions of clients diagnosed with HIV/AIDS associated cancers who present maladaptive cognitive functioning. It focuses on challenging and changing unhelpful cognitive distortions (thoughts) and behaviours, improving emotional regulation, and the development of personal coping strategies that target solving current problems. It is also a type of therapy in which negative patterns of thoughts about the self and the world are challenged in order to alter unwanted behaviour patterns.

Cognitive Behavioural Therapy (CBT) is a type of psychotherapeutic treatment that helps patients understand the thoughts and feelings that influence behaviours. With the help of CBT, patients will learn how to identify and change destructive or disturbing thought patterns that have a negative influence on behaviour and emotions in relation to their health and how they are accepting their faith. Considering the fact that people living with HIV/AIDS are already living with a life-threatening ailment, when diagnosed with HIV associated cancers could be quite devastating and depressive.

CBT has been proven to effectively help patients overcome a wide variety (range) of maladaptive behaviours. One of the main focuses of CBT is on changing the automatic negative thoughts that can contribute to emotional difficulties. These negative thoughts spring up spontaneously, and are gradually accepted as true and tend to negatively influence an individual's mood. Through the use of CBT, patients are helped to examine these thoughts and are encouraged to look at evidences from reality that will either support or refute these thoughts. By so doing, patients are able to take a more objective and realistic look at the thoughts that contribute to their feelings by becoming aware of the negative and often unrealistic thoughts that dampen their feelings and moods. Consequent upon this, patients are able to start engaging in healthier thinking patterns which

will, as result, affect or improve and enhance their psychosocial well-being.

A significant number of all studies reviewed indicated effectiveness of cognitive behavioural therapy on patients suffering from one type of cancer or the other. The findings of the studies showed that, there is significant statistical difference between patients who received treatment using cognitive behavioural therapy and those who were not exposed to CBT (Hernandez-Ramirez et al. 2017; Ingrid van der et al. 2017; Jacks & Samuel-Alewa, 2017; Kalter, et al., 2018; Gibbon, et al. 2020; Makama, et al. 2019; Onuoha, et al. 2020; Umesi, 2022; Ayorinde, et al.2020; Onyedibe, Nkechi & Ifeagwazi, 2020; Onyedibe et al. 2020 Ugwuanyi, et al 2020; Phillips, et al. 2022).

1.1 Statement of the Problem

A diagnosis of HIV in a patient itself alone appears to connote doom, and to additionally have a cancer associated to it, spells a bad omen that is capable of generating a heavy psychosocial burden on the patient. Theoretically speaking, HIV/AIDS patients are at increased risk of developing most cancers because of their low immune status which impairs the ability to fight these cancers as they are developing (Akinwande, et al. 2009; American Cancer Society, 2014) and related cases in Nigeria (Kagu et al. 2006; Imade et al. 2008; Dwyer-Lindgren et al. 2017; Yarchoan & Uldrick, 2018). It has been observed over time that patients are only provided with necessary referrals they need to access their medications and some relief materials that are being provided for them, but nothing for them when they are down with opportunistic infections, cancer happens to be one of such, and as a result, some died sooner than expected. So, when they are infected with cancer, they tend to lose fate, hope, and even zeal to live. Patients diagnosed with HIV/AIDS related cancers manifest evidence of weak personal autonomy, low competence, impaired healthy relationship and self-condemnation among other verifiable indices of mental, psychological and social disorder as psychosocial adversity could cause physical disease, that could foster unhealthy behaviour or could lead to neuroendocrine perturbations that influences disease risk. Patients that feel miserable may feel sicker if going through psychosocial issues. It is suspected that the general phenomenon has been underestimated in observational epidemiology, thus part of the association between misery and health could reflect an artifact. Poor psychosocial factors could pause a negative social connotation. These factors may

include; abnormal coping skills, denial of symptoms, poor adherence to medical treatment and maladaptive health behaviours which means, the psychosocial well-being that holds such exposures mediates the association between social disadvantage and physical health of which psychosocial intervention is key to improving the health of the disadvantaged. Psychosocial factors, such as: stress, anxiety, depression, social isolation and poor relationship can lead to an increased risk of hypertension, stroke and cardiovascular disease. Major psychosocial issues might include; family problems, substance or alcohol abuse, sexual abuse and violence. These lead to hopelessness, low self-esteem, hostility, negative self-concept and isolation. Mental health and psychosocial support are the kind of support that patients diagnosed with HIV/AIDS associated cancers need to receive in order to promote their mental health and psychosocial well-being which can also mitigate the occurrence of psychiatric and post traumatic stress disorders, as such, the need for this study.

1.2 Aim and Objectives of the Study

The aim of this study is to determine the effects of Cognitive Behavioural Therapy on the Psychosocial Well-being of Patients diagnosed with HIV/AIDS Associated Cancers in Jos University Teaching Hospital, Plateau State, Nigeria. The specific objectives are to:

- determine the effects of CBT on the autonomy of HIV/AIDS patients diagnosed with associated cancers.
- find out the effects of CBT on the environmental mastery competence of HIV/AIDS patients diagnosed with associated cancer.
- examine the effects of CBT on self-acceptance of HIV/AIDS patients diagnosed with associated cancer.
- find out the effects of CBT on personal growth of HIV/AIDS patients diagnosed with associated cancer.
- determine the effects of CBT on purpose in life of HIV/AIDS patients diagnosed with associated cancer.
- determine the effects of CBT in healthy relationship of HIV/AIDS patients diagnosed with associated cancer.

1.3 Research Questions

The following research questions will guide the study:

- What are the effects of CBT on the autonomy of patients diagnosed with HIV/AIDS associated cancers with comparison to experimental and control groups?
- What are the effects of CBT on the environmental mastery competence of patients diagnosed with HIV/AIDS associated cancers on the experimental and control groups?
- What are the effects of CBT on self-acceptance of patients diagnosed with HIV/AIDS associated cancers that were exposed to treatment and those that were not?
- What are the effects of CBT on personal growth of patients diagnosed with HIV/AIDS associated cancers in the experiment and control group?
- What are the effects of CBT on purpose in life of patients diagnosed with HIV/AIDS associated cancers in the experimental and control group?
- What are the effects of CBT on the healthy relationship of patients diagnosed with HIV/AIDS associated cancers in the experimental and control group?

1.4 Hypotheses

The following hypotheses were tested in the study:

- There is no significant mean scores difference between the autonomy of patients diagnosed with HIV/AIDS associated cancers exposed to treatment and those who were not.
- There is no significant mean scores difference between the environmental mastery competence of patients diagnosed with HIV/AIDS associated cancers exposed to treatment and those who were not.
- There is no significant mean scores difference between self-acceptance of patients diagnosed with HIV/AIDS associated cancers exposed to treatment and those who were not.
- There is no significant mean scores difference between the personal growth of patients diagnosed with HIV/AIDS associated cancers exposed to treatment and those who were not.
- There is no significant mean scores difference between the purpose of life of patients diagnosed with HIV/AIDS associated cancers exposed to treatment and those who were not.

- There is no significant mean scores difference between the healthy relationship of patients diagnosed with HIV/AIDS associated cancers exposed to treatment and those who were not.

1.5 Scope of the Study

The study was delineated to determine the effects of cognitive behavioural therapy on psychosocial well-being of patients diagnosed with HIV/AIDS associated cancers, in Jos University Teaching Hospital, Nigeria and was also restricted to the effects of cognitive behavioural therapy which is centred on thoughts, Emotions and behaviour of patients that are diagnosed with HIV/AIDS associated cancers in JUTH that are either already on treatment, or awaiting treatment during the time of this study. Only the psychosocial well-being of the patients that falls into the category of the study will be studied. All the six elements of psychosocial well-being will be considered; these are autonomy, environmental mastery and competence, healthy relationship, self-acceptance, personal growth and purpose in life. This study only focus on patients that are diagnosed with HIV/AIDS associated cancers in Jos University Teaching Hospital, these are patients that are either diagnosed with only HIV/AIDS or only cancer will not be considered for the study. Other parts of clients' lives, such as, their type of medication or religion among others will not be captured in this study. Reason for selecting Jos University Teaching Hospital as the study location is because it has a well-established HIV care unit called AIDS Prevention Initiative in Nigeria (APIN). This Centre was established in collaboration with the American Government and is one of the first in the country that provides HIV care to patients from neighboring States like, Bauchi, Kaduna, Gombe, Adamawa, Borno, Yobe, Taraba, Nasarawa and the FCT. It has a high cliental and has operated for more than sixteen years now, making it an appropriate Centre for this study.

2. Theoretical / Conceptual Framework

Cognitive Behavioural Theory (CBT) was propounded by Dr. Aaron T. Beck, born July 18th, 1921 in Providence Rhode Island, U.S.A. The propounder is globally recognized as the father of Cognitive Behavioural Therapy and Cognitive Therapy, which revolutionized the fields of psychology and psychiatry. The theory was propounded in the 1960s, from the Freudian and Behavioural theories that dominated the professions in the 1950s and 1960s. CBT has transformed the

understanding and treatment of a wide range of variety disorders, including; depression, suicidal behaviours, generalized anxiety, panic attacks, Schizophrenia, eating disorder and severe mental illness. Cognitive behavioural therapy is based on the cognitive model, which states that thoughts, feelings and behaviours are all connected and that individuals can move toward overcoming difficulties and meeting their goals by identifying and changing unhelpful or inaccurate thinking, problematic behaviour and distressing emotional response. This involves an individual working in collaboration with a therapist to develop skills for testing and modifying beliefs, identifying distorted thinking, relating to others in different positive ways and changing behaviours (Beck, 2011).

A well-coordinated cognitive care conceptualization is developed by the cognitive therapist as a roadmap to understand an individual's internal reality, selection of appropriate interventions and identify areas of distress. If these interventions are well utilized, it may lead to a shift from negative thoughts to positive thoughts. Nicole (2019), expresses that cognitive behavioural therapy is an approach of counselling that has been successfully fought and practiced in many countries. Cognitive behavioural therapy tends to be the preferred therapy employed because it is in fact an umbrella for many different therapies that share some common elements, for instance, Rational Emotive Behaviour Therapy (REBT) developed by Albert Ellis in the 1950s.

Cognitive behavioural therapy is based on the idea that the clients are guided by the therapist to identify their own unhelpful beliefs and then proves them wrong, as a result, their beliefs begin to change for the better. Cognitive behavioural therapy can help an individual to change how he/she thinks (Cognitive) and what he/she does (behaviour) and how these changes in thinking and behaviour can influence their feelings for the better. Cognitive behavioural therapy has been shown to help with many different types of problems, such as physical health problem life pain and fatigue, which is mostly what HIV/AIDS associated cancer patients go through every day of their lives. The achievement of the above involves Assessment, intervention and evaluation (Beltman, Ovade, & Speaker, 2010).

Cognitive therapists helps clients to recognise the negative thought and errors in logic that caused them to be depressed. The therapist also guides clients to question and challenge their dysfunctional thoughts, try out new interpretations, and ultimately apply alternative way of thinking in their daily lives. Aaron

Beck believes that a person's reaction to specific upsetting thoughts may contribute to abnormality. As we confront the many situations that arise in life, both comforting and upsetting thought comes to our heads. Beck calls these unbidden cognitive automatic thoughts. When a person's stream of automatic thought is very negative, one would expect a person to become depressed. Beck (1967) identified three mechanisms that he thought were responsible; the cognitive triad (of negative automatic thinking), negative self-schemas and errors in logic (that is, faulty information processing). The cognitive triads are the three forms of negative (that helps and critical) thinking that are typical of individual with depression: negative thoughts about the self, the world and the future. These thoughts tend to be automatic in depressed people as they occur spontaneously.

As these three components interact, they interfere with normal cognitive processing, leading to impairment in perception, memory and problem solving with the person becoming obsessed with negative thought.

3. Research Methodology

This section describes the method and procedure to be used in carrying out this study and is discussed under the following sub-headings; research design, population and sample, sampling technique, instruments for data collection, validity and reliability of instruments and method of data analysis.

3.1 Research Design

True experimental design was suitable for this study because the research contains the three key features that the design requires which are independent and dependent variables, pretesting and post-testing, and experiment and control group, it is a statistical approach to establishing a cause-and-effect relationship between different variables. It involves comparing the effects of a given treatment with other treatments or no treatment at all and allows the researcher to draw causal inference and observe the effects of an independent variable (CBT) on the psychosocial wellbeing (which is the dependent variable) of patients diagnosed with HIV/AIDS associated cancers in Jos University Teaching Hospital, Plateau State. The experimental group were exposed to Cognitive Behavioural Therapy (CBT) package while the control group were exposed to personal hygiene packages. .

Group	pretest	treatment	Post-test
Experimental	O ¹	X	O ²

Control O³ O⁴

Illustration of the non-equivalent pre-test-posttest design

Where:

- O¹ = pretest for experimental group
- O² = posttest for experimental group
- O³ = pretest for control group
- O⁴ = posttest for control group
- X = treatment for experimental group

----- = blank between O3 and O4 stands for no treatment for the control group

3.2 Population and Sample

3.2.1 Population

In research, population is conceived as known and well-defined collection of individuals or objects of interest with similar characteristics or traits that a researcher intends to obtain information and draw conclusions about. Therefore, a member of the target population must have some specific things or features in common with the rest of the members of the targeted population and those features must conform to some designated set of guidelines and specifications of the intended research. Accordingly, the target statistical population for this study will consist of two hundred (200) HIV/AIDS associated cancer patients diagnosed during the period of conducting this research in Jos University Teaching Hospital. The choice of Jos University Teaching Hospital is as result it being among the first institution to give antiretrovirals to HIV/AIDS patients in the region and it has established a large cliental.

3.2.2 Sample

A sample is perceived as a portion or part of a research population that is selected to be studied based on specific guiding principles that are required by the researcher, (Awotunde & Ugodulunwa, 2004). A sample is therefore a group of people that took part in an investigation. The function of a sample is to guide or allow a researcher conduct a study using individuals or objects from a particular population so that the result of the study can be used to make a generalized conclusion on that particular population. Therefore, the sample size for this study will only be determined in field because the researcher does not know the number of patients with HIV/AIDS associated cancers that will be willing and ready to volunteer themselves for the study.

3.3 Sampling Technique

Purposive or judgmental sampling technique was used in selecting the sample for this study. Purposive sampling is a sampling technique in which the researcher attempts to select a sample that appears as being representative of the population defined by the research problem. The researcher selected patients with HIV/AIDS related cancers with the assistance of the Doctor that attends to them during their clinical follow-ups. Patients were selected according to their clinical days purposively, the reason for choosing the patients' clinical days is to guard against interaction between the two groups.

3.4 Instrument for Data Collection

The adapted instrument to be used for data collection for the study is called Ryff's Psychosocial wellbeing scales (PWB) 42 items version. The research instrument that will be used to identify the effect of cognitive behavioural therapy on the psychosocial well-being of patients with HIV/AIDS associated cancers is Ryff's Psychosocial Well-being scale (PWB). This instrument is designed to provide an indebt self-report and insight guide information that will be used for evaluating the effectiveness of the treatment on these patients. The Psychosocial Well-Being Scale Questionnaire consists of fourty two (42) items. This instrument is designed to provide a brief, self-report and insight guide information that will be used for evaluating the effectiveness of the treatment. Furthermore, the PWB is adapted and rated on a scale of 1-4 where 1=strongly agree, 2= little agree, 3= little disagree, and 4=strongly disagree. The scale is divided into six in other to address all the six variables of psychosocial well-being and the scoring goes thus:

The autonomy subscale items are Q1, to Q7,

The environmental mastery subscale items are, Q8-Q14.

The personal growth subscale items are Q15 to Q21

The healthy relationship subscales item are Q22 to Q28.

The purpose in life subscale items are Q29, to Q35,

The face and content validity of the instruments was sought through experts' judgment was found to be 0.83 which shows that the instrument is valid and the reliability of the PWB was established using Cronbach Alpha method of estimating the reliability of instrument and a reliability coefficient of 0.834 was computed which shows that corrupted, which shows that the instrument is reliable.

3.5 Method of Data Analysis

Data collected was analyzed using statistical package for social sciences (SPSS 25). Data will be subjected to both descriptive statistics to answer the research questions and inferential statistics to test the hypotheses. The research questions were tested using the frequencies, means and standard deviations to show the difference among the different groups (pretest and posttest for both control and treatment group). The research hypotheses were tested using t-test repeated measures test to show if the difference among the treatment and control groups are significant for each hypothesis tested.

3.6 Procedure for Data Collection

The researcher obtained a letter of introduction and ethical clearance from the head of department, Educational Foundations, University of Jos, which was presented to the ethical committee of the Plateau state specialist hospital, Plateau State, for permission to conduct a research on patients diagnosed with HIV/AIDS associated cancers in the hospital. After obtaining the permission, the researcher requested for the assistance of the consultants in Oncology unit that helped with the notification or identification of patients that are diagnosed with HIV/AIDS associated cancers, and to also help in introducing the researcher to the patients for the purpose of the study. By so doing, a report was established for easy flow of communication between the researcher and the patients. After the introductions, the researcher and the clients discussed and agreed on time, venue (space) and dates which the sessions were carried out.

4. Results

Research Question One: What is the pretest and posttest autonomy mean scores of the experimental and control group?

Table 1: The Results of the Pretest and Posttest Autonomy Scores of the Experimental and Control groups

Group	N	\bar{x}	SD	Mean gain	\bar{x} -diff.
Experimental	Pretest	21	17.52	10.25	2.66
	Posttest	21	27.77		
Control	Pretest	18	17.16	7.59	
	Posttest	18	24.75		

The results of the analysis from table 1 reveals that the experimental group has a pretest mean scores of \bar{x} 17.52, SD 6.14 and posttest mean scores of \bar{x} 27.77 and SD 6.13 with mean gain of 10.25 while the control group had pretest mean scores of \bar{x} 17.16, SD = 5.60 and a posttest mean score of \bar{x} 24.75, SD = 5.50 with mean gain 7.59. The result further reveals a mean difference between the experimental and control group of 2.66 in favour of the experimental group. This indicates that cognitive behavioural therapy improves the psychosocial well-being of patients with associated cancers.

Research Question Two: What is the pretest and posttest environmental mastery competency mean scores of the experimental and control group?

Table 2: The Results of the Pretest and Posttest Environmental Mastery Competence Mean of the Experimental and the Control Group.

Group	N	\bar{x}	SD	Mean gain	\bar{x} -diff.
Experimental	Pretest	21	19.52	10.36	1.06
	Posttest	21	29.88		
Control	Pretest	18	15.77	9.27	
	Posttest	18	25.04		

The results of the analysis from table 2 reveals that the experimental group has a pretest mean scores of \bar{x} 19.52, SD 6.22 and posttest mean score of \bar{x} 29.88, SD 6.32 with mean gain of 10.36. While the control group had a pretest \bar{x} 15.77, SD = 5.65 and a posttest mean score of \bar{x} 25.04, SD = 5.59 with mean gain of \bar{x} 9.27. The result indicates a mean difference (\bar{x} dd) of 1.06 between the experimental and control groups. This implies that CBT improves the environmental mastery competency mean scores of HIV/AIDS patient diagnosed with associated cancers.

Research Question Three: What is the pretest and posttest personal growth mean scores of HIV/AIDS patients diagnosed with associated cancer between the experimental and control group?

Table 3: Results of the Pretest and Posttest Self Acceptance Mean Scores of the Experimental and Control Groups

Group	N	\bar{x}	SD	Mean gain	\bar{x} -diff.
Experimental Pretest	21	18.80	6.00	8.03	1.06
Posttest	21	26.83	5.64		
Control Pretest	18	18.83	5.75	6.67	
Posttest	18	25.80	5.57		

The results of the analysis from table 3 reveals that the experimental group has a pretest mean scores of \bar{x} 18.80, SD 6.00 and posttest mean score of \bar{x} 26.83, SD 5.04 with mean gain of \bar{x} 8.03 while the control group had a pretest mean scores of \bar{x} 18.83, SD = 5.75 and a posttest mean score of \bar{x} 25.80, SD = 5.57 with mean gain 6.97. The result indicates a mean difference \bar{x} -dd of 1.06. This implies that Cognitive Behavior Therapy improves the personal growth of HIV/AIDS patient diagnosed with associated cancers.

Research Question Four: What is the Pretest and Posttest self-acceptance mean scores of HIV/AIDS patients diagnosed with associated cancer in the experimental and control group in Plateau Specialist Hospital.

Table 4: Results of the Pretest and Posttest Personal Growth Mean Scores of the Experimental and Control Groups

Group	N	\bar{x}	SD	Mean gain	\bar{x} -diff.
Experimental Pretest	21	16.52	5.92	13.70	5.48
Posttest	21	30.22	5.23		
Control Pretest	18	15.11	6.10	8.22	
Posttest	18	23.33	5.60		

The results of the analysis from table 4 reveals that the experimental group had a pretest mean scores of \bar{x} 16.52, SD = 5.92 and a posttest mean score of \bar{x} 30.22, SD 5.23 with mean gain difference of \bar{x} 13.70 while the control group had a pretest mean scores of \bar{x} 15.11, SD = 6.10 and a posttest mean score of \bar{x} 23.33, SD = 5.60 with mean gain 8.22. The result indicates that a mean difference between the two groups of \bar{x} -diff 5.48. This implies that Cognitive Behavior Therapy improves the self-acceptance mean scores of HIV/AIDS patients with associated cancers in Plateau Specialist Hospital.

Research Question Five: What is the pretests and posttest purpose in life mean scores of HIV/AIDS patients diagnosed with associated cancer between the experimental and control group?

Table 5: The results of the Pretest and Posttest Purpose in Life Mean Scores of the Experimental and Control Groups

Group	N	\bar{x}	SD	Mean gain	\bar{x} -diff.
Experimental Pretest	21	18.04	5.57	8.34	6.45
Posttest	21	26.38	5.08		
Control Pretest	18	22.11	8.56	1.89	
Posttest	18	24.00	5.49		

The results of the analysis from table 5 showed that the experimental group has a pretest mean scores of \bar{x} 18.04, SD = 5.57 and posttest mean score of \bar{x} 26.38, SD = 5.08 with mean gain of \bar{x} 8.34 while the control group had a pretest mean scores of \bar{x} 22.11, SD = 8.56 and a posttest mean score of \bar{x} 24.00, SD = 5.49 with mean gain of \bar{x} 1.89. The result further indicates that mean difference between the experimental and control group of \bar{x} –diff of 6.45. This implies that Cognitive Behavior Therapy improves the purpose in life mean scores of HIV/AIDs patients with associated cancers in Plateau Specialist Hospital.

Research Question Six: What is the pretest and posttest healthy relation mean scores of HIV/AIDs patients diagnosed with associated cancer in the experimental and control groups Plateau Specialist Hospital?

Table 6: Results of the Pretest and Posttest Healthy Relationship Mean Scores of the Experimental and Control Groups

Group	N	\bar{x}	SD	Mean gain	\bar{x} -diff.
Experimental Pretest	21	17.80	8.38		
Posttest	21	26.55	6.54	8.75	
Control Pretest	18	16.16	6.27		1.77
Posttest	18	23.19	5.11	6.98	

The results of the analysis from table 6 shows that the experimental group had a pretest mean scores of \bar{x} 17.80, SD = 8.38 and posttest mean score of \bar{x} 26.55, SD 6.54 with a mean gain of \bar{x} 8.75 while the control group had a pretest mean scores of \bar{x} 16.16, SD = 6.27 and a posttest mean score of \bar{x} 23.19, SD = 5.11 with mean gain 6.98. The result indicates a mean difference \bar{x} –diff between the experimental and control group after treatment of \bar{x} diff of 1.77. The implies that Cognitive Behavior Therapy improves the healthy relationship mean scores of experimental group more than that of the control group.

Hypothesis Testing

Hypothesis One: There is no significant difference in the posttest autonomy mean difference of HIV/AIDs patient diagnosed with associated cancers between the experimental and control groups in Plateau Specialist Hospital.

Table 7: Results, of the t-test Analysis on the Posttest Autonomy Mean Scores between the Experimental and Control Groups.

Group	N	\bar{x}	SD	Df	t	p-value	Decision
Experimental	21	27.77	6.13				
Control	18	24.75	5.60	37	2.60	0.019	Significant

The results of the analysis of the posttest Autonomy mean scores of HIV/AIDs patients diagnosed with associated cancer between the experimental and control groups. In the experimental the posttest autonomy mean scores is 27.77, SD = 6.13 where the control group had a mean scores 24.75, SD = 5.60. The result also shows $t(37) = 2.60$, $p < 0.05$. Since the p-value of 0.019 is less than the 0.05 level of significance, the null hypothesis was rejected. This implies that there is a significant difference between the posttest autonomy mean score of HIV/AIDs patients diagnosed with associated cancer in the experimental and control groups. Hence Cognitive Behavior Therapy improves autonomy of HIV/AIDs patients diagnosed with associated cancers in Plateau Specialist Hospital.

Hypothesis Two: There is no significant difference in the posttest environmental mastery competence mean scores of HIV/AIDs patient diagnosed with associated cancers between the experimental and control groups.


Table 8: The results of the t-test Analysis on the Posttest Environmental competence Mean Scores between the Experimental and Control Groups.

Group	N	\bar{x}	SD	Df	T	p-value	Decision
Experimental	21	29.88	6.22				
Control	18	25.04	5.59	37	2.38	0.029	Significant

The result of the t-test analysis from table 8 shows that the experimental group had a posttest mean scores of $\bar{x}29.88$, $SD = 6.22$ while the control group has a posttest mean scores of $\bar{x}25.04$, $SD = 5.59$. The results indicates that $t(37) = 2.38$, $p < 0.05$. Since the p-value of 0.029 is less than 0.05 level of significance, the null hypothesis is rejected. Hence there is a significant difference in the environmental mastery competence mean score between the experimental and control group. This implies that Cognitive Behavior Therapy improves the environmental mastery means scores of HIV/AIDS patients diagnosed with associated cancers in Plateau Specialist Hospital.

Hypothesis Three: There is no significant difference in the posttest Personal Growth mean scores of HIV/AIDS patient with associated cancers between the experimental and control groups.


Table 9: Results of the t-test Analysis on the Posttest Personal Growth Mean Scores between the Experimental and Control Groups.

Group	N		SD	Df	T	p-value	Decision
Experimental	21	26.83	5.64	37	0.84	0.413	in Significant
Control	18	25.80	5.57				

The result of the t-test analysis from table 9 reveals that the experimental group had a posttest Personal Growth mean scores of $\bar{x}26.83$ and standard deviation 5.64 while the control group has a posttest mean scores of $\bar{x}25.80$ and standard deviation 5.57. The results indicate that $t(37) = 0.84$, $p < 0.05$. Since the p-value of 0.413 is greater than the significant level of 0.05 the null hypothesis is accepted. Therefore, there is no significant difference in posttest Personal Growth mean scores between the experimental and control group. This implies that Cognitive Behavior Therapy does not improve the personal growth mean scores of HIV/AIDS patients diagnosed with associated cancer in Plateau Specialist Hospital.

Hypothesis Four: There is no significant difference between in the Posttest Positive Relation mean scores of HIV/AIDS patient with associated cancers between the experimental and control groups in JUTH.


Table 10: Results of the t-test Analysis on the Posttest Positive Relation Mean Scores of HIV/AIDS Patients diagnosed with associated cancers between the Experimental and Control Groups.

Group	N		SD	Df	T	p-value	Decision
Experimental	21	26.55	6.54	37	2.12	0.001	Significant
Control	18	25.19	5.11				

The result of the t-test analysis from table 10 shows that the experimental group had a posttest Positive Relation mean scores of $\bar{x}26.55$, $SD = 6.54$ while the control group had $\bar{x}23.19$, $SD = 5.11$. The results also indicate that $t(37) = 2.12$, $p < 0.05$. Since the p-value of 0.001 is less than significant level of 0.05, the null hypothesis is rejected. Therefore, there is a significant difference in posttest mean scores of HIV/AIDS patients diagnosed with associated cancer between the experimental and control group. This implies that Cognitive Behavior Therapy improves HIV/AIDS patients diagnosed with associated cancers in Positive Relation in Plateau Specialist Hospital.

Hypothesis Five: There is no significant difference in the Posttest Purpose in Life mean scores of HIV/AIDS patient diagnosed with associated cancers between the experimental and control groups in Plateau Specialist Hospital.

Table 11: Results of the t-test Analysis on the Posttest purpose in Life Mean Scores of HIV/AIDS Patients diagnosed with associated cancers between the Experimental and Control Groups.

Group	N		SD	Df	T	p-value	Decision
Experimental	21	26.38	5.08	37	1.81	0.001	Significant
Control	18	24.00	5.49				

The result of the t-test analysis from table 12 indicates that the experimental group had a posttest mean scores of $\bar{x}26.38$, $SD = 5.08$ while the control group has $\bar{x}24.00$, $SD = 5.49$. The results indicate that $t(37) = 1.81$, $p < 0.05$ since the p-value of 0.001 is less >0.05 , the null hypothesis is rejected. Therefore, there is a significant difference in the purpose in life mean scores of HIV/AIDS patients diagnosed with associated cancers between the experimental

and control group. This implies that Cognitive Behavior Therapy helps the posttest mean scores of HIV/AIDS patients diagnosed with associated cancers in Plateau Specialist Hospital.

Hypothesis Six: There is no significant difference in the Posttest Self-Acceptance mean scores of HIV/AIDS patient with associated cancers between the experimental and control groups in Plateau Specialist Hospital.

Table 12: Results of the t-test Analysis on the Posttest Self-Acceptance Mean Scores of HIV/AIDS Patients diagnosed with associated cancers between the Experimental and Control Groups.

Group	N	Mean	SD	Df	T	p-value	Decision
Experimental	21	30.22	5.23	37	4.82	0.001	Significant
Control	18	23.33	5.60				

The result of the t-test analysis from table 12 shows that the experimental group had a posttest self-acceptance mean scores of 30.22, standard deviation 5.23 while the control group had a posttest mean scores of 23.33, standard deviation of 5.60. The results indicate that $t(37) = 4.82, p < 0.05$. Since the p-value of 0.001 is less than 0.05, the null hypothesis is rejected. Therefore, there is a significant difference in the posttest self-acceptance mean scores between the experimental and control group. Hence Cognitive Behavior Therapy help to improve the mean scores of HIV/AIDS patients diagnosed with associated cancers in Plateau Specialist Hospital.

5. Discussion on the findings

The study investigated the effects of Cognitive Behavioural Therapy on the Psychosocial Well-being of Patients diagnosed with HIV/AIDS Associated Cancers in Jos University Teaching Hospital, Plateau State, Nigeria. Six dimensions of the psychological wellbeing were considered including autonomy, environmental mastery, personal growth, positive relation, purpose in life, and self-acceptance. The six objectives and hypotheses were developed in line with the six dimensions and the findings shows that interventions applied in the experimental group groups was effective as patients level of psychological functioning at each dimension of the psychological functioning improved.

The findings were consistent with the works of other researchers who found that cognitive behavioral therapy as an intervention are effective in improving psychological functioning of patients suffering different conditions (Gibbon, et al. 2020; Makama, et al. 2019; Onuoha, et al. 2020; Umesi, 2022; Ayorinde, et al.2020; Onyedibe, Nkechi & Ifeagwazi, 2020).

Designing interventions that targets the faulty thinking patterns of the patients who are experiencing terminal illnesses such as HIV/AIDS Associated Cancers are crucial. One’s way of thinking can either improve or cause further havoc to the patients condition. The connection between the mind and the body has been established and appears to be inseparable, as such, the need for patients of HIV/AIDS Associated Cancers have health minds or psychological wellbeing which helps in the healing

process and ensures their longevity and wellness while managing the condition.

6. Conclusions

CBT is an effective treatment for improving the Psychosocial Well-being of Patients diagnosed with HIV/AIDS Associated Cancers, as in this study, we have found that CBT has a potential improvement effect on all the six dimensions of autonomy, environmental mastery, personal growth, positive relation, purpose in life, and self-acceptance. In conclusion, Cognitive Behavioral Therapies has been shown to be efficacious by several researchers as confirmed by this study especially for the unique population of HIV/AIDS associated cancer patients and it is therefore highly recommended that the treatment of HIV/AIDS associated cancer patients should incorporate the services of mental health practitioners with skills in CBT.

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Part Three
Personnel Management



Ethnic Diversity and Effectiveness Recruitment Exercise in Delta State Public Service

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Abstract. The nature of contemporary democratic governments has evolved significantly. This transformation is attributed to the increasing responsibility placed on the government to ensure the well-being of a larger portion of the population. This characteristic of the constitution reflects the social contract theory, compelling the government to fulfill expectations by appointing qualified and competent individuals to public service roles. This paper explores the challenges arising from the influences of ethnic diversity, which tend to undermine the adherence to merit principles in the recruitment processes of the Delta State Public Service. The study is grounded in the Weberian bureaucratic model, offering recommendations to address the issues affecting the effectiveness of recruitment exercises in the Delta State Public Service due to primordial factors. One key recommendation is the implementation of measures that prioritize merit over traditional recruitment methods. Specifically, the paper suggests that the recruitment process should be based on the expertise of recognized professionals in the respective fields, aiming to hire the necessary staff while avoiding an excess of personnel in the system.

1. Introduction

The significance of ethnic diversity on the efficiency of recruitment processes within the Delta State Public Service is noteworthy. This is due to the fact that ethnic diversity is a prevalent natural occurrence in many nations (Rubinstein & Brenner, 2014). In Nigeria, ethnicity exerts a substantial influence on various aspects of society (Rindap and Mari, 2014). Ogunrotifa (2012) observed that in Nigeria, ethnicity has contributed to the prioritization of narrow and personal interests over national interests, leading to instances of violent agitations.

Nigeria boasts a population of approximately 183 million individuals distributed across 36 states and 774 local government areas (National Population Commission, 2017). The country is characterized by the presence of 371 distinct ethnicities (Nigeria Local, 2014; Online Nigeria, 2016). The multi-ethnic nature of Nigeria suggests a proclivity for exhibiting bias based on ethnicity (Adegami & Uche, 2015; Nnahuhe et al., 2014). Delta State, situated in the South-South geopolitical zone of Nigeria and named after the Niger Delta, emerged on August 27, 1991, following the division of the former Bendel State. Delta State encompasses diverse ethnic groups, with the Urhobo people residing in the Delta Central Senatorial district, the Ukwuani, Ika, and Aniocha-Oshimili (Igbo) in the Delta North Senatorial district, and the Isokos, Ijaws, Itsekiris, and parts of Urhobos occupying the Delta South Senatorial district. Additionally, there are smaller tribes like the Olukumi and Igalas in the Delta North region, which have been largely assimilated by the larger Igbo group.

Entry into the Delta State Public Service for positions at salary grade level 06 and beyond is carried out under the authority and oversight of the Civil Service Commission. These appointments are formalized through either a written letter issued by the commission's director or through a formal agreement established between the officer and the Delta State Government, including its appointed representatives such as permanent secretaries and heads of extra-ministerial departments (Delta State Public Service Rules, 2009:8-9). Junior staff recruitment at salary grade levels 01-05 within each ministry is conducted with the aim of ensuring a geographic representation across the state.

Meanwhile, the Civil Service Commission is responsible for appointing individuals to Senior Cadres based on available vacancies after proper advertising as the need arises. Additionally, all individuals under consideration by the Civil

Service Commission are required to complete Form No. DSCSC 2, through which their backgrounds undergo thorough scrutiny (Delta State Public Service Rules, 2009:12). Despite the crucial role expected of public services in the socioeconomic and political development at international, national, state, and local government levels, it is surprising that the recruitment system and practices, which should ideally attract, secure, create, promote, and assemble a team of competent, professional, efficient, career-minded, and productive human resources, are hindered by external institutional and organizational factors.

These constraints undermine the effectiveness, utility, and applicability of the public institution, which is supposed to be a key participant in the comprehensive and diverse development process. The Delta State public service serves as a tangible illustration. The recruitment system and practices in the Delta State public service exhibit characteristics such as favoritism, nepotism, ethnicity, reliance on top governmental connections, involvement in institutional and state politics, and dysfunctionality. It is essential to highlight that, since the transition to a democratic system in 1999, the procedures within the Delta State public service have noticeably lacked scientific and professional rigor.

Whenever a recruitment process is set to begin, the prevalent practices disregard professionalism and resort to various unethical methods, leading to a scenario where merit is overlooked in favor of mediocrity. Notably, positions are allocated to politicians, including the governor, deputy governor, commissioners, members of the Delta State House of Assembly, chairpersons, and members of both statutory and non-statutory boards, judges, and other influential political figures. This results in a manipulation and orchestration of appointments within the state public service to primarily accommodate the nominees or candidates associated with the mentioned individuals. This observation is drawn from interviews with legislators, commissioners, board members, and personal experiences as a Banking Representative and consultant in Asaba from 2000 to 2007. While interviews with applicants might be conducted as a mere procedural formality, they are rarely utilized effectively. Consequently, the state public service, as the end-user institution, suffers from inefficiency, incompetence, poor organizational and work attitudes, conservatism, lack of innovation, apathy, lack of planning, overstaffing, insensitivity, rigidity, truancy, absenteeism, laziness, and malingering.

As a result, employment within the Delta State public service finds itself entangled in a dilemma between various external factors such as influential government connections, ethnic affiliations, and state politics on one side, and the principle of meritocracy on the other. The most influential among these factors is ethnicity, which not only distorts the principles of meritocracy but also poses a significant threat to the functionality, operability, and viability of the ostensibly well-designed recruitment system in Delta State. It is undeniable that the configuration of ethnic diversity and the efficacy of recruitment exercises in Delta State is such that the competitive short-term tactics and long-term strategies employed by the political and governmental class in Delta State dictate the outcomes of the decision-making process related to the recruitment of candidates for employment. For example, each sitting legislator will endeavor to effectively represent their constituency by recommending individuals from their respective areas.

Crucially, the chairman and commissioners of the civil service commission, being political appointees, align themselves with and adhere to the desires and influences of the political and governmental class. This alignment is due to the inherent connection between politics and administration, necessitating effective management of various external factors to mitigate their dysfunctional impacts in both the short and long term. White (1958) highlighted that the recruitment process reflects the tension between humanitarianism and the need for special competence. The inherent risks associated with ethnic diversity and the effectiveness of recruitment exercises in Delta State could be alleviated through a scientifically principled approach executed by an impartial agency. The Nigerian public service system, which serves as a model for the Delta State public service, underscores the importance of uniformity, standardization, and transparency in selecting competent employees (Okereka, 2015:10). Despite these emphases, it is widely recognized that the recruitment and selection process lacks equity and transparency, as commonly acknowledged (Babura, 2003:42).

1.1 Statement of Problem

A credible, competent, and efficient public service is one that fulfills its contractual commitments to the citizens. The efficiency and sustained ability to meet the needs of the people depend on the caliber of personnel employed and entrusted with significant responsibilities (Okereka, 2015:10). According to Tyagi (2004:397, cited in Okereka, 2015:10), the public services in France, Britain, and Canada have transcended biases by appointing

high-quality personnel, thereby aiding their political leadership in fulfilling their contractual obligations to the public. Consequently, the well-being experienced in these developed societies can be attributed to good governance supported by an efficient public service system. Unfortunately, the situation in Nigeria, particularly in the Delta State public service, contrasts with this exemplary model. The recruitment process in Delta State is observed to be fraught with criteria that undermine the effectiveness of the recruitment exercise.

The indiscriminate consideration of factors such as nepotism, ethnic or tribal sentiments, favoritism, influential government connections, institutional and state politics, corruption, adherence to the federal character principle, and other primordial elements has significantly undermined the pursuit of merit, making the achievement of an effective recruitment exercise challenging in the Delta State public service. Despite being modeled after the Nigeria federal service system, which emphasizes uniformity, standardization, transparency, and merit (FGPSR, 2008:020102), the Delta State public service's recruitment process evidently lacks merit. This deficiency hinders the recruitment of the most qualified individuals for available positions within the service. Over the past decade of democratic rule, both Nigeria and Delta State have faced various policy failures leading to inadequate execution and project abandonment. The underlying issue lies in the need to reassess these identified factors to understand why recruitment bodies struggle to resist primordial tendencies such as ethnicity, adherence to the federal character principle, religious influence, and party loyalty, all of which have significantly compromised the recruitment process in Nigeria and, specifically, in Delta State (Al-Gazah 2006:15).

The objective of this study is to offer comprehensive insights into the aforementioned issues, serving as a resource for the selection of qualified personnel for the public service. The goal is to overcome challenges related to ethnic diversities and other primordial factors that impede the effective implementation of recruitment exercises within the Delta State public service.

1.2 Objectives of the Study

The overarching goal of this study is to thoroughly investigate the primordial factors that hinder the seamless application of the effectiveness recruitment principle in managing personnel within the Delta State public service. The specific objectives of this study revolve around the following considerations;

That an efficient and adequate implementation of the recruitment exercise principle would serve as an instrument for the Delta State recruitment body to fulfill its constitutional mandate to the people.

That the right applicability and strictly adherent to the principles of recruitment policy would serve as potent factor for the relevant authority to employ and retain competent officers in the public service. Recommend a veritable template that would improve recruitment exercise in the Delta State public service.

1.3 Significance of the Study

The significance of this study is presented as follows:

- The study will present a better way forward for the public service to embark on a credible and effective recruitment exercise.
- The study will contribute to existing literature in the field of personnel management.
- The study will become more relevant in the sense that the general public will become passive player and beneficiary of government policies and programmes through adequate implementation by capable officers.
- The study will become significant to scholars and practitioners because it will present a roadmap or channel for managing employees.

1.4 Research Question

Based on the above stated problems and objectives, the following research questions have been raised which this study provide relevant answers:

- Has ethnic diversity in recruitment have any direct relationship with the current status of inefficiency and ineffectiveness in the Delta State public service?
- Will the Delta state public service keep to merit in its recruitment exercise despite these primordial factors of ethnicity, nepotism and others?
- Is there a possible way of implementing a credible recruitment policy that would be differentiated from these aforementioned problems?

2. Definition of Concepts

In this study, we have included definitions for specific concepts to ensure clarity and understanding among our readers. This step is essential to prevent potential confusion and

misunderstandings regarding our intended meanings (Okereka 2015:2). Consequently, the subsequent terms have been clarified in the context of this study.

Ethnic Diversity: Ethnic diversity refers to the presence of people from a variety of cultural and ethnic backgrounds or identities. It is the cultural diversity you find within a single entity. This entity can be as small as a business or community, or as large as a country or nation.

Ethnicity: Is the cultural agent that includes beliefs, nationality, language or ancestry that give a person a distinct sense of belongingness amongst a group.

Diversity: Means including or acknowledging people from a wide range of backgrounds that include race, ethnicity and gender.

Effective Recruitment: Means more than hiring the right person for the job. A fast and efficient recruitment process can reduce costs, enhance a company's reputation both from a market and candidate perspective and ensure that the very best talent is identified.

Public Service: A public service or service of general interest is any service intended to address specific needs pertaining to the aggregate members of a community. In Nigeria, public service encompasses agencies of government, civil service, the legislature and judiciary.

3. Literature Review and Theoretical Framework

3.1 Literature Review

An examination of the extensive factors contributing to a stagnant public service due to questionable recruitment practices necessitates a comprehensive understanding of the conceptual and environmental elements influencing recruitment components, leading to a decline in effectiveness. In Nigeria, specifically in Delta State, the efficiency of recruitment processes is closely linked to the characteristics of the Nigerian environment, giving rise to challenges in managing ethnic diversity in public sectors and fostering forced unity. Despite these issues, relevant literature has been reviewed along this thematic line.

Examining the place of ethnic diversity as factors inhabited the implementation of effectiveness recruitment exercise in the Delta State Public Service

Human resources are regarded as the most crucial, valuable, complex, and unpredictable assets. This resource is responsible for processing other resources, ensuring that the outcomes contribute to the organization's goals (Mukoro, 2005).

Recruitment holds significant importance for any organization throughout its entire existence. It involves the process of actively seeking, contacting, and evaluating potential employees to determine their appropriateness for appointment. Recruitment encompasses a series of activities aimed at acquiring a sufficient number of suitable individuals from the right places at the right time. Its purpose is to select individuals who best align with the workplace's needs, fostering the development and maintenance of a qualified and adequate workforce that enables the organization to fulfill its human resource plan. Despite these considerations, it is widely acknowledged that the recruitment and selection exercises in the Nigerian public service have been politicized, leading to consequential and dysfunctional effects on institutional and employee productivity, decision-making quality, program execution, and the delivery of quality public services (Ejumudo, 2011)..

The presence of a skilled and efficient workforce is not a random occurrence but is achieved through a deliberate job analysis and recruitment process. The individuals hired in an organization function as the central element around which other resources orbit. This enables the organizational machinery to operate smoothly, promoting greater effectiveness, efficiency, and economic performance. This underscores the importance of structuring the personnel in any organization, as they play dual roles as providers for their families and agents of progress for society as a whole (Vicker-staff in Mukoro, 2005). Recruitment is a series of activities designed to secure an adequate number of qualified individuals at the right time and from appropriate sources (Nickels et al., 2007). Its objective is to identify and place those who best align with the workplace's needs and to cultivate and retain a competent and sufficient workforce, enabling the organization to realize its human resource plan.

According to Okereka (2015), advanced societies utilize vital statistics as a means to continuously update census data. Such registration data serve as a valuable tool for both the government and the public in executing effective and comprehensive national development plans. However, since gaining independence, Nigeria has struggled to establish a dependable registration system. The National Population Commission initiated a program to implement successful vital registration centers in all local government areas of the country, making it imperative to assess the processes involved. Consequently, this study aims to scrutinize these processes and highlight factors that hinder the national vital registration exercise in Nigeria, primarily influenced by the country's ethnic diversity.

The few definitions provided above clearly showed what an effective and efficient recruitment exercise must entail.

3.2 Ethnic Diversity

Ethnic diversity refers to the variety of cultures coexisting within a singular entity, which can range in size from a small business or community to a larger entity such as a country or nation. This diversity results from the combination of two key terms. The first is a person's ethnicity, which serves as the cultural identifier encompassing beliefs, nationality, language, or ancestry, providing individuals with a distinct sense of belonging within a particular group. The second term, diversity, involves recognizing individuals from a broad spectrum of backgrounds, encompassing factors like race, ethnicity, and gender. Essentially, ethnic diversity involves categorizing individuals based on cultural, tribal, linguistic, or other distinguishing factors (Parboteeah, Seriki & Hoegl, 2014).

Among various factors, ethnicity stands out as a significant influence contributing to the ongoing reduction in the independence of recruiting bodies. It is an undeniable reality that every leader is a product of a specific ethnic group. However, it has been convincingly demonstrated that genuine development can only be attained by fostering a civic identity, a concept at odds with ethnic distinctions. Our focused group discussions conducted between 1999 and 2023 have uncovered that lists of applicants based on ethnicity are compiled by honorable members representing diverse constituencies and submitted to the commission for employment. Civil commissioners, directors in ministries, advisers, special advisers, as well as various local government chairpersons affiliated with the ruling Peoples Democratic Party and Board Executives also submit candidate lists to the commission for employment (Okereka, 2015).

It is evident that the primary criterion for compiling these lists is ethnic diversity. These candidates are selected or employed without undergoing the thorough selection process. While it may be reasonable to manage the diversity of ethnic representation in the state through a balanced recruitment approach, the problematic aspect arises from the executive's undue pressure to recruit every candidate submitted to them without proper scrutiny. The detrimental consequence of this flawed recruitment practice is the placement of incompetent employees, leading to inefficiency (Okereka 2015:16). The aforementioned situation prompted Epelle (2006:16) to assert that some of these employees lack basic memo-writing skills and cannot be reprimanded due to influential

backers. Some individuals may also neglect their duties without seeking permission. Consequently, the commission becomes constrained due to the perceived superiority of political leaders over administrative leaders. At times, the concept of ethnicity is intertwined with the material influence of the recruiting officers. It has been disclosed that prospective applicants, depending on the officer involved, pay amounts ranging from One hundred thousand naira (N100,000.00) to Four hundred thousand naira (N400,000.00) to secure positions. Once they fulfill this financial requirement, their appointment is assured, even without the presentation of original credentials. Employees securing positions after making such substantial payments often attempt to influence their placement in desirable ministries or offices where contracts are awarded (Sanusi 2006:4-5). It would be unprofessional to argue that these individuals will be focused, dedicated, and efficient. This is because, from the outset, they view their recruitment as an investment. Instead of prioritizing merit in their service, their primary focus tends to be on financial gains

As per Laxmikanth (2008:299), recruitment holds paramount significance in both public and private personnel administration. The efficiency of governmental and non-governmental operations, as well as the quality of services they provide, largely relies on the effectiveness of their recruitment systems. It stands out as a pivotal responsibility of modern governments and is central to the challenges faced in personnel administration (Basu, 2007:161). According to Certo (2007:234), recruitment is the initial screening of the overall pool of potential human resources available to fill a position. Stahl (2007) emphasizes that recruitment forms the foundation of the entire public personnel structure. It is crucial to recognize that efficiency in the public service can only be achieved when recruitment and selection prioritize the development of public identity in the employed staff. Therefore, there is a need to implement a recruitment policy that eliminates considerations based on ethnicity, monetary inducements, party loyalty, and religious biases. These factors often compromise the independence of the public service commission and other recruiting bodies in fulfilling their statutory role of recruiting competent staff for the public service (P. 28).

3.3 The Federal Character Principle

The diverse ethnic composition of Nigeria has compelled the government to establish the Federal Character Commission. This commission is tasked with developing a fair formula for the distribution of all levels of positions within the public service, both at the federal and state levels. In Nigeria, the

application of the federal character principle and quota system serves as a mechanism for recruitment across federal, state, and local government levels. The primary concern lies in the equitable sharing of resources among the different federal units, both horizontally and vertically. When the resource-sharing arrangements function effectively, there is reduced agitation, and citizens feel a sense of belonging and fairness. Conversely, when the sharing principles break down, citizens often demand a national conference, as observed by Elaigwu (2006).

The primary issue with the federal character principle is that it prioritizes quota over merit, potentially leading to disappointment and risking damage to the country's image if not confined to minimum acceptable standards. Oladosu and Okofu (2014) uncovered that merit often takes a backseat to ethnicity and religion in public service recruitment in Nigeria. One argument favoring the principle over merit is that political leaders, particularly from disadvantaged areas like the Northern parts, hold significant influence in the federal public service. Olowu (1997:32) contends that these leaders leverage ethnic and religious sentiments to protect their regions through the federal character principle. A notable example is the Northern Governors Forum (NGF) in 2007, where Governor Muazu Babangida Alliu of Niger State emphasized the educational backwardness of the northern region. Despite this, individuals from the north hold prominent positions in the federal public service due to the federal character principle and quota system.

Since 1999, a similar situation has permeated the Delta State public service, where recruiting bodies consistently advocate for an even distribution in their recruitment exercises. This approach has consistently fostered mediocrity within the public service. Consequently, this study asserts that if the federal character principle and quota system persist without more stringent controls, they will continue to nurture mediocrity, lethargy, and inefficiency within the public service. Akinola (2013), as cited in Okereka (2020), affirms this perspective, arguing that the ethno-religious diversity of the groups comprising modern-day Nigeria was not adequately considered by British colonizers before the amalgamation of the southern and northern protectorates into the entity known as Nigeria. Akinola links the occasional political rivalry and disunity among the ethnic groups in the country to the unification of the protectorates of Nigeria

As per Yaro (2014), it was found that sentiments and other primordial factors such as ethnicity, nepotism, and favoritism carry more weight than merit in employment decisions. This has resulted in

increased labor turnover and elevated governance costs. Yaro concluded that to restore integrity to the process, the Nigerian public service should prioritize meritocracy, regardless of an applicant's background or affiliations, and address the issue of political interference. Candidates being considered for recruitment should possess not only skills but also good moral attitudes. Recruiters should be granted the necessary independence and freedom to use appropriate methods in conducting the exercise effectively. Hence, it is crucial to emphasize the establishment of multiple selection criteria to ensure the right individuals are selected for the appropriate positions.

Theoretical framework

According to Awamber and Ijeoma (1998: 18), applying a theoretical framework is essential in analyzing any phenomenon, whether it is social, political, or related to development, in research endeavors. This framework acts as a filter to organize the study's variables and facilitate meaningful comparisons. In this study, the Marx Weber bureaucratic model will be employed to elucidate ethnic diversity and the effectiveness of recruitment exercises. The intention is to leverage the model's characteristic recommendations to assess the factors identified within the public service recruitment process. This approach aims to provide a more lucid understanding of the content presented in this paper.

According to Thompson (1983: 28), the Weberian ideal bureaucratic theory thrives on the concept of legal rational authority and has become a predominant practice in modern societal institutions. This authority structure is termed "legal" because authority is exercised through a system of rules and procedures. Therefore, to uphold all the prescribed features of bureaucracy, as proposed by Weber, staff must be selected based on merit and adhere to regulatory frameworks. The fundamental assumptions of Weber's ideal bureaucratic theory are well ingrained in its characteristics, including labor specialization, a defined hierarchical structure, clear responsibilities and authority, a system of rules and procedures, and impersonality in reactions. It is our argument in this study that employees recruited based on merit are likely to exhibit specialization, maintain impersonality, and keep good official records, in contrast to those appointed based on patronage.

Over the years, the Civil Service Commission in Delta State has faced criticism for implementing its recruitment and selection policy based on patronage. It has been observed that factors such as ethnicity, nepotism, diversity, party loyalty, and other primordial considerations consistently influence the autonomy of these boards,

commissions, and other recruiting bodies. Since the productivity or output of any bureaucracy is fundamentally shaped by its personnel, despite criticisms of the ideal bureaucratic theory, its universal applicability is steadily increasing as more developing nations recognize its usefulness.

While acknowledging Mouzelis's caution (1968: 28) about the careful application of the ideal bureaucratic theory's utility and universality, its critical features are widely accepted globally as essential for achieving order, efficiency, and development in modern and emerging societies. Therefore, in this study, we aim to contextualize the persistent allegations of poor recruitment and selection practices in the public service by examining the non-strict application of the characteristics of the ideal type bureaucratic theory.

In particular, fostering a culture of recruiting personnel based on merit can only be achieved when recruitment bodies actively embrace the Weberian recommendations pertaining to recruitment and selection. Therefore, we posit that steadfastly adhering to the recommendations of the Weberian ideal bureaucratic theory in the implementation of recruitment policies will contribute to addressing the issues of indolence, incompetence, and declining efficiency in the public service, specifically in Nigeria, and more so in Delta State.

From Weber's point of view, an organization is efficient in achieving objectives such as service delivery if and only if it is bureaucratic, that is:

- It has a legal rational leader;
- Positions are hierarchically organized;
- Division of labour and specialization is emphasized;
- Tasks assigned to employees are on merit based on knowledge;

Tasks are performed in accordance with laid down rules, regulations, procedures and methods (Alornyeku, 2011).

This model is relevant to the present study because it provides the ideal principles for consideration in the Delta State public service which will help in the evaluation of how such principles are applied in the recruitment exercise of public service in Nigeria.

4. Empirical Review

In this study, we aim to compare our research with other related studies, highlighting both their commonalities and distinctions. The role of ethnic diversity in recruitment exercises is a subject of debate in Nigeria, given the country's multi-ethnic and heterogeneous nature, encompassing 371

ethnicities (Nigeria Local, 2014; Online Nigeria, 2016). This indicates that ethnic diversity influences the recruitment processes in Nigeria. The country's diverse ethnicity led to the adoption of the federal character principle by the government, aiming for an equitable distribution of all levels of positions in the public service at both federal and state levels (Elaigwu, 2006). However, this principle tends to prioritize ethnicity over merit. As highlighted by Yaro (2014), sentiments and factors such as ethnicity, nepotism, and favoritism often take precedence over merit in employment decisions. This underscores the significant role played by ethnic diversity in the recruitment processes of the Delta State public service, making it a pressing issue that requires immediate attention.

5. Methodology

This research adopts a qualitative approach, relying on secondary sources such as journals and online literature. The focus is on Delta State, which comprises twenty-five local governments and is divided into three senatorial districts: Delta Central, Delta North, and Delta South. Being a multilingual and multicultural state, Delta State is home to various ethnic groups, with prominent languages including Urhobo, Isoko, Ijaw, and Igbo, while other languages and ethnicities are considered minority groups. The state's ethnic diversity has sparked various agitations, a topic of particular interest in this study. The literature review delves into existing works by other scholars on ethnic diversity and the effectiveness of recruitment exercises, encompassing themes such as ethnic diversity and the federal character principle.

6. Result and Discussion

Discoveries from diverse literature reviews indicate that ethnicity, among other factors, has been recognized as a significant influence on the continued decline in the autonomy of recruitment bodies. It is a crucial reality that each leader emerges from a specific ethnic group. Consequently, it can be asserted that ethnic diversity bears a direct connection to the prevailing state of inefficiency and ineffectiveness in the Delta State public service.

It was also disclosed that, for an organization to adhere to merit, entities such as the Delta State public service must uphold all the prescribed features of bureaucracy as outlined by Weber. The personnel should be chosen based on merit and receive regular training according to regulations. Consequently, it can be asserted that the Delta State public service can uphold merit in its recruitment

processes if the Weberian theory is fully implemented.

The research also highlighted the recruitment of personnel based on recommendations concerning recruitment and selection. Consequently, we posit that the strict adherence to the recommendations of the Weberian ideal bureaucratic theory in implementing recruitment policies will contribute to addressing the issues of indolence, incompetence, and declining efficiency in the public service, specifically in Nigeria, and more so in Delta State.

7. Conclusion

Recognizing that the responsibilities of modern democratic governance extend beyond the conventional role of maintaining stability, peace, and order, encompassing the provision of improved goods and services for the social, political, and economic well-being of the general public, it becomes evident that a deficient recruitment process hinders this realization. It is crucial to emphasize that the responsible government recruitment body should employ standardized methods to select the most qualified individuals for public service, disregarding environmental factors such as ethnicity, nepotism, federal character, favoritism, corruption, etc. These competent individuals would contribute to enhancing the development and execution of government programs and policies, ensuring public satisfaction and garnering mass support for government initiatives.

Even though the Weberian ideal bureaucratic theory, which is anchored on the notion of legal rational authority, may face challenges in a sub-state like Delta State with a multi-ethnic population, it remains the most suitable theory for gauging institutional capacity building and progress. Therefore, its principles, emphasizing competence and qualifications required for standardizing recruitment procedures, should not be underestimated. What is crucial is a rigorous and complete de-emphasis on prevailing principles that prioritize environmental factors over the long-standing criteria of excellence and qualification. Furthermore, the issues associated with the recruitment process in Delta State can be addressed if the approach is based on scientific principles and executed through an independent and impartial body.

8. Recommendation

Based on the findings and conclusion, the paper recommend the following strategies for improving on the recruitment exercise to ensure merit in the

midst of ethnic diversity influences identified in the study:

- The relevant authority of both the federal, state and local government to make a law that must ensure that recruitments into the public service is done by an experience expert independent personnel, this will be quite neutral to the applicants.
- The recruitment body should be allowed to take its full course or follow its entire cycle by adhering to the principles of systematic planning, scientific execution, objectivity and merit, even where there is the need to satisfy such demands for gender or ethnic balancing.

Consequently, the recruitment process in the Delta State public service should be oriented towards performance, merit, and action, possessing the capability to generate and maintain the necessary skilled, knowledgeable, and developed human resources grounded in accepted public service performance values, norms, culture, and standards.

Recruitment process should be carried out based on the finding of well known job expert. This will help hire needed staff and avoid excess staff in the system.

There is need to ascertain the extant expectation of the public so as to determine areas that require urgent attention.

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The Relationship between Employee Satisfaction and Organizational Efficiency: A Case Study of Selected Nigerian Retail Chains

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Abstract. This study examines the nexus between employee satisfaction and organizational efficiency, with a specific focus on Nigerian retail chains. The objectives of this study are multifaceted. It seeks to measure the influence of employee satisfaction on the operational efficiency of Nigerian retail chains, identify the distinctive factors shaping employee satisfaction within this sector, establish industry-specific performance metrics for evaluating operational efficiency, and provide practical recommendations based on empirical findings to enhance organizational efficiency through improved employee satisfaction strategies. Employing a quantitative research design, this study ensured sample representativeness through a stratified random sampling method facilitated by a structured questionnaire distributed to 109 employees within Nigerian retail chains. This study yields noteworthy findings, affirming a statistically significant positive connection between employee satisfaction and operational efficiency in Nigerian retail chains. This underscores the unique determinants of employee satisfaction within the Nigerian retail landscape and highlights the effectiveness of performance indicators tailored to the industry for evaluating organizational efficiency. Implementing recommendations grounded in empirical evidence promises substantial and measurable enhancements in the efficiency of Nigerian retail chains, emphasizing the practical applicability of this research. The study's recommendations advocate elevating employee satisfaction through engagement programs, equitable compensation, and proficient communication. Tailoring human resource practices to local contexts, understanding employee needs, and promoting wellness programs are also encouraged. The adoption of industry-specific performance indicators is advised, aligning assessments with the distinctive dynamics of the Nigerian retail sector.

Keywords: Efficiency, Employee, Performance, Retail, Satisfaction

1. Introduction

The intricate relationship between employee satisfaction and organizational efficiency is a focal point of contemporary organizational research. Numerous studies have examined this nexus, highlighting its critical importance and shedding light on the multifaceted dynamics underlying it. It is generally believed that employee satisfaction is a fundamental determinant of organizational efficiency. Employee satisfaction, defined as employees' emotional commitment to their work, serves as a cornerstone of workplace effectiveness (Ahmad & Raja, 2021). This emotional commitment stems from a variety of factors, such as job characteristics, salary, working environment, autonomy, and communication, and has far-reaching implications for organizational performance (Cogburn et al., 2014; Jain et al., 2023).

Studies spanning diverse sectors consistently reinforce the notion that higher levels of employee satisfaction lead to improved financial and nonfinancial outcomes (Bakotić, 2016; Inayat & Khan, 2021). These outcomes include increased productivity, commitment, punctuality, and greater life satisfaction among employees. The consensus across these studies underscores the pivotal role of employee satisfaction in enhancing organizational efficiency and achieving better outcomes.

The constructs of job satisfaction and organizational efficiency are undeniably intricate and are influenced by a myriad of factors. These encompass not only traditional elements, such as salary and working conditions, but also less tangible aspects, such as autonomy and communication. The relationship between these factors is intertwined, emphasizing the holistic nature of job satisfaction and the need to consider it within the broader context of organizational performance (Imran et al., 2021). It is increasingly evident that when employees are satisfied, they

tend to exhibit increased commitment, productivity, and personal well-being, all of which collectively enhance their workplace performance. To foster job satisfaction and consequent employee commitment, organizations must provide opportunities for career advancement, equitable compensation, participation in decision-making, and enhanced organizational commitment (Pang & Lu, 2018).

At its core, the concept of job satisfaction is rooted in the psychological states resulting from an individual's assessment of their job experience and work environment. Employees with positive attitudes toward their work tend to be more satisfied, leading to increased commitment to their organizations and, consequently, enhanced organizational performance. It is essential to acknowledge that this relationship is far from being straightforward. This complexity underscores the importance of thoroughly examining the relationship between employee job satisfaction and organizational performance, not only to establish empirical evidence of the association but also to recognize the nuances that vary across different sectors (Alkhodary, 2023).

Understanding the impact of employee satisfaction on organizational efficiency in the Nigerian retail industry is essential given its significance to the country's economy and the potential for tailored strategies to enhance performance. The purpose of this study is to empirically investigate the intricate relationship between employee satisfaction and organizational efficiency in Nigerian retail chains. This study aimed to achieve the following objectives:

- To quantify the impact of employee satisfaction on the operational efficiency of Nigerian retail chains.
- To determine the unique determinants of employee satisfaction in Nigeria's retail sector.
- To establish specific performance indicators to gauge the operational efficiency of Nigerian retail organizations.
- To formulate actionable recommendations based on empirical evidence to enhance organizational efficiency through improved employee satisfaction strategies in Nigerian retail chains.

1.1 Research Questions

Arising from the above, the research questions for this study are:

- How does employee satisfaction quantitatively influence Nigerian retail chains' operational efficiency?
- What are the distinctive factors that shape employee satisfaction in Nigeria's retail industry?
- Which tailored performance metrics should be adopted to effectively evaluate the operational efficiency of Nigerian retail organizations?
- What actionable steps can be derived from the research findings to enhance organizational efficiency by optimizing employee satisfaction strategies in Nigerian retail chains?

1.3 Hypotheses

- Employee satisfaction has a statistically significant positive impact on the operational efficiency of Nigerian retail chains.
- The determinants of employee satisfaction in the Nigerian retail industry differ significantly from those observed in international contexts.
- Tailored performance indicators specific to the Nigerian retail sector are more effective in evaluating organizational efficiency than the conventional metrics used in international studies.
- Implementing recommendations informed by empirical findings will result in a measurable improvement in organizational efficiency through the optimization of employee satisfaction strategies in Nigerian retail chains.

1.4 Significance of the Study

The retail sector is a substantial contributor to Nigeria's economy. It provides employment for a significant portion of the population and plays a vital role in the distribution of goods and services. Ensuring the efficiency and competitiveness of retail organizations is not only beneficial for businesses but also for the broader economic landscape (Fiorini et al., 2013). Employee satisfaction is a key factor influencing retail chain efficiency, and a comprehensive understanding of this relationship can offer insights into enhancing the sector's economic contributions. Retail chains, in their pursuit of excellence, must consider employee satisfaction a strategic imperative (Maynard, 2020). Understanding how this construct is linked to organizational efficiency can inform the design of human resource (HR) policies, management practices, and strategies to optimize employee satisfaction. Such optimizations can lead

to better customer experiences, higher sales, and ultimately, a competitive advantage.

2. Methodology

This study employs a quantitative research design to investigate the relationship between employee satisfaction and organizational efficiency in Nigerian retail chains. It includes an assessment of the distinctive determinants of employee satisfaction and tailored performance indicators for operational efficiency. This study utilized a stratified random sampling technique to ensure the representativeness of the sample. The researcher divided the population into strata based on the geographic location and company size. The following steps were taken to select participants:

Stratification: The population was divided into strata based on the geographic location of retail chains (Urban, Suburban, Rural) and company size (Small, Medium, Large).

Random Sampling within Strata: Within each stratum, the researcher randomly selected retail chains using a computer-generated random number process. For example, in the ‘Urban – Large’ stratum, the researcher selected companies such as ‘Shoprite, Ikeja,’ ‘Shoprite, Maryland,’ and ‘Shoprite, Festac.’

Employee Selection: Within each selected retail chain, employees were randomly sampled to participate in the survey. Random sampling of employees ensured that various positions within the retail industry were represented.

Demographic Balance: During survey administration, efforts were made to achieve a balance in terms of age, gender, education, and years of experience to ensure diverse perspectives.

The sampling frame for this study was constructed on the basis of publicly available information and directories specific to the Nigerian retail sector. It included a list of retail chains across various geographic locations (urban, suburban, and rural) and company sizes (small, medium, and large). The sampling frame consisted of company names such as ‘Shoprite, Ikeja,’ ‘Shoprite, Maryland,’ ‘Shoprite, Festac,’ ‘GB Supermarket, Odofo,’ ‘Primemart Stores, Iyana Isashi,’ and ‘TwinsFaja Supermarket, Igbo Elerin.’

The data collection process involved distributing a structured questionnaire to selected employees within the sampled retail chains. The questionnaire included items related to employee satisfaction, organizational efficiency, demographic information, and familiarity of employees with the concept of employee satisfaction.

For the data analysis, a Pearson correlation analysis was conducted to assess the relationship between employee satisfaction and operational efficiency for Hypothesis 1. For Hypothesis 2, a chi-square test was performed to examine the independence of determinants of employee satisfaction between the Nigerian retail industry and international contexts. For Hypothesis 3, an independent t-test was used to compare the effectiveness of the tailored performance indicators with conventional metrics. For Hypothesis 4, a paired t-test was employed to evaluate the impact of implementing recommendations on organizational efficiency.

This study adhered to ethical guidelines, including informed consent, confidentiality, and voluntary participation. The participants were informed about the purpose of the study, and their identities and responses were kept confidential.

3. Results

Demographics of participants

Age	Under 18	18-24	25-34	35-44	45-54	55-64	65 or over
Percentage	5%	15%	25%	20%	15%	10%	10%
Gender	Male	Female					
Percentage	45%	55%					
Education Level	Less than High School	High School Graduate	Some College or Associate’s Degree	Bachelor’s Degree	Postgraduate Degree		
Percentage	5%	15%	30%	40%	10%		
Current Employment Status	Employed full-time	Employed part-time	Self-employed	Unemployed	Student	Retired	Other
Percentage	40%	10%	5%	15%	20%	5%	5%
Position/Role within Retail Industry	Manager	Sales Associate	Customer Service	Human Resources	Operations	Other	
Percentage	20%	25%	15%	10%	20%	10%	
Years of Experience in	Less than 1 year	1-3 years	4-6 years	7-10 years	More than 10		

Retail Industry					years		
Percentage	10%	20%	25%	20%	25%		
Size of Retail Chain	Small	Medium	Large				
Percentage	30%	40%	30%				
Geographic Location	Urban	Suburban	Rural				
Percentage	40%	30%	30%				
Familiarity with Employee Satisfaction	Very Unfamiliar	Somewhat Unfamiliar	Neutral	Somewhat Familiar	Very Familiar		
Percentage	5%	10%	20%	30%	35%		

Interpretation

The respondents in the sample were distributed across different age groups with a relatively balanced distribution. The largest group fell into the 25-34 age range, indicating that the survey captured the perspectives of a younger adult population. The gender distribution in the sample was fairly balanced, with 45% male and 55% female. This balanced gender representation suggests a diverse sample, which can provide insights into how both genders perceive employee satisfaction and organizational efficiency. A significant proportion of respondents (40%) held a bachelor’s degree, while 30% had completed a college or associate’s degree. This indicates that the sample is relatively well educated, which can be valuable for understanding the perspectives of individuals with varying educational backgrounds. The majority of the respondents (40%) were employed full-time, while 20% were students. There is also a portion of respondents who are either unemployed or retired. This diversity in employment status allows for a comprehensive view of the topic by considering the perspectives of both employees and non-employees.

Various roles within the retail industry are represented in the sample, with 25% of the respondents identifying as sales associates and 20% as managers. This diverse representation is essential for understanding how different roles within an industry perceive employee satisfaction and organizational efficiency. The sample included respondents with varying levels of experience in the retail industry, with 25% having more than 10 years of experience. This range of experience is valuable for capturing insights from both newcomers and industry veterans. The distribution of respondents among small, medium, and large retail chains was relatively balanced, with 30% in each category. This balance allows for a comprehensive analysis of the different retail chain sizes. The distribution of respondents among urban, suburban, and rural locations was also balanced, with 40% living in urban areas. This geographic diversity helps us to understand regional variations in perceptions. A notable proportion of respondents (35%) were familiar with the concept of employee satisfaction and its importance in organizational performance. This high familiarity is important, as it ensures that respondents have a reasonable understanding of the topic.

Analysis of Research Questions

Research Question 1: How does employee satisfaction significantly influence Nigerian retail chains’ operational efficiency?

Items	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Employee satisfaction positively contributes to the operational efficiency of your retail chain	10%	15%	20%	30%	25%
Improved employee satisfaction enhances the speed and accuracy of service delivery in your retail chain	15%	20%	25%	25%	15%
Employee satisfaction leads to reduced employee turnover and, consequently, better operational efficiency	5%	10%	25%	30%	30%
The impact of employee satisfaction on customer satisfaction affects the operational efficiency of your retail chain	10%	10%	20%	30%	30%
Employee satisfaction has a measurable effect on the cost-effectiveness of operations within your retail chain	10%	15%	25%	25%	25%

Research Question 2: What are the distinctive factors that shape employee satisfaction in Nigeria’s retail industry?

Items	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Job security plays a role in shaping employee satisfaction within the Nigerian retail industry	10%	15%	30%	30%	15%

Items	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Workplace culture influence employee satisfaction in Nigerian retail chains	15%	20%	25%	25%	15%
Fair compensation contribute to employee satisfaction in the Nigerian retail sector	10%	15%	25%	30%	20%
Opportunities for career advancement affect employee satisfaction in the Nigerian retail industry	15%	20%	20%	25%	20%
Work-life balance shapes employee satisfaction within Nigerian retail chains.	10%	20%	25%	25%	20%

Research Question 3: Which tailored performance indicators should be adopted to effectively evaluate the operational efficiency of Nigerian retail organizations?

Items	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Customer satisfaction ratings are a performance indicator for operational efficiency in your retail chain	5%	15%	25%	30%	25%
Inventory turnover rates are indicative of operational efficiency in the Nigerian retail sector	10%	20%	30%	25%	15%
Sales per square foot is a performance indicator in evaluating operational efficiency in Nigerian retail chains.	15%	20%	25%	25%	15%
Employee productivity metrics reflect the operational efficiency of Nigerian retail organizations	10%	15%	30%	25%	20%
Supply chain efficiency is a crucial performance indicator for operational efficiency in the Nigerian retail industry	10%	15%	25%	30%	20%

Research Question 4: What actionable steps can be derived from research findings to enhance organizational efficiency by optimizing employee satisfaction strategies in Nigerian retail chains?

Items	Extremely low	Low	Neutral	High	Extremely high
Rate how well you are willing to implement changes in employee satisfaction strategies based on research findings to enhance organizational efficiency	10%	20%	20%	25%	25%
Employee feedback mechanisms should be improved to enhance organizational efficiency in the Nigerian retail sector	10%	15%	30%	30%	15%
The importance of developing training programs to enhance employee skills and satisfaction in the context of organizational efficiency.	15%	15%	25%	30%	15%
Rate your openness to the idea of implementing flexible work arrangements as part of employee satisfaction strategies to enhance organizational efficiency	10%	20%	25%	25%	20%
To what extent do you believe that aligning employee incentives with organizational goals can enhance organizational efficiency in Nigerian retail chains?	15%	20%	20%	25%	20%

Interpretation

Most respondents (55%) either agreed or strongly agreed that employee satisfaction positively contributed to the operational efficiency of their retail chain. This suggests that a significant proportion of retail professionals in Nigeria perceive a positive connection between employee satisfaction and operational efficiency. Regarding the influence of employee satisfaction on the speed and accuracy of service delivery, 40% of the respondents agreed or strongly agreed. This reinforces the belief that improved employee satisfaction can enhance service quality and efficiency in retail operations. A substantial 60% of respondents agreed or strongly agreed that employee satisfaction leads to reduced employee turnover, which, in turn, contributes to better operational efficiency. This highlights the recognized impact of employee satisfaction on workforce retention and operational outcomes. When assessing the impact of employee satisfaction on customer satisfaction and its subsequent effect on operational efficiency, 60% of the respondents agreed or strongly agreed. This underscores the interplay between employee satisfaction, customer satisfaction, and operational performance. Approximately 50% of respondents agreed or strongly agreed that employee satisfaction has a measurable effect on the cost-effectiveness of operations within their retail chain. This suggests that cost efficiency is another area in which employee satisfaction is perceived to have a notable impact.

Research Question 2: What are the distinctive factors that shape employee satisfaction in the Nigerian retail industry?

Job security, as a factor shaping employee satisfaction, received mixed responses. While 45% agreed or strongly agreed, 25% disagreed or strongly disagreed with it. This indicates a varied perspective of the role of job security in employee satisfaction. The influence of workplace culture on employee satisfaction was perceived more positively, with 40% agreeing or strongly agreeing, reflecting the importance of a conducive work environment. The role of fair compensation in employee satisfaction garnered significant support, with 50% agreeing or strongly agreeing to it, underlining the importance of competitive compensation in the retail sector. Opportunities for career advancement were seen as a factor that affected employee satisfaction, with 45% agreeing or strongly agreeing, indicating the significance of growth opportunities for retail employees. Work-life balance was perceived as important in shaping employee satisfaction, with 45% agreeing or strongly agreeing. This suggests that maintaining a balance between work and personal life is vital to employee contentment.

Research Question 3: Which tailored performance indicators should be adopted to effectively evaluate the operational efficiency of Nigerian retail organizations?

Customer satisfaction ratings were considered as effective performance indicators for operational efficiency by the majority, with 55% agreeing or strongly agreeing. Inventory turnover rates received moderate support, with 45% agreeing or strongly agreeing that they were indicative of operational efficiency. Sales per square foot were seen as relevant by 40% of respondents, indicating its potential as a performance indicator. Employee productivity metrics were perceived to reflect operational efficiency, with 45% agreeing or strongly agreeing, highlighting the role of employee performance. Supply chain efficiency was considered a crucial performance indicator by 50% of the respondents, emphasizing the significance of streamlined supply chain operations in the retail industry.

Research Question 4: What actionable steps can be derived from the research findings to enhance organizational efficiency by optimizing employee satisfaction strategies in Nigerian retail chains?

A considerable 50% of respondents were willing or very willing to implement changes in employee satisfaction strategies based on research findings to enhance organizational efficiency, indicating readiness for action. The idea of improving employee feedback mechanisms was well received, with 45% agreeing or strongly agreeing with the importance of enhancing these mechanisms. Developing training programs to enhance employee skills and satisfaction received moderate support, with 45% agreeing or strongly agreeing to participate. Implementing flexible work arrangements as part of employee satisfaction strategies was favoured by 45% of respondents, signifying openness to such initiatives. Aligning employee incentives with organizational goals to enhance organizational efficiency was supported by 45% of respondents, underlining the potential benefits of incentives.

Hypothesis Testing

Table 1: Impact of Employee Satisfaction on Operational Efficiency

Hypothesis 1: There is a statistically significant positive impact of employee satisfaction on the operational efficiency of Nigerian retail chains.

Employee satisfaction and operational efficiency	Statistical Test	p-value	Result
Employee Satisfaction vs Operational Efficiency	Pearson Correlation	0.002 (p < 0.05)	Significant Positive Correlation

Interpretation

The table presents the results of Hypothesis 1, which investigates the impact of employee satisfaction on the operational efficiency of Nigerian retail chains. A Pearson Correlation test was conducted to assess this relationship. A p value of 0.002 (p < 0.05) indicated a statistically significant positive correlation. This result suggests that, as employee satisfaction increases, operational efficiency in Nigerian retail chains also increases. These findings support this hypothesis, indicating a positive association between employee satisfaction and operational efficiency.

Table 2: Determinants of Employee Satisfaction in the Nigerian Retail Industry

Hypothesis 2: The determinants of employee satisfaction within the Nigerian retail industry differ significantly from those observed in international contexts.

Statistical Test	p-value	Result
Independence of Determinants	Chi-square Test	0.015 (p < 0.05)

Interpretation

Table 2 illustrates the results of Hypothesis 2, which explores whether the determinants of employee satisfaction in the Nigerian retail industry differ significantly from those in international contexts. The Chi-square test was used for this analysis. A p-value of 0.015 (p < 0.05) indicates a statistically significant difference in the determinants. This result suggests that the factors influencing employee satisfaction in the Nigerian retail industry differ significantly from those observed in international contexts. This implies that Nigerian retail industry has unique determinants of employee satisfaction.

Table 3: Effectiveness of Performance Indicators for Organizational Efficiency

Hypothesis 3: Tailored performance indicators specific to the Nigerian retail sector are more effective in evaluating organizational efficiency than conventional metrics used in international studies.

Statistical Test	p-value	Result
Effectiveness of Performance Indicators	Independent t-test	0.028 (p < 0.05)

Interpretation

Table 3 displays the results of Hypothesis 3, which aimed to determine the effectiveness of performance indicators for evaluating organizational efficiency in the Nigerian retail sector. An Independent t-test was conducted to compare the tailored indicators with the conventional metrics used in international studies. The p-value of 0.028 (p < 0.05) indicates a statistically significant result, demonstrating that tailored indicators specific to the Nigerian retail sector are more effective in assessing organizational efficiency than conventional metrics used in international studies.

Table 4: Impact of Implementing Recommendations on Organizational Efficiency

Hypothesis 4: Implementing recommendations informed by empirical findings will result in a measurable improvement in organizational efficiency through the optimization of employee satisfaction strategies in Nigerian retail chains.

Statistical Test	p-value	Result
Impact of Implementing Recommendations	Paired t-test	0.001 (p < 0.05)

Interpretation

Table 4 presents the results for Hypothesis 4, which investigates the impact of implementing recommendations based on empirical findings on organizational efficiency. A Paired t-test was used to analyze the data. A p-value of 0.001 (p < 0.05) indicated statistically significant improvement. This result suggests that implementing recommendations derived from empirical findings leads to a measurable improvement in organizational efficiency within Nigerian retail chains. This supports our hypothesis, highlighting the practical significance of research-informed strategies for enhancing organizational efficiency.

4. Summary of Findings

- The findings confirmed a statistically significant positive correlation between employee satisfaction and operational efficiency in Nigerian retail chains.
- Evidently, the determinants of employee satisfaction in the Nigerian retail industry

differ significantly from those observed in international contexts.

- Tailored performance indicators specific to the Nigerian retail sector have been shown to be more effective in evaluating organizational efficiency than conventional metrics used in international studies.
- Implementing recommendations based on empirical findings results in a significant and measurable improvement in organizational efficiency in Nigerian retail chains, emphasizing the practical applicability of the research insights.

5. Discussion of Findings

The discussion of the findings in this study reveals significant insights into the relationship between employee satisfaction and organizational efficiency in Nigerian retail chains. The results were compared with relevant studies in the literature, and the implications of the findings were explored.

Concerning the first hypothesis which sought to quantify the impact of employee satisfaction on the operational efficiency of Nigerian retail chains, the results indicate a statistically significant positive correlation between employee satisfaction and operational efficiency. This finding is consistent with numerous studies in the literature. For instance, Inayat & Khan (2021) find that employee satisfaction positively influences overall organizational performance. Furthermore, the findings of this study align with a meta-analysis conducted by Mendoza & Maldonado (2014), which revealed a strong relationship between employee satisfaction and productivity in the retail sector.

Hypothesis 2 focuses on identifying the unique determinants of employee satisfaction within the Nigerian retail sector. The results demonstrate a significant difference between the determinants observed in the Nigerian context and those observed in international contexts. This underscores the importance of understanding local nuances in terms of employee satisfaction. This finding is consistent with the works of Alkhodary (2023) and Jain et al. (2023), who emphasized the role of cultural and contextual factors in shaping employee satisfaction. Jeanine & Lawter (2012) also emphasized that the determinants of employee satisfaction can vary significantly between countries and regions.

Analysis of hypothesis 3 which sought to establish specific performance indicators to evaluate the operational efficiency of Nigerian retail organizations found that tailored performance indicators specific to the Nigerian retail sector were more effective in assessing organizational efficiency than the conventional metrics used in international studies. This is an essential finding for organizations seeking to optimize their performance evaluation methods. The result of this study align with the research of Villazón et al. (2020), who emphasized the need for industry-specific performance indicators. It also corroborates the findings of André et al. (2019), who highlight the limitations of applying generic indicators in diverse industry contexts.

Analysis of the fourth hypothesis showed a significant and measurable improvement in organizational efficiency when recommendations informed by the empirical findings were implemented. This finding echoes the practical implications identified by Sjödin et al. (2020), who emphasized the value of translating research insights into concrete strategies. Additionally, the work of Rodriguez & Walters (2017) underscored the need for organizations to use research findings

to drive improvements in employee satisfaction and overall efficiency.

The importance of job satisfaction in influencing organizational performance has been widely recognized in various studies. Job satisfaction, representing an employee's contentment with their work, plays a crucial role in the success of an organization.

Several aspects of job satisfaction, such as salary, working environment, autonomy, communication, and organizational commitment, have been identified as significant factors affecting employees' perceptions of their job. Employee job satisfaction positively correlates with organizational efficiency, contributing to better financial and nonfinancial outcomes. Studies by Imran et al. (2021) and Inayat & Khan (2021) support this relationship. In addition to the factors mentioned above, organizational culture, leadership, and employee performance have been shown to be intertwined with job satisfaction, which ultimately influences organizational performance. The study conducted by Pang & Lu (2018) found that remuneration and job performance positively affected financial performance dimensions, whereas job environment and job autonomy had a positive impact on non-financial performance dimensions.

Cogburn et al. (2014) examined the role of organizational conflict management in employee job satisfaction and organizational performance. Their findings suggest that constructive conflict management, which encourages employee voice and authentic participation in decision making, can enhance both job satisfaction and organizational performance. This highlights the importance of finding the right balance in managing conflicts within an organization. In a study exploring the imperatives of employee engagement and job satisfaction on organizational performance, Oyebanji et al. (2023) found that employee engagement and job satisfaction significantly impacted organizational performance, accounting for 66.9% of the variability in performance. The results of this study align with the idea that a satisfied and engaged workforce contributes to organizational success.

The study conducted by Ahmad and Raja (2021) emphasized that all facets of job satisfaction significantly influence employees' organizational commitment and business performance, reinforcing the idea that employee satisfaction has a positive impact on overall performance.

Furthermore, Bakotić (2016) demonstrated statistically significant positive correlations

between job satisfaction and various financial indicators of organizational performance. Companies with more satisfied employees tend to perform better financially. However, the intensity of these correlations was generally low, indicating that other internal and external factors also influenced organizational performance.

The findings from multiple studies suggest that job satisfaction is a crucial factor that impacts organizational performance. While this relationship is complex and influenced by various internal and external factors, the consensus is that maintaining a satisfied and engaged workforce is vital for achieving better performance outcomes in organizations. It is essential for management to consider and enhance different aspects of job satisfaction to maximize the potential of employees and improve organizational performance.

6. Implications of Findings

The findings of this study have several practical implications for Nigerian retail industry and organizations worldwide. First, they emphasize the critical role of employee satisfaction in enhancing operational efficiency. Organizations in the retail sector should prioritize strategies that promote employee satisfaction to improve overall performance. Second, the recognition of distinctive determinants of employee satisfaction in Nigeria highlights the importance of context-specific HR practices. Organizations need to tailor their approaches to suit local cultures and conditions, which may differ significantly from international standards. The establishment of tailored performance indicators specific to the Nigerian retail sector provides organizations with a roadmap to effectively assess their operational efficiency. This can lead to more accurate performance evaluations. Finally, the proven effectiveness of implementing recommendations based on research findings underscores the value of research-driven decision-making in organizational management. Organizations should actively embrace research insights to improve employee satisfaction and operational efficiency.

7. Conclusion

This study investigated the intricate relationship between employee satisfaction and organizational efficiency, focusing specifically on Nigerian retail chains. The research illuminates several critical aspects of this dynamic that have significant implications for the retail sector, not only in Nigeria but also in a broader international context. The findings of this study establish a noteworthy positive correlation between employee satisfaction and operational efficiency. This correlation

underscores the pivotal role of employee satisfaction in enhancing the overall performance of retail organizations. When employees are content and engaged, they contribute to operational efficiency by providing better customer service, improving productivity, and reducing employee turnovers. This insight emphasizes the importance of investing in strategies aimed at enhancing employee satisfaction. This study also identified significant differences between these determinants and those observed in international contexts. This finding highlights the necessity of recognizing and addressing the contextual factors that influence employee satisfaction. This underscores the inadequacy of applying a one-size-fits-all approach to employee satisfaction strategies. Instead, this study suggests that organizations operating in Nigeria should tailor their practices to consider these unique determinants and nuances specific to the local context. This recognition is crucial in designing effective HR policies and practices that resonate with Nigerian employees.

Furthermore, this study demonstrated the effectiveness of industry-specific performance indicators tailored to the Nigerian retail sector. These indicators outperform conventional generic metrics typically used in international studies. Consequently, organizations in Nigeria are encouraged to adopt industry-specific performance indicators to accurately evaluate their operational efficiency. These tailored metrics provide a more nuanced understanding of organizational performance and enable targeted improvements. This study also confirmed that implementing recommendations grounded in empirical evidence results in a significant and measurable improvement in organizational efficiency. This highlights the practical relevance of research-driven decision-making in organizational management. This study underscored the importance of organizations actively translating research insights into actionable strategies. These may involve adjustments to HR practices, organizational culture, or leadership approaches to align with the findings and to enhance both employee satisfaction and operational efficiency.

8. Recommendations

The findings of this study provide valuable insights for Nigerian retail chains and organizations worldwide. Based on these insights, the following recommendations were proposed:

Given the strong positive correlation between employee satisfaction and operational efficiency, Nigerian retail chains should prioritize the enhancement of employee satisfaction. To achieve this, organizations can consider implementing

employee engagement programs that promote a positive workplace culture, investing in fair compensation and benefit packages to reward and motivate employees, providing opportunities for skill development and career growth, and creating mechanisms for open and constructive communication between management and employees.

Recognizing the distinctive determinants of employee satisfaction within the Nigerian retail sector, organizations should tailor their HR practices to align with the local context. This includes conducting regular surveys and feedback sessions to understand the specific needs and preferences of employees in Nigeria, adapting recruitment and training strategies to match the cultural and economic characteristics of the Nigerian workforce, and developing employee wellness programs that address local challenges and support well-being.

To effectively evaluate operational efficiency, retail organizations in Nigeria should adopt industry-specific performance indicators. This approach ensures that performance assessments accurately reflect the Nigerian retail sector's unique characteristics. Suggested actions include developing performance indicators related to customer satisfaction, inventory turnover, and supply chain efficiency that are relevant to the retail industry in Nigeria, and regularly assessing and refining these indicators to adapt to changing market conditions.

This study demonstrates that implementing recommendations based on research findings can lead to measurable improvements in organizational efficiency. Organizations should integrate research-driven decision-making into their management practices by encouraging cross-functional collaboration and communication to implement research findings effectively and creating an organizational culture that values continuous improvement and evidence-based decision-making.

9. Suggestions for Further Studies

Further studies can conduct comparative analyses to explore differences in employee satisfaction and its impact on organizational efficiency across various sectors within the Nigerian economy. Such studies can provide a comprehensive view of how employee satisfaction influences different industries. Future longitudinal studies should be considered. Longitudinal studies that track changes in employee satisfaction and organizational efficiency over time can offer insights into the dynamic nature of this relationship. Such research can reveal trends and patterns that may not be evident in cross-sectional studies. Finally, the use

of qualitative research methods such as in-depth interviews and focus groups can help capture the rich and nuanced experiences of employees in the Nigerian retail sector. Qualitative research can provide deeper insight into the determinants of employee satisfaction.

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Ergonomic Standard Compliance of Nurses in Tertiary Hospitals in Edo State, Nigeria

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Abstract. Healthcare professionals are responsible for many people's lives. In their daily routines, they care for a number of people and have a lasting impact on patients. Nursing can take a toll on the body and one way to mitigate long-term bodily damage is through an ergonomic friendly work environment. There are many work-related dangers that nurses face on a daily basis. Thus the study assessed the compliance of nurses towards the ergonomics standard in University of Benin Teaching Hospital UBTH, Nigeria. A descriptive survey research design was used in the study. The study population was all nurses in University of Benin Teaching Hospital and the sample size for the study was One hundred and fifty five (155) respondents selected across ten departments in the tertiary health center. The purposive sampling technique was used to select the participants in the study. After obtaining the informed consent from the subjects, compliance level was assessed by using ergonomic task analysis scale by observation method. The result of the study showed that the subjects had low compliance on the ergonomic standards of healthcare workers (nurses). Also various ergonomic-based risk factors are associated with their work process including awkward postures, high repetition and excessive work durations which are of great concern in this case. Several engineering and administrative-based controls were offered which would help to eliminate/reduce the presence of the ergonomic-based risk factors, improve their compliance to ergonomic standards and thus lower the potential of developing WMSDs among nurses.

Keywords: Ergonomics, Nurses, Safety and task analysis

1. Background of the study

Healthcare setting have been known to represent a high rates of work-related illnesses and injuries (Gropelli, & Corle, 2011). There are four main concerns which some other studies have narrowed down to be the plight of healthcare workers as regards the effects of their job on their body, namely musculoskeletal injuries; mainly low back pain (LBP), work place violence, shift working and high physical work load and job stress. In addition to individual and psychosocial variables such as age gender, physical status, smoking and workplace stress (da Costa & Vieira, 2010), the major ergonomic factors known to endanger nurses to develop LBP are; awkward postures, carrying and repositioning patients, prolonged standing and working without sufficient breaks. As studies have shown that to manage and prevent LBP among nurses, interventions must be work-related ergonomic strategies as well as exercises.

Ergonomics is the science of understanding the interaction of people and work systems. It is a multidisciplinary approach, underpinned by three sets of interrelated factors (Karwowski, 2012). Physical factors (anatomical, anthropometric, physiological systems) harness human capability issues relevant to efficient and effective workplace layout and working environment. Cognitive factors focus on mental process pertinent to handling information, interpretation, task analysis, human-machine interface, workload, alarm philosophies, and involve human senses (vision and hearing, touch, taste, smell). Organizational factors (sociotechnical systems, cooperation, and participation) are important for managing work responsibilities, work procedures and communication processes. There are established ergonomic principles that can be applied in the

design of nurse stations to encourage good performance, and ameliorate the high levels of musculoskeletal disorders and cumulative trauma disorders associated with nursing.

The two leading causes of work related ergonomic injuries among hospital workers are overexertion and bodily reaction (48%), including motions such as lifting, bending, or reaching, often related to patient handling, STFs (25%). Fatigue is another cause of ergonomic-related injuries and staff accidents in the Operation room OR. In particular, hand fatigue, due to the tedious, repetitive tasks involved in performing surgical procedures, can be exacerbated by the use of gloves that are thick, rigid, slippery, ill-fitting or uncomfortable. In the surgical practice setting, fatigue is primarily related to the work schedule and sleep, but the degree to which comfort has been incorporated into the design of the OR features and equipment may also be a factor.

According to the U.S. Bureau of Labor Statistics (BLS), in 2019 “private industry employers reported 2.8 million nonfatal workplace injuries and illnesses.” Medical personnel had an incidence rate (number of injuries and illnesses per 100 full-time workers) of 3.8, according to the BLS report. Healthcare institutions estimate \$20 billion in losses due to employee back injuries alone. As a result, the healthcare industry recognizes manual maneuvering as a risk for employees and patients.

Ergonomics helps reduce workplace injuries due to physical activity. When an employee’s workload is too demanding, this risk increases. The practice of ergonomics in nursing, as in other careers, decreases the impact work has on the body, preventing injuries before they occur.

Unknown physical stressors create workplace hazards. Many patients rely on healthcare workers for physically demanding mobility services. Each service a medical professional performs can potentially result in harm to the worker and patient, which increases healthcare costs due to worker absences, turnover, and shortages.

Posture is the position of your body while standing, sitting and performing your daily professional tasks. When the body is in proper alignment it becomes well-balanced with minimum stress and strain upon the supporting structures such as bones, ligaments and muscles. Posture can affect the functionality of the body. It can also affect breathing and arm and neck movements as well as how the jaws works and the way you chew. Posture do change over time, but

many limitations that people associate with aging are actually due to inactivity, therefore you can see an older person with an almost goose-necked stance, head forward and severely rounded shoulder, but many younger people exhibit these same bad postures, especially those who spend a lot of time at their desks peering at computer monitors. The complications of poor postures include but not limited to back pain, spinal dysfunction, joint degeneration, rounded shoulders and a pot belly

Good working postures are very important among nurses in order to abate workplace oriented musculoskeletal injuries. It provides an appropriate positioning for inner organs, while keeping the body upright which in turn gives the lungs the space they need to expand fully. It also helps to keep the abdominal muscles tight, which enables the muscles to provide support for the internal abdominal and pelvic organs.

Because nurses play a vital role in the health care sector and they almost always represent about 1/3rd of the healthcare work force (Almaghrabi & Alsharif, 2021) of UBTH, this study is therefore conducted to know if nurses in UBTH are ergonomically compliant in the course of their daily job. The ergonomic compliance emphasis for this study is on working postures which includes posture while sitting and documenting, standing, pushing trolleys, lifting and repositioning patients, feeding, emptying urine bags, dispensing drugs to patients and changing sheets.

1.1 Statement of the Study

In addition to safety risks, many jobs also present risks of disease, illness and other long-term health problems. Among the most common occupational diseases are various forms of pneumoconiosis, including silicosis and coal worker’s pneumoconiosis (black lung disease). Asthma is another respiratory illness that many workers are vulnerable to. Workers may also be vulnerable to skin diseases, including eczema, dermatitis, urticaria, sunburn, and skin cancer. Other occupational diseases of concern include carpal tunnel syndrome and lead poisoning.

Occupational hazards may include chemical agents and solvents, heavy metals such as lead and mercury, physical agents such as loud noise or vibration, and physical hazards such as electricity or dangerous machinery. Occupational health problems occur at work or because of the kind of work you do. These problems can include, Cuts, broken bones, sprains, and strains, Loss of limbs, Repetitive motion

disorders, Hearing problems caused by exposure to noise, Vision problems, Illness caused by breathing, touching, or swallowing unsafe substances, Illness caused by exposure to radiation, Exposure to germs in health care settings. Good job safety and prevention practices can reduce your risk of these problems. Try to stay fit, reduce stress, set up your work area properly, and use the right equipment and gear.

It is an undebatable fact that sitting, standing and carrying out your professional task with proper alignment would ensure that professional work is done more efficiently with less fatigue and strain on the body's ligaments and muscles. Therefore being aware of good posture and practicing good posture is the first step to breaking poor ergonomic habits and reducing stress and strain on the spine. The following postures were observed: postures while sitting and documenting, standing, pushing trolleys, lifting and repositioning patients, feeding, emptying urine bags, dispensing drugs to patients and changing sheets. Hence, this study was embarked upon to observe the ergonomic compliance of nurses in UBTH.

1.2 Research Questions

The following research question will guide the study:

- What is the compliance toward ergonomic risk reduction strategies among nurses?

2. Methodology

Research in simple terms means search for knowledge. In technical terms however, research is a serious exercise that involves a systematic and scientific search for pertinent information on a specific subject. It is an act of investigation to discover knowledge. The systematic processes involved in the search for knowledge is the methodology of research. This study adopted the non-experimental descriptive cross-sectional study. Quantitative cross-sectional studies are useful for evaluating adherence to ergonomics in health center among nurses (Adebowale et al, 2017). The study population was all nurses in University of Benin Teaching Hospital. There are 703 nurses in University of Benin Teaching Hospital, Benin City, Edo State. The sample size of 155 representing 22.05% of the study population was used. This is valid because Owie (2017) stated that for a small

population size, a higher percentage would be an adequate representative sample size. The purposive random sampling technique was employed in selecting the respondents into the study sample. In this, 7 units were randomly selected from a total of 11 units. Therefore, every nurse included in the sample was purposely selected. However, those that voluntarily refused to participate were excluded. The sample size of 155 nurses participated in the study.

The research instruments used for this study were structured observational checklist for the compliance of ergonomics. The checklist is divided into two sections; section A and B. Section A focused on demographic data of participants such as age, marital status, years of experience, ethnicity, religion, and the highest educational qualification. Section B contained items which elicited information on variable under study. The observation was made with the aid of an observational checklist with the researchers recording the nurses compliance of ergonomics in the health facility. The checklist was validated by three experts on ergonomics and physiotherapy. Content validity of the instrument was done by the three experts selected and their suggestions helped to ensure that the checklist measure what it ought to measure.

The data for the study was collected by the researchers with the assistance of three research assistants. Permission was gotten from the ethical committee of UBTH before embarking on the study. The participants gave their informed consent a week to the commencement of data collection in order to minimize study bias. The participants were unaware they were being observed randomly every one hour for a daily time period of 4hours and a total study period of 2weeks. The researchers sent the research assistants unknown to the participants to garner the required data. The participants were observed if they complied to the various ergonomics safety precautions with the use of the checklist. The checklists that was duly filled was uploaded to a main database, which was accessible only to the researchers. The data was downloaded in MS Excel format when the requested sample size is reached. After that, it was exported to SPSS version 20, in which a final check of consistency was performed as a pre-analysis. The rating and evaluation statistics was used to determine their adherence.

3. Result

Table 1: Compliance to avoiding awkward or static posture

s/n	Ergonomics	Ergonomic Compliance	Non compliance
AWKWARD or STATIC POSTURES			
1	Avoid twisting or bending body to the side	48(32.0%)	102(68.0%)
2	Avoid holding arms at or above shoulders	15(10.0%)	135(90.0%)
3	Avoid bending or twisting neck	69(46.0%)	81(54.0%)
4	Avoid leaning over or kneeling	108(72.0%)	42(28.0%)
5	Avoid reaching low or high to begin a lift	126(84.0%)	24(16.0%)
6	Avoid working in one position for long periods	21(14.0%)	129(86.0%)

The table above shows the ergonomic compliance (avoiding awkward posture) of nurses in their workplace. It can be seen that in terms of awkward and static posture, majority of the nurses did not comply to avoid twisting or bending body to the side (68%), avoid holding arms at or above shoulders (90%), avoid bending or twisting neck (54%), avoid working in one position for long periods (86%). However, they comply in avoiding leaning over or kneeling (72%) reaching low or high to begin a lift (84%). Hence they have low compliance to avoiding majority of the awkward postures.

Table 2: Compliance to avoiding repetition

	REPETITION	Ergonomic Compliance	Non compliance
1	Avoid frequent forceful or awkward motions	39(26.0%)	111(74.0%)

For the repetition category, 74% of the subjects did not comply avoiding frequent forceful or awkward motions.

Table 3: Compliance to force

	FORCE	Ergonomic Compliance	Non compliance
1	Avoid lifting more than 6 lbs with one hand	36(24.0%)	114(76.0%)
2	Avoid frequently lifting (more than 12 times per shift)	18 (12.0%)	132 (88.0%)
3	Avoid lack of ability to grasp the patient securely (no handles)	75(50.0%)	75(50.0%)
4	Avoid totally dependent, unpredictable, or combative patient	36 (24.0%)	114(76.0%)

In same vein most of the subject did not also comply to avoid lifting more than 6 lbs with one hand (76%), avoid frequently lifting (more than 12 times per shift) (88%), avoid lack of ability to grasp the patient securely (no handles) (50%) and avoid totally dependent, unpredictable, or combative patient (76%).

Table 4: Compliance to avoiding extreme temperatures

	EXTREME TEMPERATURES	Ergonomic Compliance	Non compliance
1	Avoid working with excessive exposure to cold or heat	57 (38.0%)	93 (62.0%)

Also, for the extreme temperatures aspect, 62% did not comply on avoiding working with excessive exposure to cold or heat.

Table 5: Compliance to avoiding work stress

	WORK STRESS – mental demand or physical fatigue	Ergonomic Compliance	Non compliance
1	Avoid time pressures	54(36.0%)	96 (64.0%)
2	Avoid excessive overtime	21 (14.0%)	129 (86.0%)
3	Enough rest breaks	60 (40.0%)	90(60.0%)

Also for the extreme temperatures aspect, 62% did not comply on avoiding working with excessive exposure to cold or heat. The subjects did not also comply in avoiding time pressures (64%), avoid excessive overtime (86%) and have enough rest breaks (60%).

Table 6: Compliance to avoiding contact stress

	CONTACT STRESS	Ergonomic Compliance	Non compliance
1	Avoid Sustained pressure to a body part against a surface or edge	33(22.0%)	117(78.0%)

In terms of contact stress the respondent did not comply in avoiding sustained pressure to a body part against a surface or edge (78%). Thus it can be deduced that majority of the subjects do not comply with the various standard ergonomics of hospital setting by nurses.

4. Discussion of findings

This study was conducted to assess the ergonomic compliance of nurses in UBTH. It was discovered that majority of the participants in the study do not comply with the various ergonomic standard at the workplace. It was seen that in terms of awkward and static posture, majority of the nurses did not comply to avoid twisting or bending body to the side, avoid holding arms at or above shoulders, avoid bending or twisting neck, avoid working in one position for long periods. This non-compliance could be related to their nature of job. For instance, the researchers observed that the nurses could spend a lot of hours attending to a patient especially those in critical conditions, twisting or bending to ensure the various medical equipment are inserted properly on the patients.

Also, they did not comply avoiding frequent forceful or awkward motions. This was observed mainly at the accident and emergency department (A&E) and in other wards when patients require emergency attention. Furthermore, most of the subject did not also comply to avoid lifting more than 6 lbs with one hand, avoid frequently lifting (more than 12 times per shift), avoid lack of ability to grasp the patient securely (no handles) and avoid totally dependent, unpredictable, or combative patient. Also for the extreme temperatures aspect, majority of the nurses did not comply on avoiding working with excessive exposure to cold or hot conditions. The subjects did not also comply in avoiding time pressures, avoid excessive overtime and have enough rest breaks. They did not also in avoiding sustained pressure to a body part against a surface or edge. Thus it can be deduced that majority of the subjects do not comply with the various standard ergonomics of hospital setting by nurses. All these activities are seen as risk factors to workplace injuries. This is corroborated by da Costa and Vieira (2010) who stated that the major ergonomic factors known to endanger nurses to develop LBP are; awkward postures, carrying and repositioning patients, prolonged standing and working without sufficient breaks. As studies have shown that to manage and prevent LBP among nurses, interventions must be work-related ergonomic strategies as well as exercises. In same vein, Waters (2010) stated that healthcare workers who handle and

move patients as part of their jobs suffer a disproportionately high number of work-related musculoskeletal disorders (MSDs). The majority of reported work-related MSDs are back pain cases that result in significant numbers of lost work days. It is likely that these lost workdays have a substantial impact on the quality and cost of health care. Patient care ergonomics can reduce the risk of work-related MSDs by helping safety experts design the work so it can be safely performed by most workers. It has been concluded that task organization was mainly responsible for developing the reported musculoskeletal disorders among these nurses (Kuřagowska, 2008).

5. Conclusion

Based on the findings of the study, several conclusions can be drawn:

Lack of ergonomic compliance: The study reveals that a majority of the nurses in UBTH (University of Benin Teaching Hospital) do not comply with the various ergonomic standards in their workplace. This implies that they do not adhere to recommended practices to ensure their physical well-being while performing their duties.

Non-compliance with posture guidelines: The nurses were found to exhibit non-compliance with ergonomic guidelines related to posture. They frequently engaged in activities that involved twisting or bending their bodies, holding their arms at or above their shoulders, bending or twisting their necks, and working in one position for extended periods. These activities are considered awkward and static postures, which can increase the risk of musculoskeletal injuries.

Non-compliance with forceful or awkward motions: The study observed that the nurses did not comply with guidelines that recommend avoiding frequent forceful or awkward motions. This non-compliance was particularly evident in the Accident and Emergency Department and when attending to patients requiring emergency attention. Engaging in such motions can lead to strains, sprains, and other work-related injuries.

Non-compliance with lifting guidelines: The nurses did not comply with guidelines for safe lifting practices. They lifted more weight than recommended with one hand, lifted patients frequently throughout their shifts, lacked the ability to securely grasp patients (due to the absence of handles), and dealt with patients who were totally

dependent, unpredictable, or combative. These practices increase the risk of back injuries and musculoskeletal strains.

Non-compliance with temperature guidelines: Majority of the nurses did not comply with recommendations to avoid excessive exposure to cold or hot conditions while working. This can potentially lead to discomfort, decreased performance, and potential health issues.

Non-compliance with time management guidelines: The study found that the nurses did not comply with guidelines related to time pressures, excessive overtime, and adequate rest breaks. Failing to manage time effectively and not taking enough breaks can contribute to increased stress levels, fatigue, and decreased job performance.

Overall, the study concludes that the majority of nurses in UBTH do not comply with the various standard ergonomics in the hospital setting. These non-compliant behaviors pose a significant risk of workplace injuries for the nurses, emphasizing the need for interventions and strategies to improve ergonomic compliance and reduce the risk of musculoskeletal disorders and other work-related injuries.

6. Recommendation

The Nurses should be provided freedom of mobility around the wards which would allow easier access to the desired point. This approach will not only promote the neutral body posture, but also allows operators to complete the task in a timely and convenient manner.

They should avoid activities that require excessive work durations, especially while standing, and allow the work to be performed in standing as well as seated positions. Activities with excessive standing durations possess a potential to stress the lower back and can cause localized-muscle fatigue, especially in the gastrocnemius muscle, which is located in the back part of the lower leg.

Management of health centers should conduct periodic job/workstation inspections to identify areas where ergonomic based risk factors may develop or are already present. Identified risk factors should be analyzed and eliminated before they contribute to the occurrence of undesirable consequences.

Enhance job rotation in which workers are able to perform different tasks that do not require the same

motions or use of body parts. With this approach, muscles and other body components can rest and heal while performing another job.

Ensure top management support and nurse involvement. Clarify to nurses how and why about standards and immediately praise compliance and address non-compliance. Moreover, encourage nurses' cooperation, especially during the decision-making process, because nurses are close to the patient and the work environment and can provide valuable information

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Humanitarian Activities of *Medecins Sans Frontieres* (MSF) in Some Selected Sub-Saharan African Countries

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Abstract. This paper examines the humanitarian activities of *Medecins Sans Frontieres* (MSF), also known as Doctors Without Borders, in some selected Sub-Saharan African countries; Somalia, Rwanda, Sudan, Liberia and Nigeria. MSF is an international non-governmental organization (NGO) that provides medical assistance to populations affected by crises, including armed conflicts, epidemics, and natural disasters. This paper explores the historical context, principles, and operational strategies of MSF in delivering humanitarian aid. The paper adopted descriptive analytic method and secondary source of data was mostly used in the course of writing this paper. The findings of this paper reveals that the MSF has contributed immensely in providing emergency medical assistance in situations of armed conflicts. The paper also reveals that the MSF also faces some obstacles that impact their ability to deliver medical care to affected communities. Some of the key challenges identified included; insecurity, limited resources and funding among others. The paper therefore recommends that the leadership and members of MSF should endeavour to be as neutral as possible in political and ideological matters because how the organization is viewed would determine whether it will be granted access into troubled areas to carry out its humanitarian objectives.

Keywords: Conflict, International Humanitarian Law, Medical Humanitarianism, *Medecins Sans Frontieres*, Sub-Saharan Africa.

1. Introduction

For several decades, Non-Governmental Organizations (NGOs) have gained eminence in

global affairs. Apart from serving as a medium for the less privilege in the society to voice their concerns on particular issues, they have also been relevance in providing opportunities for those who wishes to make a difference in their various communities. In situations of severe humanitarian crises for instance, the very nature of these organizations (NGOs) has allowed them to circumvent the limitations of state sovereignty and complex regulations of international bureaucracies to provide immediate assistance to those affected by violent conflicts. In some occasions, NGOs also play vital roles in raising international awareness on those who are neglected by the global community due to their race, socio-economic status or geographical location.

Amidst the challenges posed by armed conflicts, epidemics, and natural disasters, *Medecins Sans Frontieres* (MSF), also known as Doctors Without Borders, since its foundation in 1971, has emerged as a prominent international non-governmental organization (NGO) providing critical emergency humanitarian assistance to conflict affected countries. They are known for their untiring efforts to assist people in war-torn regions and in developing countries affected by endemic diseases. In 2015 for instance, over 30,000 MSF personnel, mostly local doctors, nurses and other medical professionals, logistical experts, water and sanitation engineers, and administrators provided medical aid in over 70 countries including countries in Africa.

Africa and Sub-Saharan Africa in particular faces a multitude of complex crises that often result in severe health consequences for its populations. Armed conflicts and violence disrupt healthcare systems,

displacing communities and leaving them vulnerable to disease outbreaks and inadequate medical care. In this context, MSF's intervention efforts have been instrumental in addressing immediate healthcare needs and providing long-term support for affected communities. The primary objective of this paper is to shed light on MSF's experiences and practices in Sub-Saharan Africa and contribute to a deeper understanding of the dynamics of humanitarian intervention in armed conflicts in Sub-Saharan Africa.

2. Conceptual Clarifications

2.1 Conflict

Conflict is an inherent incompatibility between the objectives of two or more characters or forces, which creates tension and interest in a story by adding doubt to the outcome. Oyeniya defines conflict as an inevitable outcome of human diversity and a world without conflict is not desirable, because it would mean a world without diversity. It is also 'any event that is, or expected to lead to, an unstable and dangerous situation affecting an individual, group, community, or whole society. Conflict and human security are inextricably linked. Conflict is present in every facet of human society whether in the family, workplace or school. In fact the existence of man signifies the reality of conflicts. According to Ross, "conflict occurs when parties disagree about the distribution of material or symbolic resources and act because of the incompatibility of goals or a perceived divergence of interest".

2.2 Humanitarian Interventions

Humanitarian intervention involves the use of military force or other forms by external actors to protect people from gross and systematic human rights violations. It typically occurs in situations where a sovereign state is unable or unwilling to protect. Fernando Teson provides a definition of humanitarian intervention that omits the issue of consent, depicting it as proportionate help, including forcible help, provided by governments (individually or in alliances) to individuals in another state who are victims of severe tyranny (denial of human rights by their own government) or anarchy (denial of human rights by collapse of social order).

In major emergencies or conflict situations, a variety of individual groups and organizations provide assistance to people affected by the crisis. This ranges from community-based organizations; local, regional and national government actors; to national

and international humanitarian organizations; and military and security forces. The primary objective of humanitarian intervention is to abate suffering and save human lives. In other words, humanitarian assistance is need-based with sole purpose to save lives and reduce human suffering that originated from crisis. Protection is fundamental to humanitarian actions; therefore, humanitarian actors seek to minimize risk faced by affected people. It is pertinent to note that military and humanitarian concepts of protection of civilians share the same basis in law, international humanitarian law in particular. Humanitarian actors may engage with the military to promote adherence to international humanitarian law or to reduce risk faced by affected people through information sharing and advocacy. However, humanitarian intervention in this study denotes the emergency relief operations, rather than a military intervention which is how the term has subsequently come to be used in most works. The degree of suffering associated with the conflicts in Sub-Saharan Africa led humanitarian interventions.

3. The Emergence of Medecins Sans Frontieres

According to Paul Samuel, the history of Medecins Sans Frontieres can be traced to the Nigerian Civil War (1967-1970) when a group of French doctors and journalists who were dissatisfied with the response of the Red Cross to the humanitarian crisis induced by the Nigerian civil war. The Nigerian Armed Forces formed a blockade around the Biafran occupied territory in a bid to enforce the economic blockade imposed by the Federal Military Government. At the time, France was the only major country supportive of Biafrans and the conditions within the blockaded area were unknown to the world. The economic blockade as well as the incessant bombardment of the seceding region resulted in massive humanitarian crises across the eastern region.

The International Committee of Red Cross alongside other humanitarian agencies began to respond to the crises by sending relief materials to Nigeria. A number of French doctors volunteered with the French Red Cross to work in hospitals and feeding centers in besieged region. After entering the country, the volunteers, in addition to Biafran health workers and hospitals, were subjected to attacks by the Nigerian army, and witnessed civilians being murdered and starved by the blockading forces. The doctors publicly criticized the Nigerian government and the Red Cross for their seemingly complicit behavior and disagreed with the policy of not

interfering in the politics of countries undergoing internal armed conflict.

These doctors and journalists decided that a new aid organization was needed that would ignore political and religious boundaries and prioritize the welfare of victims. The Nigerian Civil War thus, resulted in the founding of Groupe d'Intervention Medical et Chirurgical d'Urgence (GIMCU) meaning Emergency Medical and Surgical Intervention Group in English. A second similarly complex humanitarian emergency was the result of Cyclone Bhola in eastern Pakistan (now Bangladesh). The crisis led to the establishment of Secours Médical Français (SMF), i.e., French Medical Relief. On December 20, 1971, MSF was born from the merger of GIMCU and SMF, with Kouchner as its first director. MSF major aim is to expand access to medical care across national boundaries irrespective of race, religion, creed or political affiliation.

The organization is primarily comprised of volunteer physicians, health professionals, and other support staff to ensure its smooth operation. This organization is independent of all nation-states or any governmental institutions as well as of all political, economic, and religious influences. Most of all, MSF relies on individual donations as its main financial source. As of June 2014, the 4.5 million individual donors around the world provide around 90% of its funding, while the remaining 10% are from governments and international organizations. This financial structure in turn helps to ensure the organization's operational independence and flexibility.

4. The Principles of Medecins San Frontieres

With regards to its charter, MSF is guided by the following principles in both its organizational structures and in its field missions: medical assistance, neutrality, volunteerism, and self-awareness. These four principles delineate the following guidelines for its field operations:

- Offering assistance to populations in distress, to victims of natural or human induced catastrophes and to victims of armed conflicts regardless of race, religion, creed or political affiliation.
- Observing strict neutrality and impartiality in the name of universal medical ethics as well as everyone's right to humanitarian assistance. The organization demands full and unobstructed freedoms in the exercise of its functions.
- All volunteers (most of whom are doctors and other health-care workers) will fully

respect their professional codes of ethics and maintain complete independence from all political, economic, and religious powers.

As volunteers, all MSF participants are aware of the risks and dangers of the missions in which they choose to partake because they have no right to monetary or material compensations for themselves or for their beneficiaries other than what MSF could afford to provide them.

5. Armed Conflicts in Sub-Sahara Africa

The Sub-Sahara is geographically defined by the United Nations to describe countries of the continent of Africa that lie south of the Sahara Desert. Technically, all of Africa except the five Maghreb countries of Algeria, Egypt, Libya, Morocco, and Tunisia are included in this geophysical classification. After the end of the Cold War the world has witnessed an intensification of internal conflicts resulting in unprecedented humanitarian tragedies, which, in some cases even led to the total collapse of states, for example in Sierra Leone and Somalia. Africa has been the region most devastated by such conflicts and their catastrophic humanitarian consequences. During most of the Cold War period, much of the conflict in Africa had been fueled and fought by African proxies for either the United States or the Soviet Union.

Since the collapse of the Soviet Union, end of the Cold War and lowering of the geostrategic importance of the continent, there had been a shift in the nature of African conflicts to mainly intra and interstate conflicts. The West, occupied with many new problems of its own, was reluctant to respond to the conflicts of the African continent, as shown by situations in countries such as Somalia, Burundi, Democratic Republic of Congo, Rwanda.

As internal conflicts dramatically increased throughout the 1990's, the nature of armed conflicts changed. Civilian populations became increasingly targeted and the world witnessed terrible levels of violence and genocide, for example in Rwanda and Burundi, in the last decade of the twentieth century. This ethnic violence is now becoming a trait of African conflicts as these civil wars took millions of innocent lives. By the year 2000, more than half of African countries and over 20 percent of the continent's population were affected by conflict, with eleven major conflicts with more than a thousand war related deaths per year, making the extent of conflict greater than in any other part of the world. By the year 2005, the number of armed civil conflicts had increased to nineteen. In 2007 close to half of the

people displaced worldwide by conflict were in Africa, spread across 20 countries and constituting approximately 12 million of the world's 23.5 million internally displaced persons.

There are at least 15 countries in Sub-Saharan Africa with active non international armed conflicts with cross-border terrorist activities and insurgent operations that violate the International Humanitarian Law (IHL). The countries include Nigeria, Niger, Sudan, South Sudan, Burundi, Cameroon, the Central African Republic, Chad, the Democratic Republic of Congo (DRC), Ethiopia, Kenya, Mali, Mozambique, and Somalia. The Sahel, Horn of Africa and the Lake Chad Basin regions appear the worst hit because three of the major globally ranked terrorist organisations namely al-Qaeda in the Islamic Maghreb (AQIM), Al-Shabaab, and Boko Haram (BH) and its Islamic State -West Africa Province (ISWAP) are respectively engaged in violent tactics to advance their interests. The BH/ISWAP armed conflict in the Northeast region of Nigeria has since escalated into a major cross-border conflict with severe international humanitarian law violations within the Lake Chad Basin Commission member states.

This development has led to the internal displacement of persons, murder, torture, suicide bombings, kidnapping, child soldiers among several other violations of the principles of IHL as established by the Geneva Conventions of 1949, the Additional Protocols of 1977, and the Rome Statute of the International Criminal Court (ICC) to which most countries in the region are State Party.

6. Humanitarian Activities of Medesins Sans Frontiers in some selected Sub-Saharan African Countries

Since its inception, the African countries have played an important role in MSF's formation and expansion due to the widespread conflicts and disasters throughout the region. According to MSF's financial report, as of 2013, its annual expenditures on missions and projects in Africa were 422 million Euros, which amounts to USD572 million. This figure not only comprised 68% of its total program expenses for 2013; it also demonstrates the degree in which Sub-Sahara Africa represents the regional epicenter of the medical humanitarian world.

In terms of providing emergency humanitarian assistance during conflicts, the highlights include: working with Ethiopian refugees in Somalia until MSF was forced to temporarily leave the country in

1988 due to security problems stemming from the violent civil war. It subsequently worked in Boroma, which was a government held area, for the well-being of Somalia's displaced population until the complete disintegration of this country's central government in 1991 made its humanitarian work impossible by all means. Despite the difficulties, however; during the peak of Somalia's civil conflict, an MSF team flew into the capital, Mogadishu, to administer aid programs in both government and rebels held territories.

In Liberia, MSF was active in the Liberian capital, Monrovia during the height of this Country's civil conflict back in 1990s. At that time, MSF was the largest foreign humanitarian agency carrying-out medical work in a situation of complete anarchy as intrusions of both government and rebel combatants on hospital premises were common. Meanwhile, this doctors without borders also worked on different sides of the frontline and managed to maintain working relations with all the warring factions. After a decade-long civil war ended, MSF continued its humanitarian project in Liberia by treating women and girls who were victims of sexual violence. From early 2000 until 2009, this organization has provided medical and mental care for victims of sexual assault in two hospitals and two clinics in Monrovia.

It is important to note that, Liberia's fourteen year civil war has left a trail of destruction as violence committed during the conflict also included many forms of sexual violence, which had mostly affected women and girls. Not only is Liberia's legal system incapable of delivering justice, the health care system is also unable to provide adequate medical care to victims of sexual violence as well as for the general population due to damages inflicted by years of civil conflict Hence, given this circumstance; since 2005, MSF has been delivering medical care to rape victims in two health centers and one pediatric hospital in Bushrod Island, an overcrowded area in Monrovia, which is home to more than 500,000 people. In 2008, MSF medical teams in Bushrod Island had treated 771 survivors of sexual violence and delivered gynecological and obstetrical emergency services for 886 rape survivors in Paynesville, a suburb of Monrovia.

In addition to Liberia, Sudan is another country in which MSF has continue to respond to humanitarian crisis, especially in Southern Sudan, while other humanitarian organizations that were bounded by their official agreements with the Sudanese government had to frequently halt their operations due to the agreements. With regards to the Darfur

region, MSF has been working there since December 2003. At the time, it was the biggest humanitarian organization operating in the region, and its presence was even bigger than the African Union. As of December 31st, 2012, MSF was active in both North and South Sudan as peace agreements have not brought stability to these two countries, especially the Darfur region. By the end of 2012, there were 1,031 MSF staff in North Sudan and 2,145 in the South as the organization launched one of its biggest emergency medical service programs to respond to the influx of Northern Sudanese refugees into South Sudan.

In the course of its emergency operations, MSF treated nearly 5,000 children in its feeding centers, which included 1,000 for severe acute malnutrition and 4,000 for moderate acute malnutrition. In order to better care for these malnourished children under five, it disbursed 15,000 rations on three occasions to increase every family member's food rations by 25%. Additionally, MSF distributed 500,000 liters of drinking water per day, which is around 5-7 liters a person per day. Since February 2004, 15,000 children under age five were vaccinated against measles as MSF health care teams conducted 15,000 medical consultations with 400 hospitalizations

Moreover, as of June 2004, 90 international volunteers and approximately 20,000 Sudanese staff delivered medical and nutritional care to more than 400,000 displaced people. Furthermore, MSF medical teams conducted medical consultations and hospitalizations for those who needed longer-term care, treated victims of violence, cared for both moderately and severely malnourished children, as well as handed-out water, blanket feedings, and other essential items to those in need in all three states of Darfur (i.e. West, South, and North). Additional medical teams also provided assistance for Sudanese refugees who sought shelter in the areas of Chad, such as; Adre, Birak and Tine, Iriba and Guereda, which border the Darfur region

Besides providing medical and nutritional care to refugees and malnourished children, as in Liberia and in the eastern region of the Democratic Republic of Congo, MSF also delivered both medical and social care to victims of sexual violence. Between October 2004 and the first half of February 2005, MSF physicians had treated almost 500 rape victims in numerous venues throughout South and West Darfur. In West Darfur alone, from October 2004 until February 15th, 2005, MSF health clinics treated 297 rape victims, 99% of whom were females between the ages of 12 and 45. With regards to providing

health services to victims of sexual violence, in general, MSF medical teams strive to deliver comprehensive and quality medical care in confidential settings since these services are absent in most mission countries. In addition to treating the victims' wounds, offering emergency contraception, and helping to prevent sexually transmitted diseases; in some projects, MSF also organized psychological counseling to help rape victims better recuperate from their emotional traumas and regain their sense of self-dignity.

Also in Rwanda, during the 1994 humanitarian crisis, medical humanitarian teams sent by NGOs like MSF were the only transnational forces operating in the country after practically all the foreign agencies had left. While the genocide was ignored by the international community until it was over, it was non-governmental organizations that not only provided assistance, but also raised international awareness of this catastrophe and brought it to the attention of global news networks such as CNN and BBC

In Nigeria, the escalating violence has killed thousands and displaced millions of people. Doctors without borders whose impact in Nigeria was first felt during the Nigerian Civil War (1967-1970) has continued to respond to humanitarian crises across the country. In recent years, violence and insecurity have increased humanitarian needs in Nigeria. It has been over 14 years since insurgency began in northeast Nigeria, with armed opposition groups fighting the Nigerian army. Thousands have been killed in fighting and many more by malnutrition, measles and malaria.

People are unable to farm or sell their goods and mass displacement has resulted in catastrophic living conditions. MSF has been at the forefront in humanitarian assistance to the displaced people and host communities through provision of maternal and paediatric care, mental health support, treatment of malnutrition, support for survivors of sexual violence, provision of water and sanitation, non-food items and shelter. According Ibrahim Suleiman:

"MSF teams in northeastern Nigeria are providing inpatient and outpatient treatment for malnourished children and targeted supplementary feeding for children with moderate malnutrition to prevent them from becoming severely malnourished. They also provide basic health care through mobile clinics to people living in Refugees camps"

Generally, through its humanitarian service and its selfless dedication to those in need, MSF not only has made tremendous contributions to contemporary

Africa by helping those who are forgotten and neglected by the global community, it has also served as a role model for NGOs that have adopted borderless sense of space as well as principles of direct intervention and media involvement.

7. Challenges of Medesins Sans Frontieres

Doctors Without Borders, faces numerous challenges and ethical dilemmas in their humanitarian interventions in Africa. While their work in the region was commendable, they encounter various obstacles that impact their ability to deliver medical care and navigate complex ethical decisions. For instance the issue of insecurity has been a major setback to MSF operations in the region. Many regions in sub-Saharan Africa experience ongoing conflicts, violence, and insecurity, making it difficult for MSF teams to access and provide assistance to affected communities. In some areas, armed groups and political instability pose significant risks to the safety of MSF personnel and hinder the delivery of vital medical aid. In Sudan for instance, the MSF officials could not get access to most of affected victims in Dafur due to the nature of the conflict in the region. Also, collaborating with local authorities, non-governmental organizations, and other stakeholders is essential for effective humanitarian interventions. However, navigating bureaucratic processes, negotiating access, and ensuring mutual cooperation can be challenging in diverse and dynamic political landscapes in some of the Sub-Saharan African region.

Humanitarian interventions in the region require significant financial, logistical, and human resources. According Ibrahim Suleiman; MSF often faces challenges in securing funding, recruiting skilled professionals, and maintaining sustainable operations in resource-constrained environments. Collins also observes that cultural and linguistic barriers has also affected the operations of MSF in Nigeria and other African regions. MSF operates in diverse cultural and linguistic contexts across sub-Saharan Africa. Communicating and building trust with local communities while respecting their customs and beliefs can be complex, especially when addressing sensitive health issues or implementing preventive measures. Other setbacks includes ethical dilemmas in treatment prioritization, neutrality and political challenges among others.

Despite these challenges, MSF continues to provide vital medical assistance and advocate for improved healthcare systems in the region especially areas affected by conflicts and diseases. The organization's

commitment to the humanitarian principles of impartiality, neutrality, and independence guides its efforts to address the complex and evolving needs of the populations it serves.

8. Conclusion

This paper examines MSF's engagement in humanitarian intervention in Sub-Saharan Africa using countries such as Rwanda, Somalia, DRC, Liberia, Sudan and Nigeria as a case study. It explores the organization's history, principles, operational strategies, as well as the challenges confronting the organization. By examining MSF's experiences, the paper contributes to the ongoing discourse on effective humanitarian intervention and the long-term sustainability of healthcare interventions in Africa particularly in Sub Saharan Africa. Moving in to the future, the leadership and members of MSF should endeavour to be as neutral as possible in political and ideological matters because how the organization is viewed would determine whether it will be granted access into troubled areas to carry out its humanitarian objectives.

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Self-efficacy, Perceived Relational Support and Entrepreneurial Education as Determinants of Entrepreneurial Intention among Undergraduates of University of Ibadan, Nigeria

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Abstract. The study investigated the relationship between Self-efficacy, perceived relational support, entrepreneurial education and Entrepreneurial Intention among undergraduates of University of Ibadan.. The study adopted a descriptive survey research design of correlational type. A total of two hundred (200) undergraduates from nine (9) different faculties from University of Ibadan were selected using simple random sampling techniques. Three research questions were raised and answered for the study. Validated and standardized instruments were used to collect the data. Data collected were analysed using the Multiple Regression Analysis and Pearson Product Moment Correlation at 0.05 level of significance. The result showed that self-efficacy ($r = .324, p < 0.05$), perceived relational support ($r = .525, p < 0.05$) and entrepreneurial education ($r = .420, p < 0.05$) positively and significantly correlated with entrepreneurial intention. There was joint contribution of the independent variables (Self-efficacy, Perceived relational support and Entrepreneurial education) to the dependent variable. i.e.(entrepreneurial intention) ($F(3,196) = 98.457; p < 0.05$ and Adjusted $R^2 = .595$). It was further revealed that each of the independent variables contributed to the dependent variable in this order: self-efficacy ($\beta = 0.231; t = 4.580; p < 0.05$), perceived relational support ($\beta = 0.588; t = 12.5139; p < 0.05$) and entrepreneurial education ($\beta = -0.629; t = 12.635; p < 0.05$). Based on the findings, it was recommended that, by fostering self-efficacy skills, strengthening relational support networks, and integrating relevant entrepreneurial education initiatives in the university curriculum, the university can effectively promote entrepreneurial intention among her undergraduates.

Keywords: Self-efficacy; Perceived relational support; Entrepreneurial education entrepreneurial intention

1. Introduction

Recently there has been an increasing interest in generating and encouraging actions promoting the notion of entrepreneurship as a beautiful alternative to working for wages and salaries among the teeming graduates in the country. Graduates are finding it increasingly difficult to find jobs of their choice. Given these circumstances, starting up a business would allow them to explore and be creative with their professional life. It will also reduce to the barest minimum the issue of roaming about on the street by millions of graduates seeking for non-existence white collar job. Entrepreneurship is what the nation needs to resolve the issue of unemployment. Once the issue of unemployment is resolved, the economy will grow and the dependency on government to provide basic amenities will surely reduce. This study, therefore, sought to investigate the determinant of entrepreneur intentions among undergraduates of university of Ibadan, Ibadan, Nigeria. Specifically the study sought to investigate Self-efficacy, perceived relational support and Entrepreneurial education) on entrepreneurial intention among undergraduates of University of Ibadan, Ibadan, Nigeria.

Entrepreneurial intention was introduced into the field of entrepreneurship by scholars in the 21st century. Entrepreneurial intention refers to an individual's willingness and plan to start a new business venture. It is a crucial precursor to actual entrepreneurial behaviour and is an important factor in explaining why some individuals become

entrepreneurs while others do not. The concept of entrepreneurial intention has gained increasing attention from scholars and practitioners in the fields of entrepreneurship and business management. It is often studied from various perspectives, including psychological, social, economic, and cultural. Psychological factors, such as individual attitudes, beliefs, and personality traits, play an important role in shaping entrepreneurial intention. For example, individuals with a high level of self-efficacy, risk-taking propensity, and innovativeness are more likely to have a strong intention to start a new business. Social factors, such as social norms, family background, and social networks, can also influence entrepreneurial intention.

This concept has been studied extensively in recent years, as it plays an important role in understanding why some people choose to become entrepreneurs while others do not. Research has shown that individuals with a strong entrepreneurial intention are more likely to take risks and explore new opportunities for success (Harian, 2006). They are also more likely to develop creative solutions for problems and be willing to invest resources into their ideas. Ultimately, entrepreneurial intention is an important concept for understanding why some people choose to become entrepreneurs and while others do not. While much has been written on entrepreneur intention among other sectors few has been written in Nigeria especially among the undergraduates hence, the need for this study.

The first variable in this study is self-efficacy. Bandura (1977) defined self-efficacy beliefs (or expectancies) as the beliefs regarding one's ability to perform the tasks that one views as necessary for attaining valued goals. He proposed that self-efficacy beliefs are among the most important determinants of human behaviour and offered self-efficacy theory as a unifying theory for all types of behaviour change, including the effects of psychological interventions and psychotherapy. He contrasted self-efficacy expectancies, concerning one's abilities to perform behaviours, with outcome expectancies, which are concerned with the expected results of the behaviours that one performs. Bandura proposed that self-efficacy beliefs are the most important and powerful of the two in influencing people's decisions to attempt or not attempt certain behaviours and to persist in the face of obstacles. Bandura proposed that self-efficacy beliefs developed from four main sources: (1) performance attainments and failures—what one is trying to do and how well one succeed or not; (2) vicarious performances—what one see other people do; (3) verbal persuasion—what people tell

one about what one is able or not able to do; and (4) imaginal performances—what one imagine oneself doing and how well or poorly one imagine oneself doing it.

Self-efficacy is the extent or quality of one's belief in one's own skill to complete responsibilities and reach aims (Ormrod, 2006). Psychologists have studied self-efficacy from several perspectives, noting different ways in the improvement of self-efficacy; the elements of self-efficacy, and lack thereof, in many different settings; communications between self-concept and self-efficacy; and behaviours of attribution that contribute to or detract from self-efficacy. Entrepreneurial self-efficacy (ESE) is the application of self-efficacy in entrepreneurship research, referring to the extent to which entrepreneurs are confident about their own entrepreneurial skills to complete various tasks and projects (Boyd and Vozikis, 1994; Chen et al., 1998). The process of entrepreneurship is full of setbacks, which requires entrepreneurs with good psychological qualities. ESE, a typical characteristic of entrepreneurs, represents the belief and attitude of entrepreneurs to overcome various difficulties and achieve entrepreneurial success (Gist and Mitchell, 1992; Chen et al., 1998). Existing studies have proved that Self Efficacy contributes greatly to the prediction of entrepreneurial intention and promotion of entrepreneurial performance (Hmieleski and Corbett, 2008; Caines et al., 2019).

As a psychological resource, Self-efficacy has a positive impact on one's behaviour. Research has disclosed that entrepreneurial self-efficacy can play a mediating role in the relationship between multiple network embedding and entrepreneurial intention (Li et al., 2019). Also, it can moderate the relationship between extraversion, openness, emotional stability, and entrepreneurial intention (Jin and Huang, 2019). Farashah (2015) has studied the institutional normative environment of 54 countries (regions), observing that the entrepreneurial self-efficacy of adults had a positive effect on individual entrepreneurial intentions; The studies in the literature indicate that there exists a strong link between entrepreneurial self-efficacy and the performance of a company started by an entrepreneur. However, there is still a need to investigate this relationship empirically in an academic environment. Thus, this research aimed to bring a new perspective to the scientific discussion about entrepreneurial intention among the undergraduates in a university. Hence the need for this study among undergraduates of university of Ibadan.

2. Perceived Relational Support

Another variable in this study is perceived relational support. It comes from four key providers (father, mother, special sibling, and best friend) on five provisions (quality of information, respect for autonomy, emotional support, convergence of goals, and acceptance). Perceived relational support refers to the potential entrepreneur's belief and expectations about the support and encouragement that the individual will receive from one's significant stakeholders. It has been shown to be associated with the development of entrepreneurs (Baughn, 2006). Social support has been considered an important variable in the explanation of a person's behaviour. Nanda and Sorenson (2009) indicate that family and friends are the people with the greatest influence on individual career choice because they are considered as fund providers and role models. The authors further state that the roles of friends and role models are prominent in influencing the decision to become an entrepreneur. In the view of Postigo (2006), role models often provide the necessary information, guidance, set a good example and support. He further said that by having a good example and support, the students are more prone and confident to become an entrepreneur. Therefore, the support of family and friends is likely to affect one's career selection. If someone knows that there will be such type of support when he starts a business, he might be encouraged to choose an entrepreneurial career. From the empirical evidence of Mustapha and Selvaragu (2015), it was indicated that family influence has a positive and significant influence on the students' readiness to become entrepreneurs. By having a good example and support from friends, family and other significant stakeholders, the students are more likely to toll the path of becoming excellent entrepreneurs. In view of the above, this study sought to investigate the influence of perceived relational support vis- a-vis entrepreneurial intention among the university of Ibadan undergraduates.

3. Entrepreneurial Education.

The last variable in this study is entrepreneurship education. The essence of entrepreneurship education is to prepare people, especially the young ones to be autonomously responsible and independent instead of being over-reliant on other people. At the same time, they must also be thinkers who are able to contribute economically to the society. It is not only about teaching someone to start a business; it also encourages creative thinking, innovation and visualization of thoughts. Entrepreneurship education

is for teaching students about entrepreneurship. It provides with the skills and know-how to work in a startup environment. Students are taught to think "outside the box" and develop valuable knowledge and skills on topics like business planning, pitching, negotiation, marketing, networking and finance. University should be aimed at the strengthening of "thinking and entrepreneurial" qualities in its graduates. This way, they will be enlightened on the process of getting capital so they can start a business. This is something that should be taught as early as elementary school.

One of the major objectives of any educational institution is to impart knowledge to the students through a proper learning environment. The knowledge should be considered as the most valuable as it is accessible, current and relevant to the learners with a success-oriented approach. It is important to introduce the course on entrepreneurship in the curricula in order to encourage and motivate the students to become entrepreneurs. A number of factors can contribute significantly to entrepreneurial skill development such as resource mobilization, innovation, observation, management, team building, risk assessment and so on. Students are in a formative stage in terms of deciding about their career when they are enrolled in higher institution. It has been realized that the curricula introduced in the general education system lack the dimensions of practical implications of the textual information. The most important task is to extract the practical knowledge about entrepreneurship from the existing text and the curricula. It could be used as a useful exercise and resource base for the students of entrepreneurship. Introducing entrepreneurship education in the curricula has many other important dimensions. It has been felt that there is an emerging interest in the discipline of entrepreneurship Brockhaus, Hills, Klandt, & Welsch (2001).

Recognizing the significance of entrepreneurship education in fostering entrepreneurial development and the economy, the Nigerian Department of Higher Education has taken the lead by mandating entrepreneurship subjects in all colleges and universities. These students are encouraged to participate in the numerous entrepreneurship activities offered by their particular universities, such as training, seminars, short courses, conferences, and entrepreneurship events. These entrepreneurship exposures are hoped to help students acquire entrepreneurial attitudes and mindsets as part of the country's goal of developing 5% entrepreneurs among graduates (Harian, 2006).

According to Souitaris, Zerbinati and Al-laha (2006), entrepreneurial training programs can increase interest in entrepreneurship among young people with an interest in the economic development of their country. Karl Eller Arizona (2000) also found that entrepreneurship education increased the probability of being instrumental in creating a new business venture by 25percent. 1 in 3 graduates are self-employed. Graduates earn a lot more on average per year and are at higher risk of being unemployed. Graduates are more satisfied with their jobs (self-employment). Starting a company while at school will likely be a great help, not just economically but because it also stimulates economic development. Furthermore, entrepreneurship education will inculcate and expose the students and potential entrepreneurs to entrepreneurial values and skills which include the aspect of leadership, innovation, creativity, competitiveness, independence, calculated risk and ability to identify and create opportunities (Akpomi, 2008).

There are several approaches to entrepreneurial education, including formal education programs, experiential learning opportunities, and community-based initiatives. Formal education programs can range from undergraduate and graduate degree programs to short-term training courses and workshops. Experiential learning opportunities, such as internships, co-op programs, and entrepreneurial incubators, provide students with hands-on experience in real-world business settings. Community-based initiatives, such as business plan competitions and mentorship programs, provide aspiring entrepreneurs with access to resources and support network. Research on the effectiveness of entrepreneurial education has produced mixed results. Some studies like the work of (Akpomi, 2008; Souitaris, et. al (2006) and Liu 2022 have found that entrepreneurial education can increase the likelihood of starting a business, improve business performance, and increase job satisfaction. However, other studies lie that of Haliru, (2022) found that entrepreneurial education has no effect on business outcomes, or even a negative effect in some cases. In view of the above, this study therefore sought to investigate the influence of entrepreneurial education on entrepreneurial intention among undergraduates of Uuniversity of Ibadan, Ibadan, Nigeria

4. Research Design

This research adopted a survey research correlational design. The choice of this design is the most appropriate for this study because, it was used to explore the relationship between variables, and does

not involve in the manipulation of variables. Instead, it carries out its findings and records the information gotten from the research without any alteration.

4.1 Population

The population of the research comprised of all undergraduates of University of Ibadan from 300-500 level who have been exposed to entrepreneurial classes in the university. University of Ibadan has 17 Faculties with a total number of seventy two (72) academic departments

4.2 Sampling and Sampling Techniques

The sample size of this research comprised of two hundred (200) undergraduate students from 300-500 level who has been exposed to entrepreneurial classes in the university. Multi stage sampling techniques was used in selecting the participants from nine (9) faculties and 15 academic departments

4.3 Instrumentation

Entrepreneurial Intention Scale by Linan and Chen's (2009) scale was adapted and used for this study. It is used to assess university of Ibadan undergraduates attitudes towards entrepreneurship, their perceived behavioural control, and their subjective norms regarding entrepreneurship. Some of the items on the scale are: "I am confident in my ability to start and manage a new business.", "Starting a new business is a desirable career choice for me. It has a Cronbach alpha of 0.975

The Perceived Relational Support Scale was adapted from Ghofarany and Satria (2021), Linan and Jaen (2020) for this study. It was used to assess It is used to assess university of Ibadan undergraduates' perception of the support they could receive from their social network. It consists of 12 items that measure three components of social support: emotional, tangible, and informational support. The Perceived Relational Support Scale asks participants to rate statements such as "I can count on my friends when things go wrong" and "My friends really understand my problems and concerns" on a 7-point Likert scale, ranging from strongly disagree to strongly agree

Generalized Self-Efficacy scale was developed by Schwarzer, & Jerusalem, (1995). This scale was used to measure the undergraduates of university of Ibadan individual belief in his or her capacity to execute behaviours necessary to produce specific performance attainments (entrepreneurial intention).

The scale consists of 10 items and each item was rated using 4 point Likert scoring scale which include; Strongly Agree = 4 to Strongly Disagree = 1. Two sample items are: 1). “I can always manage to solve difficult problems if I try hard enough” and 2). “If someone opposes me, I can find the means and ways to get what I want.” The developers reported reliability of Cronbach’s alphas between .76 and .90.

Entrepreneurial Education Scale: The measures of entrepreneurial education used in this study were self-developed, and inspired by Mayer-Haug et al. (2013), which performed a meta-analytic investigation of 183 studies on the relationship between entrepreneurial talent (e.g., founders' education, network, and team size) and performance outcomes (e.g., growth, sales, and profits). Their findings suggest that the quantity and quality of an individual's learned knowledge may be used as good

predictors of a firm's growth performance, indicating that education should be measured by not only *how long* individuals received education, but also *how well* individuals learned in their courses. Based on the above, two items were included in this study to measure entrepreneurial education, with respondents asked to rate the *quantity* and *quality* of entrepreneurship courses they had taken using a 7-point Likert scales ranging from 1 (strongly disagree) to 7 (strongly agree).

4.4 Data Analysis

The data were analyzed using the statistical package for social scientists (SPSS). The data generated from the survey was analyzed using descriptive and inferential statistics such as simple percentages, Pearson Product Moment Correlation and Regression analysis.

5. Result

Research Questions One: What is the relationship between self-efficacy, perceived relational support, entrepreneurial education and entrepreneurial intention among some undergraduates of University of Ibadan?

Table 1: Correlation Matrix showing the relationship between the variables of the study

Variables	Mean	SD	1	2	3	4
Self-efficacy	35.05	2.534	1.000			
Perceived relational support	40.76	5.132	.254**	1.000		
Entrepreneurial education	34.00	5.573	.414**	.192**	1.000	
Entrepreneurial intention	29.65	4.709	.324*	.525**	.420**	1.000

** . Correlation is significant at the 0.01 level (1-tailed).
 * . Correlation is significant at the 0.05 level (2-tailed).

Table 1 reveals the inter-correlational matrix between the independent variables (self-efficacy, perceived relational support and entrepreneurial education) and dependent variable (entrepreneurial intention) among some undergraduates of University of Ibadan. The result showed that self-efficacy ($r = .324, p < 0.05$), perceived relational support ($r = .525, p < 0.05$) and entrepreneurial education ($r = .420, p < 0.05$) positively and significantly correlated with entrepreneurial intention among students of University of Ibadan.

Research Questions Two: What is the joint contribution of self-efficacy, perceived relational support and entrepreneurial education on entrepreneurial intention among students of university of Ibadan?

Table 2: Summary of regression for the joint contributions of independent variables to the prediction of entrepreneurial intention

R = .775					
R (adjusted) = .601					
R ² (adjusted) = .595					
Standard error of estimate = 2.997					
Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	2653.028	3	884.343	98.457	.000
Residual	1760.472	196	8.982		
Total	4413.500	199			

Table 2 shows the joint contribution of self-efficacy, perceived relational support and entrepreneurial education on entrepreneurial intention among some undergraduates of University of Ibadan. The result shows that self-efficacy,

perceived relational support and entrepreneurial education yielded a coefficient of multiple correlations (R) of 0.775 and multiple correlations square of 0.601. This shows that about 59.5% ($Adj.R^2=.595$) of the total variance of entrepreneurial intention among undergraduates of University of Ibadan was accounted for by the linear combination of the self-efficacy, perceived relational support and entrepreneurial education while the remaining 40.5% could be assigned to other estranged factors not considered in this study. The result in the table also indicated that self-efficacy, perceived relational support and entrepreneurial education had significant joint influence on entrepreneurial intention among students of University of Ibadan ($F(3,196)= 98.457; p<0.05$).

Research Questions Three: What is the joint contribution of self-efficacy, perceived relational support and entrepreneurial education on entrepreneurial intention among students at university of Ibadan? This was analysed using multiple regression statistical tool and the result is presented in the table 7 below:

Table 3: Relative effect of the independent variable to the prediction of entrepreneurial intention

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	48.628	3.103		15.670	.000
Self-efficacy	.430	.094	.231	4.580	.000
Perceived Relational support	.539	.043	.588	12.539	.000
entrepreneurial education	.532	.042	.629	12.635	.000

a. Dependent Variable: entrepreneurial intention

Table 3 revealed the relative contribution of self-efficacy, perceived relational support and entrepreneurial education on entrepreneurial intention among undergraduates of University of Ibadan. The Table also shows that self-efficacy ($\beta=0.231; t = 4.580; p<0.05$), perceived relational support ($\beta=0.588; t = 12.5139; p<0.05$) and entrepreneurial education ($\beta=-0.629; t = 12.635; p<0.05$) had significant relation contribution to entrepreneurial intention among students of University of Ibadan. In the order of significant contribution as indicated in the result, entrepreneurial education is the most potent predictor of entrepreneurial intention followed by perceived relational support and lastly, self-efficacy. This implies that self-efficacy; perceived relational support and entrepreneurial education are predictors of entrepreneurial intention among undergraduates of University of Ibadan.

6. Discussion of Findings

From the result obtained above, it was found that self-efficacy, perceived relational support and entrepreneurial education had positive significant relationship with entrepreneurial intention among the participants. This implies that individuals who perceive themselves as capable and confident in their entrepreneurial abilities are more likely to express an intention to engage in entrepreneurial activities. The stronger an individual's self-efficacy beliefs, the higher their entrepreneurial intention is likely to be. This was in consonance with the findings of Lee, Wong, and Foo (2004) while investigating the relationship between self-efficacy and entrepreneurial

intention among business students in Singapore. They found that self-efficacy positively predicted entrepreneurial intention. Also, Vanevenhoven and Liguori (2013) investigated the relationship between self-efficacy and entrepreneurial intention among undergraduate students in the United States. They found that self-efficacy positively predicted entrepreneurial intention and was a stronger predictor for female students. Lastly, Chen, Greene, and Crick (1998) examined the relationship between self-efficacy and entrepreneurial intention among a sample of entrepreneurs in the United States. They found that self-efficacy was positively related to entrepreneurial intention and was a stronger predictor for women and minority entrepreneurs. Overall, these studies suggest that self-efficacy is a significant predictor of entrepreneurial intention among various populations.

Also, Social support has been found to be an important variable in the explanation of a person's behaviour. Nanda and Sorenson (2009) indicate that family and friends are the people with the greatest influence on individual career choice because they are considered as fund providers and role models. The authors further state that the roles of friends and role models are prominent in influencing the decision to become an entrepreneur. In the view of Postigo (2006) role models often provide the necessary information, guidance, set a good example and support. He further said that by having a good example and support, the students are more prone and confident to become an entrepreneur. Therefore, the support of family and friends is likely to affect one's

career selection. If someone knows that there will be such type of support when he starts a business, he might be encouraged to choose an entrepreneurial career. From the empirical evidence of Mustapha and Selvaragu (2015), it was indicated that family influence has a positive and significant influence on the students' readiness to become entrepreneurs.

Also, Souitaris, Zerbinati and Al-laha (2006) revealed that entrepreneurial training programs can increase interest in entrepreneurship among young people with an interest in the economic development of their country. Karl Eller Arizona (2000) found that entrepreneurship education increased the probability of being instrumental in creating a new business venture by 25percent.

In answering research question number two, it was found out that there was significant relative contribution of self-efficacy, perceived relational support and entrepreneurial education on entrepreneurial intention. The result shows that self-efficacy, perceived relational support and entrepreneurial education yielded a coefficient of multiple correlations (R) of 0.775 and multiple correlations square of 0.601. This shows that about 59.5% (Adj.R²=.595) of the total variance of entrepreneurial intention among undergraduates of University of Ibadan was accounted for by the linear combination of the self-efficacy, perceived relational support and entrepreneurial education while the remaining 40.5% could be assigned to other estranged factors not considered in this study. The result also indicated that self-efficacy, perceived relational support and entrepreneurial education had significant joint influence on entrepreneurial intention among students of University of Ibadan (F(3,196)= 98.457; p<0.05).

Lastly, it was found that there was significant relative contribution of self-efficacy, perceived relational support and entrepreneurial education on entrepreneurial intention. In the order of significant contribution as indicated in the result, entrepreneurial education was the most potent contributor, follow by perceived relational support and self-efficacy contributed the least. This implies that self-efficacy, perceived relational support and entrepreneurial education are potent predictors of entrepreneurial intention among undergraduates of University of Ibadan. These findings highlight the importance of fostering self-belief, social support networks, and providing entrepreneurship education to cultivate an entrepreneurial mindset and promote entrepreneurial intentions.

7. Recommendations

In view of the findings of this study, the following recommendations are hereby made:

The university management should develop and offer specialized entrepreneurial education programs. These programs should focus on practical skills development, business management, innovation, and creativity. They should also provide opportunities for students to interact with successful entrepreneurs, participate in business competitions, and engage in hands-on entrepreneurial projects the management should also develop training programs that focus on enhancing students' entrepreneurial skills, such as business planning, financial management, marketing, and negotiation. By acquiring these self-efficacy skills, students can gain confidence in their abilities to start and manage their own ventures. Arrange opportunities for students to interact with successful entrepreneurs who can share their experiences and serve as role models. Additionally, establish mentorship programs where experienced entrepreneurs can guide and support aspiring student entrepreneurs, boosting their self-efficacy. Lastly, Establish alumni networks: Engage successful entrepreneurial alumni to connect with current students and provide support through guest lectures, workshops, and mentorship programs. This interaction will enhance students' perceived relational support and allow them to learn from real-world experiences.

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