

Unemployment, Poverty And Governance Questions In Nigeria: Human Capital Development And Partnership Approach Options

[https://doi.org/10.21272/sec.6\(2\).127-137.2022](https://doi.org/10.21272/sec.6(2).127-137.2022)

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Abstract

The level of unemployment amongst the old and young people in Nigeria is not only outrageous but seemingly on the increase, notwithstanding the presence of all economic major resources together with several policies, programmes, and projects of successive administrations. Governments, at various levels, have adopted different measures to reduce unemployment and poverty rates with little or no significant effects. This study, therefore, attempts to focus mainly, on Human Capital Development (HCD) and Public Private Partnership as panacea to alleviating unemployment and poverty rate in Nigeria and Africa at large. To achieve its objective, the paper employs a secondary method of data collection and hence, the documentary method of analysis is adopted. Literature revealed that responsive governance – governance that responds to the plight and predicaments of the citizenry (unemployment and poverty) by investing in human capital development will in the end, not only produce men and women of creativity but entrepreneurs that will drive the economy by engaging their knowledge and skills in productive ventures. In addition, the adoption of Partnership Approach by the study canvassed the involvement of the private sector to actively participate in job creation that will lead to poverty alleviation. It is recommended that for an economy to thrive, governance should focus on the provision and sustenance of basic infrastructural facilities such as functional vocational institutions, quality education, and an enabling environment for the private sector's ease of doing business.

Keywords: unemployment, poverty, responsive governance, human capital development, partnership approach.

JEL Classification: O15.

Cite as: Salisu, P.O. (2022). Unemployment, Poverty And Governance Questions In Nigeria: Human Capital Development And Partnership Approach Options. *SocioEconomic Challenges*, 6(2), 127-137. [https://doi.org/10.21272/sec.6\(2\).127-137.2022](https://doi.org/10.21272/sec.6(2).127-137.2022).

Received: 14.03.2022

Accepted: 24.05.2022

Published: 30.06.2022



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1. Introduction

The allusion that there is unemployment, poverty, good governance question, and entrepreneurship development challenge in Nigeria notwithstanding the numerous existing resources, policies and programmes cannot be waved with ease. This according to Nwankwo & Udeobasi (2017:68) suggest that successive administrations in Nigeria have not maximally delivered the dividends of good governance. Therefore, Nigerians are concerned as to why leaders seem to find it difficult to address unemployment, poverty and perennial governance and entrepreneurial development problems. Succinctly, Ogundiya (2010) affirms that:

Despite all social and economic policies that have been implemented by successive administrations, Nigeria has remained a laggard in social, economic and political

developments. Subsequently, political instability, abject poverty, acute youth unemployment, heightened crime rate, poor health prospects, widespread malnourishment have been the main features of Nigeria's political economy.

It is noteworthy that employment and job creation have over the years been widely recognised as major paths to socio-economic progress as noted by Ogwumike (2013) and both have in recent years been considered as cardinal macroeconomic objectives of most governments in developing countries. The worrisome state of unemployment and poverty rates in post-independent Africa and Nigeria, in particular, has attracted the attention, discourse and recommendations of both scholars and governments on the way forward, with little or no significant effects. African development scholars like Rodney (1972); Nyerere (1973); Akanle (2011) attribute the present rate of poverty and general hardship in Africa to the exploitative trends of colonialism.

Nevertheless, perennial squabble on “the on-going crisis in terms of high unemployment, poverty and great depression” has remained a continuous one (Siddiqui, 2015). Thus, the debate on unemployment and the poverty rate among development scholars and practitioners in developing and populous country like India, Indonesia, Uttar Pradesh, Pakistan, Nigeria, Bangladesh, etc., has also remained controversial. While some blame bad governance, poor development of critical sectors of the economy—like macro industrialization, aviation, and small and medium-sized enterprises, others point accusing fingers to poor development of the human resources resulting to lack of employable skills and laziness on the part of the citizens or both (Omisore, Eri & PAUL, 2015). It is germane to note that, there is lack of “advanced inter-connectivity [which] provides home-based business enterprises with higher accessibility to international markets, encouragement of importation and exportation (of goods and services), and simultaneously increasing the choice and competition in the local market from foreign-based manufacturers” (PAUL, 2019:164a). In World Bank (2018), “poorly functioning public sector institutions and weak governance are major constraints to growth and equitable development in many developing countries”. However, the fact remains that, whatever might be responsible for unemployment and poverty, the concern of everyone is how to maximally reduce it.

In Nigeria, educational institutions (from elementary to tertiary) play a significant role in human resource training and development. But the question is: to what extent has formal or western education reduced unemployment and poverty in Nigeria as compared to other nations in the western world and given her rich and abundant human and material potentials? Therefore Kemal Dervis (2000) quoted in World Bank (2000) strongly maintains that;

The critical importance of well-performing public institutions and good governance for development and poverty reduction has come to the forefront in the 1990s. Just as it was increasingly recognised in the 1980s that individual investment projects are less likely to succeed in a distorted policy environment, so it has become obvious in the 1990s that neither good policies nor good investments are likely to emerge and be sustainable in an environment with dysfunctional institutions and poor governance.

It is observed that in Nigeria, what seems to be the general orientation or overall goal of education is certification to enable the acquisition of a salaried job. After all, when this expectation is not met, unemployment and poverty reigns. This according to Akinmulegun (2014) has wedded poverty and unemployment in Nigeria. Hence, the recent phenomenon of unemployment in Nigeria which is experientially graduates-based fundamentally results from the astronomical growth in higher institution turnover (Adebobola, Rafiu, & Igbanyemi, 2015). In light of this, Nyerere (1973) asserts “... freedom from hunger, sickness, and poverty depends upon an increase in the wealth and knowledge available in the community: for a group of people can only consume and use the wealth they have produced”. Thus, in Africa, the difference between the educated person with certificate(s) and the semi-educated and uneducated person with practical skills and experience is the fact that while the educated person will have to go about looking for work, the person with skills and experience creates work by purchasing the necessary tools, equipment and materials and begins to produce and earn money because the market is already there. Therefore, unemployment and poverty are always high because graduates rarely create jobs. They look for jobs. Unfortunately, too, employers only employ the number of workers they need per time.

Otherwise, of what relevance is knowledge if it has no direct application to the benefit and wellbeing of humanity? As stated in World Bank (1993), "... it is remarkable to see how the East Asian Miracle has become a worldwide concept today. The emerging economies of Hong Kong, Taiwan, China, and South Korea experienced a wave of rapid economic development which was highly correlated to their investment in human capital." Thus, the need for governance to focus on human capital development for the acquisition of employable skill and creation of a convenient situation for Public-Private-Partnership for job creation are this study's centre of discourse.

2. Methodology

The study is qualitative research and the major subjects of the paper were thematically discussed. This is because "qualitative data collection is usually dependent on interpretation" which requires several explanations of data (Alhojailan, 2012:39). "Thematic Analysis (TA) is one of the most common forms of analysis in qualitative research" which this study applied (Javadi & Zarea, 2016).

The issues in this research that requires the adoption of this method concerned unemployment, poverty, governance challenge, and capacity development. Relevant secondary data were cross-examined. The validity and significance of this study dwelled in the adoption of "Partnership Approach" as the way out of the swelling unemployment, poverty and absence of a conducive environment for entrepreneurship in Nigeria.

3. The Problem

Poverty, high insecurity rate, social marginalisation and delinquencies are the immediate effects of lack of job among employable persons in many developing and this has constituted itself into a hydra-headed concern. According to Bakker, Kirango & Ree (2000), "although many governments make the struggle against high unemployment and poverty a central objective of their programmes, few succeed in helping job seekers secure a workplace." For instance;

Nigeria as a country is blessed in the sense that it has been endowed with abundant human, material and natural resources. This can better be understood when Nigeria is compared with all the neighbouring countries. The resources notwithstanding, poverty [as a result of unemployment] is the most serious problem confronting the nation today (PAUL & Ojo, 2017:1067).

As a result of this, personal job creation emerged as one of the major characteristics of most cities of Nigeria. Bakker, Kirango & Ree (2000) and Osei-Boateng & Ampratwum (2011) uphold that nine (9) out of every ten (10) jobs to be created in the urban settings over the next decade will be in the informal and small-scale enterprise sector. They added that still, the problem remains how to make these jobs sustainable, and generate yet more income through enterprise growth and an all-encompassing development. This characterises the Small and Medium scale Enterprise (SMEs) sector in Nigeria.

Accordingly, Ohiorhenuan (2003:14) brought to fore that in the current thinking, the concept of development combines sustainable growth, poverty reduction, human development, environmental transformation, gender equity, and human rights protection. Ogwumike (2013) maintains that the federal government undertook many interventions programmes during the SAP and post-SAP eras to tackle the problems of poverty and unemployment among which the education industry is involved. So, Okolocha (2012) says several reforms in the Nigerian education sector from the post-independence to date revolved on certification and infrastructural development instead of the requisite vocational skill acquisition. This development turned the sector which should primarily prepare the nation's human capital for employability into a mere window display and nothing less but 'cosmetic education.' For this reason, the "education industries grew rapidly in size in the late 1970s and 80s [and this] growth, was mainly in size and not in quality" (Teboho, 2000 in Okolocha, 2012). Consequently, human capital development efforts in Nigeria have dwindled and a little far from preparedness for the challenges of the 21st-century employment situation.

The Nigerian labour market is saturated with unskilled individuals who cannot take responsibilities in both the private and public sectors of the economy. The effect of this is the ever-growing pressure on the monolithic source

of the Nigerian economy and the public sector organisations which only do little and cannot satisfy the unemployment 'hunger' of the teeming youths and adults. Hence, young school leavers are bent on a quick way to prosperity which is not far-fetched from "the yahoo business–internet fraud," 419, kidnapping for ransom, human and drug trafficking and armed robbery and banditry, etc.

Some have embarked on the idle career of entertainment –comedy, singing, "Big-Brother Naija", etc., which could not significantly contribute to the development of the economy. Thus, "the new labour market demands have caused many graduates with various certificates to be unemployed" (Okolocha, 2012).

4. Unemployment and Poverty Reduction in Nigeria: A Situational Discourse

"Out of a total active labour force of 85.08 million people in Nigeria, about 16 million people were unemployed in the third quarter of 2017. The category of unemployed persons comprised 8.5 million people who engaged in an economic activity for at least an hour and 7.5 million people who did absolutely nothing. Also, 18.02 million people were underemployed, as they worked for 20 to 39 hours a week, which is less than the 40 hours required to be classified among the workforce.

Fully employed persons, who worked for 40 hours and above in the third quarter of 2017 were 51.06 million people, resulting in a total of 77.6 million people engaged in an extent of economic activity. Among the 77.6 million people who were engaged in some extent of economic activity, 29.66 million people were self-employed, engaged in agriculture and 21.66 million were self-employed in non-agricultural sectors.

About 19.72 million were working for pay or wage, which, is equivalent to 25.42 per cent of the total workers in the third quarter of 2017, while paid apprentices and unpaid house workers constituted 7.30 per cent and 1.11 per cent of the total working force engaged for at least one hour a week. More men worked full-time than women, while a higher percentage of female worked part-time between 20-39 hours and below 20 hours per week. The absolute number of male full-time workers, 34.85 million, was more than twice the number of female full-time workers, 16.21 million, in the third quarter of 2017.

A larger percentage of men to women were self-employed in the agricultural sector, while a larger percentage of women were self-employed in non-agricultural areas of work. Agriculture dominated both female and male labour markets. Most economic sectors including agriculture, other Services, Manufacturing, Professional, Scientific and Technical Services, Transportation and Storage, and Construction employed more male workers than female workers" (NBS, 2017, in Adeyemo, 2018: 13).

The above excerpt illustrates the situation of employment as reported by Nigerian National Bureau of Statistics (NBS). Thus, the danger of unemployment and poverty in Nigeria cannot be relegated to the background in the nation's development discourse. In the submission of Bond & Dor (2003); Oteng-Ababio (2012); Ogwumike (2013), the fall of the world oil market in the early 1980s made Nigerian economy to undergo and experienced a damaging macroeconomic challenge of open-ended unemployment, underemployment, and prevalence poverty. Moreover, PAUL & Ofuebe (2019) posited that critical sectors like the industrialisation and transportation industry which every country recognises as catalyst that fosters employment and job creation, economic growth and development has been neglected as a result of the monolithic nature of Nigerian economy. "With this development, many sectors were relegated to the background and Nigeria backslidged into a single model of economic activity and that fuelled the massive movement of young and productive graduates into the cities which led to widespread poverty overcrowding and pressure on the basic infrastructures in the urban centres since the beginning of the 1980s" (PAUL, 2019b). These problems initially led to the introduction of a macroeconomic stabilisation package in 1981 and later to various rounds of budget tightening austerity measures between 1981 and 1985 amidst which they are unabated.

In a simple language, unemployment connotes joblessness – a condition of having no job. Buttressing this description, the ILO describes the unemployed as a productive group of people in the society who have no job and are seeking for workplace engagement to earn a living (Ejikeme, 2014). By implication, an unemployed person has no job. He or she is dependent on someone or persons that are working to earn a living. He constitutes a burden on the employed. In agreement with the foregoing, Ekpo & Akpan, (2006) submit that unemployment is one of the most serious economic problems of any nation. To this end it is a severe development issue to the economy due to the fact that “(i) unemployed resources are idle resources (ii) unemployed persons do not contribute to the national income and act as a burden on the occupied labour force by depending on them” (Achegbulu & Hassan, 2009:60).

According to a recent report by the Nigerian National Bureau of Statistics (2018), populations of 8.5 million are at least engaged while 7.5 million do nothing. Also, 18.02 were underemployed because the hours they do ranges from 20 – 39 hours a week, against the 40 hours weekly requirement (Bell & Blanchflower, 2013; Bell & Blanchflower, 2018). Unemployment is caused by diverse factors. However, experience, as well as studies, have revealed that people become jobless as a result of lack of skill and knowledge to engage in productive economic activities, lack of employment opportunities, and retrenchment by organisations, voluntary disengagement from work, lack of financial capacity to kick-start a business idea and above all, inability to network. Furthermore, (Ejikeme, 2014) points out some other causes of unemployment as follows:

- i. Non-investment of resources in employment generation,
- ii. Poor quality of education,
- iii. Lack of training and skill acquisition,
- iv. Weak public policy on education,
- v. Reluctance on the part of the government to encourage and invest heavily in education and research institutes for result-oriented research-project,
- vi. Absence of comprehensive population policies to control population increase especially among illiterate polygamous families.

From the foregoing, some causes of poverty to include civil, ethnic and religious wars and crises, corruption, bad governance, poverty itself, flood and natural disasters (Philip & Rayhan, 2004; Onah, 2006; Hallegatte, Vogt-Schilb, Bangalore & Rozenberg, 2016). Unarguably, poverty manifests in hunger and food crisis, lack of access to clean and safe water, poor health care, kidnapping, ritual killings for money-making, prostitution and sexual promiscuity, lack of good shelter and housing facilities, begging, hawking on the street amidst dense traffic, high rate of armed robbery, inability to pay school fees and purchase textbooks, wearing of tattered clothes, and income inequality.

As a corollary, the Nigerian government through different administrations has introduced different policies and programs to reduce unemployment and poverty with little or no significant effects. Ogwumike (2013:168) observes that “these include medium and long-term programmes aimed at increasing production level and generating employment and creating jobs.” Notably, these programmes are tabulated in table below.

Table 1. Some Poverty Reduction and Employment Generation Programmes in Nigeria

S/N	Programmes	Year
1.	National Accelerated Food Production Programme and the Nigeria Agricultural and Cooperative Bank	1972
2.	Operation Feed the Nation: to teach the rural farmers how to use modern farming tools	1976
3.	Green Revolution Programme: to reduce food importation and increase local food production	1979
4.	Directorate of Food, Roads and Rural Infrastructure (DFPRI)	1986
5.	National Directorate of Employment (NDE)	1987
6.	Family Support Programme and the Family Economic Advancement Programme	1993
7.	National Poverty Eradication Programme (NAPEP) to replace the previously failed Poverty Alleviation Programme	2001

Table 1 (cont.). Some Poverty Reduction and Employment Generation Programmes in Nigeria

S/N	Programmes	Year
8.	National Economic Empowerments and Development Strategy. (NEEDS): Meant to achieve poverty reduction through wealth creation, employment generation and value re-orientation	2004
9.	National Directorate of Employment (NDE)	1986
10.	Peoples Bank of Nigeria (PBN)	1987
11.	Community Bank (CB)	1990
12.	National Agricultural and Land Development Authority (NALDA)	1991
13.	Better Life Programme for Rural Women (BLP)	1988
14.	Structural Adjustment Programme (SAP)	1987
15.	The National Economic Reconstruction Fund (NERFUND)	1989
16.	State Economic Empowerment and Development Strategy (SEEDs)	2005
17.	Local Economic Empowerment and Development Strategy (LEEDs)	2005
18.	The 7 Point Agenda	2007
19.	The Transformation Agenda	2011
20.	The Economic Recovery and Growth Plan	2016

Source: PAUL & Ogwu (2013); PAUL, Agba & Chukwura (2014) and reviewed.

From table above, there were numerous policies and programmes at the Federal, State and Local governments' levels which regardless are the high rate of unemployment. Consequently, Maduagu (2002:2) opines that the programmes "turned to be a colossal waste and nothing was achieved as funds were made available to elites who were not farmers instead of the poor farmers." In retrospect, Kpakol (2004, cited by PAUL & Ojo, 2017:1068) posit that:

...the pains of poverty and particularly of unemployment and underemployment...threaten the stability of our society. We have violence and conflicts that the country had to contend with. What are the causes of boundary disputes, religious intolerance, political cleavages, elite instigations and ethnic problems, etc.? ...the root of it may be economic issues fears that resources are limited or misappropriated or improperly distributed.

Whatever may be the state of these programmes of government today, the fact remains that unemployment and poverty rate is still very high.

5. Good Governance and Human Capital Development Alternative: A Review

...governance therefore... (is)...the manner in which power is exercised by governments in the management and distribution of a country's social and economic resources. The nature and manner of this distribution makes governance a bad or a good one. Thus, when resources are distributed to promote inequality or to achieve personal or group ambitions, the essence of governance which coincides with the essence of politics and essence of the state is defeated (Adesola, 2012:81).

The concept of governance has assumed a prominent discourse in the studies of development issues among political leaders, scholars and development institutes and partners alike. This, however, does not sustain the fact that the term is an emerging one. At various times, it has witnessed diverse definitions and descriptions. According to Kofi Annan (2005), it is respect for the human rights, rule of law, democratization, transparency, and strengthening of public administration principles and practices. He noted further that, no government can ignore the right of people to governance through democracy and public institutions "enshrined in the Universal Declaration of Human Rights, which, ever since it was adopted in 1948, has inspired constitutions in every corner of the globe." In another development, the World Bank (1997) and Pena, Guasch & Escribano (2000) recognise governance as the government's ability and inability to manage the country's social and economic resources consequent upon the regime, process, and capacity. Also, Fadakinte (2013) perceives governance as the process of the exercise of political power in managing the affairs of state. Good governance is also responsive to the present and future needs of society (UNESCAP 2008, cited by Fadakinte, 2013). PAUL, Orokpo & Ojo (2017) recognise governance to pertain to the administration of public policies and programmes for a given number of

people living in any geographical territory recognized by both local and international laws. This reason is the view of Agabi & Orokpo Ogbole (2014) in Omisore, Eri & PAUL (2014:193) amounted to why:

The Nigerian government for the better part of the first two decades following political independence in 1960's was visibly involved in the promotion, management and control of commercial and non-commercial enterprises in the economy. The intent was to generate faster economic self-reliance, growth and development.

Thus, the prioritisation and conceptualisation of good governance has necessitated its definition and redefinition among scholars and practitioners internationally (Doornbos, 2003; Suchitra, 2004; Gisselguist, 2012 cited in Dunu, 2013). From the foregoing, Jega (2007) and Madhav (2007), quoted in PAUL, Orokpo & Ojo (2017) picture responsible governance in a manner of quick responsibility, responsiveness, accountability among public officials – both elected and appointed – or the governors, to the electorate – the governed, aspirations of the governed, as well as acting following their dictates.

In the view of Okolocha (2012), the obvious innovation that emanates from Research & Development (R&D) globally reveals the unpredictability of skills, education, competencies, science and technology as the bedrock of economic, social and political mobility and growth. Human capital development is seen as the catalyst for socio-economic transformation and can be mainly realised with continuous education and regular training provided by academic institutions, skill acquisitions centres, professional bodies and institutions. Okolocha (2012) argues that in Nigeria, education systems at all levels have witnessed dramatic changes in terms of purpose, organisation, structure, and changes in the nomenclature of certificates awarded. Illustratively, the country in 1970s – 1980s practiced the 6-5-4; 1990s – 2005 has a 6-3-3-4, and 2008 – date is 9-3-4 educational systems. Therefore, development strategies, policies, and programmes' summersault remain the bane of pitiable achievement of previous efforts to alleviate poverty and underdevelopment over the years and these have brought the multiple pains and agonies of poverty, unemployment, and under-employment among Nigerians (Omakoji, 2014; PAUL & Ojo, 2017).

The substantial number of unemployed persons and the dynamic structure of the economy, socio-political and global labour market have craved for structural reforms of the educational sector and programmes which emphasises Vocational Technical Education (VTE) and education for self-reliance (Okolocha, 2012). They also added that a well-designed training provides opportunities to individuals who lack skills for performance and promotion. Hence, no factor globally develops a nation than an equipped human capital (Aina, 2005; Isola & Alani, 2013 cited by PAUL, Audu, Enojo & Omisore, 2014). Thus;

The important thing for raising wages was labour productivity. And labour productivity is a result of human resource development which is one of South Korea's outstanding achievements. Without human resource development, we cannot make a success out of social strength. Korea has long invested in human resource development by combining people with technology. Humans have three spaces for technology. At head is a skill, head is knowledge and mind is attitude (Chaitrong, The Nation, 2012).

In the same manner, Ma Poh How (1977) asserts that "as a tiny island-state with a poor natural resource base, Singapore's long-term survival and development depend ultimately upon the quality and the creative energy of her people." Ma Poh further stressed that "in line with the nation-building goals and strategies of the Republic, as conditioned by her objective setting, Singapore's basic manpower development premise has been one of "quality not quantity." Drawing attention to population control as a measure to curb population explosion and to enhance quality human capital development, Ma Poh asserts;

While implementing the "stop-at-two" family planning and population control programs and the relevant immigration measures to guard against the prospect of a "population explosion", the government has energetically fostered various educational programs, including vocational training schemes, adult education programs, the youth movement, and the national service scheme to improve the quality of Singaporeans.

Consequently, Maiyaki & Iheama-Chanma (2000) maintain that policies of government all over the world have indicated that great hopes exist for using education as a major lever to lift backward social orders to more satisfactory levels. He cited Akinkugbe (1994) who noted that education remains the surest tool for the full emancipation and development of the individual as well as the advancement of society. This is situated around the argument of Harbison (1973) that:

Human resources – not capital, nor income or material resources – constitute the ultimate basis for the wealth of nations. Capital and natural resources are passive factors of production; human beings are the active agents who accumulate capital, exploit natural resources, build social, economic and political organisations and carry forward national development. In effect, a country which is unable to develop skills and knowledge of its people and to utilize them effectively in the national economy will be unable to develop anything else.

The deduction from the foregoing analysis posited that human capital represents the totality of the knowledge, the skills, the talents, the energies and all the potentials of the human beings available to an organisation or a country. The concept constitutes the segment of the population of a nation that falls within the labour-force which ILO puts at the age bracket of 15 – 64.

6. The Partnership Approach Option

This research is frame-worked on the Partnership Approach. The approach emerged with significance and adaptable history which dated back to 1992 as Public Financial Initiative (PFI) by Chancellor Lamont and redefined as Public-Private Partnership (PPP). The approach has dominated the delivery of socio-economic development programmes in contemporary times. Hence, Bennet & Krebs (1991); Bailey (1994); World Bank (1998); Maxwell & Riddell (1998); Maxwell & Conway (2000) and Institute for Public Policy Research (2003); Wildridge et al (2004) are the notable proponents of the approach. So, it is a strategy that attempts to marry the fundamentals of both the private and public sectors together.

In view of the wave of the adoption of economic deregulation and commercialisation of public enterprises in the world over which started in the 1980s and expanded worldwide in the 1990s, investments in critical economic ventures have been majorly discovered as the choice and duty of the operators of private sector (Falch & Henten, 2010). Essentially, liberalisation opens the economy to market forces for determination and globalisation has made it difficult for the existence of effective and responsible governance to be in isolation. Recently, Maxwell & Conway (2000) and Onah (2006) have accepted that both private and public sector organisations have realised that irrespective of the prospective advantages that are embedded in the revolution of the world economy, science, and technology, massive unemployment and underemployment have turned down the developing economies with the inclusion of Nigeria from the 1990s to date.

Therefore, the application of the PPP approach by the governments, development partners and multinationals companies in curbing the dangerous menace of unemployment/underemployment being experienced in the developing world today is unequivocal. This is consequent upon the fact that tackling the challenges of unemployment and poverty eradication ought to be undertaken with multifaceted and combined processes and efforts of the government and private sector community. The government [who ordinarily should be preoccupied with the maintenance of law and order] alone cannot provide jobs even though the citizens possess requisite skills. For example, the entrance of the private businessmen into the aviation, financial, communication, education, real estate and urban development sectors of the Nigerian economy has created numerous employment opportunities than ever witnessed.

In essence, the adoption of PPP in this study is based on the fact that it is seen as a way of tackling social problems, prompt response to public development pressures and improvement of performance. This will lead to a co-existing parallel, facilitative, integrative and transforming collaborative process methodology to remedy the 21st-century socio-economic challenges of unemployment and poverty (Sasaoka & Nishimura, 2006; Ibrahim, Price

& Dainty, 2006). Thus, the term of partnership is a movement away from a “top-down” model to an established exchange-relationship between the public and private sectors, and development partners.

7. Concluding Remarks and Recommendations

In conclusion, joblessness and poverty amid Nigerian abundant human and material resources demonstrates governance failure and inefficient capacity building and utilisation. Again, no nation can develop in the presence of unemployment, underemployment, poverty, city overcrowding, poor implementation of development and poverty eradication plans, certificate-rated above skills syndrome and salience features of executive and legislative rascality that pervade the Nigerian body polity. It is against this backdrop that this study advocates strongly, that:

- i. governments across all tiers in Nigeria and other developing countries should keenly focus on human capital development and partnership with the private sector;
- ii. empowerment of the citizens not only in formal or western education but through training and development in skills’ acquisition and financing projects/programmes that will have a direct productive impact, and
- iii. Continuous provision and maintenance of law and other, security and safety, and successful operations of private enterprises since it is the substratum of employment and job creation.

Contributions: conceptualisation: Salisu Ojonemi Paul; methodology: Salisu Ojonemi Paul; project administration: Salisu Ojonemi Paul; software: Salisu Ojonemi Paul; investigation: Salisu Ojonemi Paul; data curation: Salisu Ojonemi Paul; formal analysis: Salisu Ojonemi Paul; validation: Salisu Ojonemi Paul; visualization: Salisu Ojonemi Paul; writing-original draft preparation: Salisu Ojonemi Paul; writing - review & editing: Salisu Ojonemi Paul; proofreading: Salisu Ojonemi Paul; template formatting and references: Salisu Ojonemi Paul.

Funding: This research received no external funding.

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