

Impact of the Activities of National Directorate of Employment (NDE) On Unemployment Reduction in Bauchi State, Nigeria

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ABSTRACT

This study assessed the impact of National Directorate of Employment (NDE) on unemployment reduction in Bauchi state. The study adopted a survey method, data were gathered from both the primary and secondary sources. Empowerment theory was used as a guide for this study. This is pertinent because the theory seeks to inspire individuals and organizations to gain mastery of their own affairs. The hypotheses were tested using chi-square through the instrumentalities of S.P.S.S. The study discovered that the NDE Bauchi State office is effective in designing and implementing skills acquisition programmes and by extension it reduces the rates of unemployment in Bauchi State, the NDE Bauchi State office has significantly reduced unemployment rates in Bauchi State. The study recommended that despite the fact that the NDE was found to be effective in designing and implementing its skills acquisition programmes in Bauchi State, there should be introduction and continuous innovation of new and contemporarily skills acquisition programmes. This will go a long way in capturing the interest of many unemployed to enroll thereby reducing unemployment in the state. In spite of the fact that the NDE has significantly reduced the rates of unemployment in Bauchi State, skill acquisition centers should be established in all the twenty (20) local government of the state, this will encourage mass and grass root participation thereby improve the reduction of unemployment in the state.

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I. INTRODUCTION

The origin of unemployment in Nigeria can be traced back to the oil boom era of 1970s. During that period, Nigerian government and individuals abandoned agriculture which was the mainstay of the economy. This led to rural urban migration as people attempted to reap from the windfall of oil. Production of agricultural commodities for export declined. Since then unemployment set in and Nigerian government started working tirelessly to achieve youths' empowerment and improve economic status through several reforms and/or programs (Aliyu 2018).

Successive government had initiated several programs which were aimed at reducing the rate of unemployment. Some of these programs as noted since the 80's include National directorate of Employment (NDE), Family Economic Advancement Program (FEAP), National Poverty Eradication Program (NAPEP), Small and Medium Enterprise Development Agency (SMEDAN), National Economic and Empowerment Strategy (NEEDS), Subsidy Reinvestment and Empowerment Program

The Federal Government of Nigeria has made several attempts to curb youth unemployment in the various states of Nigeria including Bauchi state. These attempts are mostly in terms of intervention programs such as Subsidy Reinvestment Program (SURE-P) and Youth With innovation Program (You-Win). For example, the federal government has spent much on intervention programs like SURE-P N3,831,699,088.75 was spent in the year 2012, 2013 and 2014 but youth unemployment does not seem to significantly reduced in Bauchi State.

Unemployment has no doubt become a serious challenge and bedevils developmental process in Nigeria and other developing countries of the world. Unemployment in Nigeria as in most countries of the world is the most critical problem of the country. In Nigeria today, it is very rare to find a family either in rural or urban settlement without having members of such family unemployed (in most instances significant percentage).

Undoubtedly, Nigeria is blessed and endowed with numerous human and natural resources capable of accommodating or providing employment to its citizens, unfortunately this is not achieve as a result of so many factors ranging from years of negligence and adverse policies leading to the underutilization of these resources,

embezzlement, mismanagement and corruption to mention but few. The abundant human and material resources have not been effectively managed or utilized in order to bring about the required economic benefit and most importantly provide employment; it is obvious that this is one of the main causes of unemployment in Nigeria.

Economic growth is paramount and a solution to curb unemployment in Nigerian, unemployment did not always decline with the economic growth alone, other solution such as empowering people to tackle their problems through the provision or inculcating the right skill to the people will go a long way in reducing unemployment and lead to a more prosperous life. This has been the primary role of National Directorate of Employment (NDE). The International Labour Organization opined that unemployment or joblessness occurs when people are without work and actively seeking work. Unemployment refers to the inability of willing workers to find gainful employment.

Unemployment is significantly the root cause of most social problems such as armed robbery, prostitution, destitution, pick pocketing, financial crime (419) and other social vices. Government in all countries of the world are spending substantial amount of resources to curb unemployment, Nigerian government not exclusive. Despite the effort of Nigerian government to reduce unemployment in the country, the national bureau of statistics has it that over 50 million (or more) able-bodied Nigerian are unemployed. The same statistic established that increasing level of poverty has direct relationship with unemployment situation. The national bureau of statistics shows that over 70 (or more) percent of Nigerians live below the poverty line.

There is no dispute in the fact that unemployment in Nigeria has been one of the most upsetting and disrupting social problem that causes tremendous havoc to the family, community and the state at large. Unemployment situation especially among youth undermined economic progress and prosperity, the labour force, the peaceful coexistence of a country it equally threatening national development and the overall national cohesion.

Nigeria has an average unemployment rate of 23.9% between; 2006 to 2015. Similarly, the rate increased to 23.10 percent in the third quarter of 2018 (NBS 2019). Bauchi state has an unemployment rate of 27.8% well above the national average and is among the highest incidence of poverty in the North East region with 52.4% as core poor and 38.2% as moderately poor (African outlook online 2018). A World Bank study in 2017 revealed that Bauchi state ranks among the top States in Nigeria with the highest unemployment rate.

The trend of unemployment in Bauchi state is alarming and frightening. Unemployment increases day by day in the state; this is not unconnected with the fact that Bauchi state is a civil service state with paucity of industries and companies to provide employment to the teeming unemployed. There is very little or no vacancies of employment in the civil service, not to talk of industries or companies and the population continuously increases as a result of uncontrolled early marriage, child birth, poor traditional believes regarding marriage, by extension all these only compounded the problem of unemployment and criminality in Bauchi state and Nigeria as a whole.

Unarguably, the nature of unemployment in Nigeria has assumed a perplexing dimension and it has become a threat to National development and stability. The provision of employment has not being given the required attention in Nigeria (Daily Trust, 2015).

Successive government in Nigeria since independent have been formulating various policies and programmes with a view to check or tackle unemployment in the country which will go a long way in reducing the level of poverty in Bauchi state and the country as a whole. These programmes includes better life programme, national poverty alleviation programme aimed at creating jobs to the unemployed youth, subsidy reinvestment programme etc. Furthermore National Directorate of Employment (NDE) was established in order to provide employment opportunities to the unemployed in Bauchi State and Nigeria in general.

Despite the tremendous commitment by government to forestall the menace of unemployment in Bauchi state and the country as a whole, the level of unemployment is on the high side. Statistics has shown that unemployment rate in Nigeria stood at 23.7% (NBS 2009).

Unemployment situation in Nigeria and Bauchi state has compounded the problem of poverty which led most of the unemployed youth to engage in different forms of social vices and criminal activities such as Boko-Haram in the northern part of the country, kidnapping and oil bunkery in the south, others include arm robbery, theft, prostitution, financial crime etc.

This study is aimed at assessing the impact of National Directorate of Employment (NDE) on unemployment reduction in Bauchi state. The study specifically sought to ascertain whether or not the NDE that is saddled with the responsibility of reducing unemployment in Nigeria is living up to expectation in Bauchi state. In order to achieve this, the study examined the effectiveness of NDE towards employment generation in Bauchi State and determined the extent to which NDE reduce unemployment in Bauchi State.

Hypothesis

For the purpose of this research, the following hypotheses were formulated in order to achieve the set objectives of the study:

H₀₁: There is no relationship between the effectiveness of NDE and unemployment reduction in Bauchi State.

H₀₂: NDE Bauchi State Office has not significantly reduced unemployment rate in Bauchi State.

Significance of the Study

This research work is paramount to the unemployed Nigerians, simply because the study will be an eye opener to the unemployed to identify and appreciate the various programmes of the National Directorate of Employment (NDE) that are targeted toward reducing unemployment. The study is significant, because it will describe the success of various employment programmes of NDE which may encourage government to upward review its allocation which is believe to be underfunded.

The study is easily important to the government and NDE because it will assist both in a assessing their role in reducing unemployment in the society and of course appreciate the impact of their policies on the ordinary Nigerian. This work is timely because the trend of unemployment continuously increases, government and other critical stakeholders must act now. Therefore, this work is of great relevance to policies that have to do with unemployment in Bauchi state and Nigeria as a nation. The research is also significant and contributes to knowledge as it hopes to serve as reference material for those who may wish to conduct a research of this kind.

II. LITERATURE REVIEW

The concept of Unemployment

Every economy is characterized by both active and inactive populations. The economically active ones are referred to as the population willing and able to work, and include those actively engaged in the production of goods and services and those who are unemployed. The International Labour Organization (ILO) defines the unemployed as numbers of the economically active population who are without work but available for and seeking work, including people who have lost jobs and those who have voluntarily left work (World Bank, 1998). According to Fajana (2000), unemployment refers to a situation where people who are willing and capable of working are unable to find suitable paid employment. It is one of the macro-economic problems which every responsible government is expected to monitor and regulate. The higher would be the poverty level and associated welfare challenges.

Feridun and Akindele (2006) identified unemployment as one of the major challenges confronting the Nigerian economy. The social impacts of unemployment are less prevalent in economies that are able to support unemployed class with subsidies and social security allowances. Udabah (1999) noted that the main reason for low standard of living in underdeveloped countries is the relative inadequate and inefficient utilization of labour compared with advanced nations. Fadayomi (1992) and Osinubi (2006), argued that unemployment is as a result of the inability to develop and utilize the nations manpower resources effectively especially in the rural sector.

Interestingly, every government regime comes with its own economic growth increase strategy, but none has been able to achieve the desired goal. Since the continuous increase in population begun, developing nations have been characterized by unemployment. The issue of unemployment brought about some social and economic consequences such as; increase in crime rate, loss of respect and identity, reduction in purchasing power, psychological injuries, corruption among others. Muhammad, Inuwa, and Oye (2011) submitted that unemployment constitutes a series of serious development problems and is increasingly more serious all over Nigeria. Alanana (2003) argued that unemployment is potentially dangerous as it sends disturbing signals to all segment of the economy. Since the change in governance from military to democratic rule of government in 1999, the major policy of the government and international agencies is targeted at reducing the rate of unemployment in the 21st century, in other to devoid the country of more dangerous acts than existing ones. Various programmes such as the Youth Empowerment Programme (YEP) and National Economic Empowerment Programmes (NEED) were established to reduce rate of unemployment in the country, but the issue of unemployment still remains unchanged as observed in studies such as Ejiekeme (2014) in the 21st century. This study therefore investigates the extent at which unemployment has impacted on economic growth in Nigeria in the 21st century.

III. REVIEW OF EMPIRICAL LITERATURE

In recent times, many researchers have carried out empirical studies on the operations and programmes of the NDE in Nigeria; however, Amire and Ngwama (2015) examined the contributions of the NDE in facilitating youth employment through skill development and job creation in Lagos State, Nigeria between 2005 and 2011. To collect data for the study, unstructured interview was carried out with officials and heads of department at the NDE zonal offices in Lagos State. Secondary data were also collected. The study revealed that

between 2005 and 2012, 4188 graduates registered with the job centre units of the NDE in Lagos and out of this number, 341 were employed; that the NDE as an institution had contributed in no small measure in developing vocational skills, training and creating jobs for the unemployed within their capacity. The study however submitted that the pace of the NDE was slow in meeting the demands for skills development among graduates in Nigeria. Consequently, the study recommends that the government develop more institutional capacity to tackle the issue of unemployment in the country and that the NDE update its data bank as the lack of current data is a serious defect on its operations – the availability of current data will make for proper planning.

Toluwalase and Omonijo(2013)evaluated the fundamental efforts of the NDE in using agricultural programmes to combat poverty among small-scale food crop farmers in Ekiti State, where agriculture is largely practiced as a means of livelihood. The study obtained its data through the instrument of primary data and secondary source. The findings of the study revealed that socio-economic characteristic like age, education, level of income, household size and income had correlation with abject poverty; that those who did not benefit from NDE programmes (non-benefiting farmers) had the highest vulnerability to poverty as their poverty index was estimated to be 0.94, compared with 0.11 of the beneficiaries.

Adebisi and Oni (2012) assessed the operational schemes of the National Directorate of Employment NDE and the relevance of its training programmes to the needs of trainees in Southwestern Nigeria. The study adopted the survey design. Precisely, the six states which include EkitiState, Lagos, Ogun, Osun and Oyo in the South of Nigeria were used for the study. 1200 trainees,420 trainers, and 120 ex-trainees were sampled from population of 382, 792. The results showed that the NDE had 11 operational schemes and 30 job categories. It also revealed that the NDE training programmes met the needs of the trainees as 99.2% of trainees and 98.3%of ex-trainees said that they learnt the jobs they had wanted to learn at the NDE. Furthermore, all the 120ex-trainees sampled (100%) said the jobs they are now doing were the ones they learned at the NDE. In conclusion, results of the study indicated that the NDEhas impacted positively on the previously unemployed Nigerians by providing them with gainful employment.

In a different study conducted by Obike, Ukoha, and Nwajiuba (2007) investigated the role of National Directorate of Employment (NDE) in poverty reduction among farmers in Nigeria, using Abia State as a case study, simple random sampling technique was adopted for the study, and structured questionnaires were used to obtain information from 120 respondents –60 beneficiaries and 60 non-beneficiaries of the NDE inthe study area. Results of the study revealed that beneficiaries of the NDE used more fertilizers than non-beneficiaries, with an average input level of 132.5kg ha-1 per farmer compared to 100kh ha-1 for non-beneficiaries. Furthermore, average farm land of NDE beneficiaries was 1.68 ha compared to 1.45 ha for non-beneficiaries. In addition, the value of improved seedlings used by NDE beneficiaries were on the average ₦6, 733.3 ha-1 whereas the non-beneficiaries used improved seeds valued at ₦4, 250 ha-1. NDE beneficiaries also enjoyed better credit of ₦7, 516 perfarmer compared to non-beneficiaries who received₦2,550 credits on the average. Similarly, NDE beneficiaries, on the average, used pesticides worth ₦13, 000 ha-1whole non-beneficiaries used pesticides worth ₦7, 250on the average. The findings of the study conducted by Obike *et al* shows that NDE beneficiaries enjoyed better agricultural packages than non-beneficiaries; that the NDE plays a vital role in poverty reduction among farmers in Abia State, Nigeria. The study also showed that farmer income is significant for poverty reduction.

Ukoha, Osuji, Osuji and Ibeagwa (2011) in another study examined the influence of the skill acquisition programmes of the National Directorate of Employment (NDE) on job creation in Abia State. Both primary and secondary sources of information were used in gathering data for the study. 120 questionnaires were administered to NDE by means of simple random sampling technique. Out of these, 108 questionnaires were returned with valid responses. The finding revealed that 18 of the beneficiaries (representing16.67% of beneficiaries sampled) acquired Vocational Skills Development (VSD) Programme training and subsequently created 30 jobs (14.92% of total jobs created) while 40 respondents (representing 37.04% of beneficiaries sampled) acquired Special Public Works Programme (SPW) training and created 54 jobs(26.89% of jobs created). 20 of the respondents(18.51%) had Agricultural Employment Programme(AEP) training and created 82 jobs (40.79%) whereas30 of the respondents (27.73%) had Small Scale Enterprise programme (SSE) training and created 35jobs (17%). The results showed that the AEP is better acquired with the necessary logistics and manpower to create jobs; that SSE beneficiaries generated the highest average annual income of ₦531,961.00 per beneficiary(₦44,330.08 monthly), which suggests that it is the most profitable skills acquisition programmes. The study concluded that the NDE, through its skills acquisition programmes, is helping the beneficiaries' generated employment. In a separate study entitled: "An Assessment of the Role of the National Directorate of Employment(NDE) in Reducing Graduate Unemployment in Kaduna State,"

Amupitan (2011)Assessed of the Role of the National Directorate of Employment (NDE) in Reducing Graduate Unemployment in Kaduna State (2005-2009); Data were gathered from primary and secondary sources while the systematic sampling method was used in determining the sample size and the opportunistic sampling methodwas used in its administration. The results of the study revealed that inadequate awareness of

the activities of the NDE had led to poor enrolment in its programmes in Kaduna State; that the NDE was creating employment through specific skills acquisition schemes, thereby reducing the graduate unemployment rate in Kaduna State, but that there was still room for improvement as the number of those who had benefited from the scheme was not commensurate with the number of graduates turned out yearly by tertiary institutions; and that poor funding had undermined the effectiveness of the NDE in Kaduna State.

Ogunlela (2012) assessed the impact of the programmes of the NDE on graduates employment and unemployment in Kaduna State of Nigeria. The study relied on oral interview of NDE personnel and NDE brochures, annual reports, handbooks and other documentary sources for its data. The study revealed that while graduates who benefited from the training programmes under the different NDE schemes were normally supposed to be placed on attachment, what obtained was that in some cases, graduates trained were not placed on attachment. The study also revealed that the impact of the NDE in generating graduate employment in Kaduna State was, at best, modest.

Ekong and Ekong (2016) investigate how unemployment problem is tackled through skill acquisition by the National Directorate of Employment (NDE) in Akwa-Ibom State. Skill acquisition as the independent variable while unemployment reduction as the dependent variable

The study used primary and secondary data. They found that positive link exist between skill acquisition by NDE and unemployment reduction in Akwa-Ibom State. They recommend that more spread of NDE Training Centers to all the local government areas in the state for more benefits to be realized among others.

Akande (2014) studied youth unemployment in Nigeria: A situation Analysis. The method used to gather information was secondary data. He found that programs like SURE-P, YOU-WIN in Nigeria and Osun State Youth Employment Scheme (OYES) have worked best.

Godspower (2018) conducted a research on the impact of Subsidy Re-investment and Empowerment Program (SURE-P) on unemployment in Nigeria (2012-2015). He used primary and secondary data. The major findings of the research are; the implementation of SURE-P has reduced unemployment in Nigeria within the period 2012-2015; poor policy implementation is a challenge to SURE-P towards unemployment reduction in Nigeria and finally the effectiveness of SURE-P in tackling unemployment reduction in Nigeria has been hampered by corruption and politicization of the programme.

Gap in the literature

In the literatures reviewed, there are a lot of works on government intervention program and youth unemployment. It appears that little is done on the impact of NDE on unemployment specifically in Bauchi state. Therefore, this study will assess the impact of NDE Bauchi State Office on unemployment reduction in Bauchi state. This is the research gap existing in the literatures that our research work intend to fill.

Theoretical Framework

Researchers adopt different types of theories in order to assist them in understanding phenomenon. For the purpose of this work, the researcher used empowerment theory as a theoretical framework for the study. Empowerment theory will guide the researcher in this study.

Empowerment is a process of transition from a state of powerlessness to a state of relative control over one's life, destiny and environment. Therefore, empowerment theory is pertinent to this study in the sense that it aimed at empowering the unemployed to become employed.

Empowerment theory was popularized by Honnadle in (1979), cited in Mbaya (2007) who argued that the best way to induce development is to empower the people to be able to handle their own development by themselves. This principle, like the basic needs principle, believes that meeting people's basic need is an essential component of development. However, it goes beyond that and argues that the provision of basic necessities alone does not constitute development. Julius Nyerere, the former president of Tanzania, argued that services that provide human beings comfort such as road, building, electricity, increased food and nutrition are essential to rural development. But to him, those things in themselves do not constitute development. He said that the availability of these things could facilitate development only when it leads to develop the mind, understanding and competence of the people to have more effective control over their own destiny. Nyerere translated his philosophy of development through an agrarian society that is equity-based, village and community-oriented, participative and democratic and which places a high value on human freedom. Honnadle further argued that the best way to induce development in the areas is to empower the people to be able to handle their own development by themselves. The Empowerment Theory subscribes to the saying that "if you want a child who loves to eat fish, you should do him a favour by teaching him how to fish than to give him fish at any time he needed it". This is to enable him have access to fish even when you are not around.

“This theory suggest that rural development can be brought about effectively through land reforms, small-scale farmers’ cooperatives, and other participative techniques that can empower the people to be able to stand on their own in the development process” (Dlakwa, 2009).

Erickson (2003) cited in Mery E. and Chelby I. (2008) noted that:

“Empowerment is thought to occur which an organization sincerely engages people and progressively responds to this engagement with mutual interest and intension to promote growth”. The National Directorate of Employment engages the unemployed Nigerians into various skill acquisition programmes or training for them to become employed or masters of their own destiny. Empowerment is both a value orientation for working in the community and a theoretical model for understanding the process and consequences of efforts to exert control and influence over decision that affect one’s life, organizational functioning and the quality of community life (Perkin & Zimmerman, 1995; Report, 1981; Zimmerman & Warscheosky, 1998) cited in Zimmerman (2000).

Rapaport (1984) cited in Zimmerman (2000) accounts for the fact that empowerment may occur at a multiple levels of analysis. Empowerment theory is viewed as a process: the mechanism by which people, organizations, and communities gain mastery over their lives”. An empowerment theory suggests a distinct approach for developing interventions and creating social change (the unemployment situation).

Empowerment may be seen as a process where individual learn to see a closer correspondence between their goals and a sense of how to achieve them and a relationship between their efforts and life outcomes. Empowerment theory is a important transition process from passive or specifically unemployment situation to an active or simple employment situation. Therefore, the theory of empowerment is pertinent to this study, this in the sense that the National Directorate of Employment (NDE), the case study of this work is primarily established to save people from passive or unemployment situation to employment or active situation.

In the same vein, Dlakwa (2009) asserted that: Empowerment theory suggests that development can be brought about effectively through land reforms, small-scale farmer’s cooperatives and other participative techniques that can empower the people to be able to stand on their own in the development process. Dlakwa’s Assertion clearly portrayed to us that empowerment theory is relevant to this study, this is because the National Directorate and Employments works tirelessly towards ensuring that the unemployed persons are mutually engage in one skills acquisition or the order, trains and by extension empowered in order to stand on there on become independently employed and even employ the services of other people that are not employ.

Empowerment theory is not without some witnesses for instance Paul W. Speer (2009) stated that empowerment theory has been criticized as overly individualist and conflict-oriented resulting in an emphasis on mastery and control rather than cooperation and community.

The immediate chapter above exposes us to some literatures explaining the concept of unemployment. The chapter highlighted the consequences of unemployment in Nigeria as a whole and Bauchi state in particular. The next chapter discussed or presents a general overview of National Directorate of Employment being the study area of this work.

This research intends to fill the gaps left by the aforementioned studies. This research would therefore be very unique and of significance by serving as a bridge of the gap of knowledge that exists in respect of such issues not extensively addressed by previous studies.

IV. METHODOLOGY

This research adopts a survey research method. This method focuses on population or the universe in which data collected from the said population are used for intensive study and analysis. A sample from a subset of population or universe is carefully selected to represent the characteristic of the population. This provides the opportunity to generalize the findings of the study for the whole population or universe.

Sources and Methods of Data Collection

Both the primary and secondary sources of data will be used in this research.

Primary Source: the data will be gathered through the instruments of questionnaire, interview and observation.

Secondary Data:

Secondary data pertinent to this research was also sourced and used for this study. This was obtained from textbooks, journals articles, newspapers, magazines etc.

Population and Sample Size

The population of this study comprises the entire people of Bauchi State while the target populations are the staff and beneficiaries of National Directorate of Employment Bauchi state office. The total number of Bauchi state NDE office staff is 32 presently, with 1123 beneficiaries or trainees in various skill acquisition programmes. Between 20015-2017, 2,956 beneficiaries were trained in various skill acquisition programmes in NDE Bauchi state office.

Sample Size

The researcher adopted Krejcie and Morgan sampling model in determining the sample size in which he arrived at 188 as the sample size for the study.

The researcher distributed questionnaires to both the staff and the beneficiaries of NDE Bauchi State office in order to address the hypothesis and questions formulated for the research purpose.

Sampling Techniques

The stratified sampling procedure is superior to the simple random sampling or even the systematic sampling procedures because it uses extra methods of representativeness by first identifying some characteristics that are being researched and then using these characteristics as a basis for further random sampling of the entire population (Asika, 2010).

Method of Data Analysis

In this study, both the qualitative and the quantitative methods of data analysis will be employed; two types of analyses would be carried out on the data collected. These included: descriptive statistics analysis using simple percentages in analysing and interpreting the data collected.

Testing of Hypothesis

For the purpose of testing the hypothesis earlier formulated; inferential statistical tool of analysis of Pearson Chi-square was adopted using SPSS computer package in testing the hypothesis.

Result Interpretation

The decision rule in using the X^2 distribution for testing hypothesis is as follows: Accept the null hypothesis (H0) if X^2 calculated value is less than X^2 tabulated value using degrees of freedom at 0.05 level of significance and reject the alternative hypothesis (Ha). However, if X^2 calculated value is greater than X^2 tabulated value; then, reject the null hypothesis (H0) and accept the alternative hypothesis (Ha).

V. DATA PRESENTATION AND ANALYSIS

This is aimed at ascertaining the view of respondents as to whether the various skill acquisitions programmes of NDE are capable of generating the needed employment in the state.

A total of 188 questionnaire were administered out of which 181 copies were retrieved and found to be filled correctly, while 8 were wrongly filled. Therefore, a total of 181 copies were used for the analysis in this study.

Table 1: The skills acquisition programmes of NDE Bauchi State are effective.

Responses	Respondents	Percentage
Strongly agreed	96	53.0%
Agreed	41	22.7%
Disagreed	34	18.8%
Undecided	10	5.5%
Total	181	100%

Source: survey, 2021

Table 1: above revealed that significant percentage of the respondents concurred with the fact that the various skill acquisitions programmes of NDE are well designed and effective. The table shows that 96 respondents representing 53.0% of the total respondents strongly agreed that the skill acquisitions programmes available at NDE Bauchi state office are effective. While, 41 respondents representing 22.7% agreed. However, it was only 34 respondents representing 18.8% disagreed, while 10 respondents representing 5.5% were undecided.

The respondents views on this trying to find out whether the skill acquisitions of NDE are effective shows most of the respondents saying that the skill acquisitions programmes of NDE can provide the needed employment in the state, thus can significantly reduce the level of unemployment in the state.

The respondents were further asked in an interview to clarify more on what make them feel that the various skill acquisition programmes of NDE are effective. Some of the staff interviewed on this said that they strongly agreed that the various skill acquisitions programmes of NDE Bauchi state office can successfully reduce to the barest minimum the level of unemployment in the state, this is because there are many skill acquisitions programmes which a beneficiary is free to choose base on his or her interest. Similarly, some of the respondents said that the resource persons or trainers are expertise in their various field and this will go a long way in impacting the needed and right skills to the beneficiaries for self-employment.

More so, according to some of the respondents, the skill acquisitions will go a long way in the provision of employment in the state because the beneficiaries are not only selected or picked from the city, the rural dwellers also benefited. This is a clear indication that the skill acquisition programmes of NDE Bauchi state office is effective.

Table 2: The skills acquisitions of NDE are capable of Generating Employment in the state.

Responses	Respondents	Percentage
Strongly agreed	108	59.7%
Agreed	45	24.9%
disagreed	15	8.3%
Strongly disagreed	10	5.2%
Total	181	100%

Source: survey, 2021

Table 3: above revealed that significant percentage of the respondents concurred with the fact that the various skill acquisitions programmes of NDE are well designed and capable of generating employment in the state. The table shows that 108 respondents representing 59.7% of the total respondents strongly agreed that the skill acquisitions programmes available at NDE Bauchi state office are capable of generating employment to the unemployed youths in the state. 45 respondents representing 24.9% agreed, where only 15 respondents representing 8.3% disagreed, while 10 respondents representing 5.2% were undecided.

The respondents' views on this trying to find out whether the skill acquisitions of NDE are capable of providing the unemployed in the state which shows that most of the respondents believed that the skill acquisitions programmes of NDE can provide the needed employment in the state, thus can significantly reduce the level of unemployment in the state.

Furthermore, most of the people interviewed, such as NDE staff and beneficiaries were of the view that the skill acquisition programmes of NDE Bauchi capable of reducing unemployment throughout the state.

Table 3: NDE Bauchi State office has significantly reduced unemployment in Bauchi state

Responses	Respondents	percentage
Strongly agreed	102	56.4%
Agreed	32	17.7%
Undecided	12	6.6%
disagreed	30	16.6%
Strongly disagreed	5	2.7%
Total	181	100%

Source: survey, 2021

The table above indicates that 56.4% of the respondents responded in the affirmative strongly that NDE has significantly reduced unemployment to the barest minimum through its skills acquisition programmes in Bauchi state.

In the same vein, 32 respondents which represent 17.7% agreed with the assertion that NDE has significantly reduced unemployment in Bauchi state. Conversely, 30 persons representing 16.6% were of the opinion that the Directorate has not significantly reduced unemployment in the state. Similarly, 5 respondents representing 2.7% of the total respondents hold a strong believe that NDE has not significantly reduced unemployment in Bauchi state. However, 12 respondents representing 6.6% were undecided.

The researcher after retrieving the questionnaires went back and interviewed the respondents again to ascertain more why they hold their opinion on postulation that the National Directorate of Employment (NDE) has significantly reduced in Bauchi state.

Some of the respondents interviewed stated that NDE has significantly reduced unemployment in the state. They added that Bauchi state government should come in and compliment the effort of the federal government by funding some of the activities of the Directorate. They also suggested that the Bauchi state government should enact a law that will make it a mandate on particularly the youth to enrol in the Directorate, this according to them will go a long way in reducing unemployment and the level of crime in the state. Few respondents interviewed said that NDE has not significantly reduced unemployment simply because it is not funded well and that truncate its effort toward unemployment reduction in Bauchi state. Some of the staff interviewed vouched that with the various well organized skill acquisitions programmes, NDE is capable of eliminating unemployment in Bauchi state and the country at large. They said this can only be possible or realizable when all the stake holders put more commitment in assisting NDE to do that, especially financially wise.

Hypotheses Testing

H0₁: There is no relationship between the effectiveness of NDE and unemployment reduction in Bauchi State.

Chi-Square Tests

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	218.464 ^a	9	.000
Likelihood Ratio	208.935	9	.000
Linear-by-Linear Association	125.587	1	.000
N of Valid Cases	181		

a. 9 cells (56.2%) have expected count less than 5. The minimum expected count is .64.

Decision Rule

Reject the null hypothesis if the calculated value is greater than the tabulated value and accept otherwise.

At 5% level of significance, $\alpha = 0.05$

$$\chi^2_{\alpha, v} = \chi^2_{0.05, 9} = 16.919$$

Since the calculated value (218.464) is greater than the tabulated value (16.919), we reject the null hypothesis and conclude that there is relationship between the effectiveness of NDE and unemployment reduction in Bauchi State. This implies that NDE Bauchi State office is effective in designing and implementing skills acquisition programmes and by extension it reduces the rates of unemployment in Bauchi State.

H0₂: NDE Bauchi State office has not significantly reduced unemployment rate in Bauchi State.

Chi-Square Tests

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	198.494 ^a	9	.000
Likelihood Ratio	205.106	9	.000
Linear-by-Linear Association	93.578	1	.000
N of Valid Cases	181		

a. 6 cells (37.5%) have expected count less than 5. The minimum expected count is 1.01.

Decision Rule

Reject the null hypothesis if the calculated value is greater than the tabulated value and accept otherwise.

At 5% level of significance, $\alpha = 0.05$

$$\chi^2_{\alpha, v} = \chi^2_{0.05, 9} = 16.919$$

Since the calculated value (198.494) is greater than the tabulated value (16.919), we reject the null hypothesis and conclude that the NDE Bauchi State office has significantly reduced unemployment rates in Bauchi State. This indicates that skills acquisitions and other programmes of National Directorate of Employment (NDE) are capable of providing employment to the unemployed youths in Bauchi State.

Major Findings

Based on the data presented, analysed and the hypotheses tested, the following are the major findings of this research:

1. The NDE Bauchi State office is effective in designing and implementing skills acquisition programmes and by extension it reduces the rates of unemployment in Bauchi State.
2. The NDE Bauchi State office has significantly reduced unemployment rates in Bauchi State.

VI. SUMMERY, CONCLUSION AND RECOMMENDATION

The broad objective of this study is to assess the effort of NDE on unemployment reduction in Bauchi State. Other specific objectives are to:examine the effectiveness of NDE towards employment generation in Bauchi State and determine the extent to which NDE reduce unemployment in Bauchi State.The significance of the study was justified been the fact that it has bridged the existing gap in the body of knowledge on the performance of National Directorate of Employment (NDE) on unemployment reduction in Bauchi State.

Related literature conceptually, theoretically and empirically reviewed. Literature on all the variables as well as issues surrounding unemployment in Nigeria were critically reviewed. Previous empirical studies carried out by various scholars were also examined. The research design was basically a survey research and data were generated from both primary and secondary sources with questionnaire and interview as the instruments for generating the primary data.

Data gathered on the bases of the initial hypotheses formulated for the study were presented in frequency tables and hypotheses tested using Pearson chi-square. At the end of the analysis, all the two null hypotheses formulated for the study were rejected.

Based on the data presented and analysed as well as the hypotheses tested, the study concluded that the NDE Bauchi State office is effective in designing and implementing skills acquisition programmes which has significantly reduced unemployment rates in Bauchi State.

Recommendations

In view of the findings and conclusions made in this study, the following recommendations have been proffered.

1. Despite the fact that the NDE was found to be effective in designing and implementing its skills acquisition programmes in Bauchi State, there should be introduction and continuous innovation of new and contemporarily skills acquisition programmes. This will go a long way in capturing the interest of many unemployed to enroll thereby reducing unemployment in the state.
2. In spite of the fact that the NDE has significantly reduced the rates of unemployment in Bauchi State, skill acquisition centers should be established in all the twenty (20) local government of the state, this will encourage mass and grass root participation thereby improve the reduction of unemployment in the state.

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