

## Poverty Reduction Strategies, Hunger and Unemployment in Nigeria: The Role of Entrepreneurship

<sup>1</sup>Raji Gbolagade Mojeed, <sup>2</sup>Adekola Adeola Adebayo & <sup>3</sup>Jimoh Olusola Rasheed

<sup>1,2&3</sup>Department of Accountancy,  
The Polytechnic, Ibadan, Nigeria

Article DOI: 10.48028/iiprds/ijsrssms.v5.i1.08

### Abstract

**T**his study focuses on poverty reduction strategies, hunger migration, and employment creation to improve individual standard of living. The main objective of this study is to ameliorate the poverty in our society and foster economic growth of a country via entrepreneurship. Pecking order theory and legitimacy theory are the bedrocks of this study. The methodology adopted was exploratory in which relevant literatures were consulted. It was therefore concluded that, individual should embrace and imbibe various entrepreneurial skills as a last resort in other to reduce poverty, hunger and create employment that will eventually engender economy growth. It was therefore recommended to government as a business regulator should reduce punitive measures, provide facilities for sustainable growth, and allow vibrant with micro small and middle scale enterprises among individuals to thrive. The entrepreneurial involvement will eradicate the astronomical increase of unemployment among all classes of people. It has therefore become necessary to find ways of supplementing incomes or even earning some to survive.

**Keywords:** Poverty, Hunger, Entrepreneurial involvement, Unemployment, Sustainable growth.

**Corresponding Author:** Raji Gbolagade Mojeed

### **Background to the Study**

Poverty and hunger in Nigeria have assumed an alarming rate. For instance, the world Bank report (2013) posited that about 80% of Nigerians live below one dollar (\$1) a day. There are various studies on poverty and hunger by authors, for instance, (Pathank, 2010; Lawrence, 2016; Elver, 2015) suggest that poverty in the last ten (10) years has been an astronomical increase. Poverty is the subdued and high as a societal delinquent globally including Nigeria. Poverty illustrates as a disorder and incapable to afford the provisions of life desirable for an adequate standard of living. Poverty has been reflected as one of indicators of underdevelopment (Agwu and Kadiri, 2014:2).

Between 1960 to date, government has put on tremendous efforts to reduce poverty and hunger alleviations by established various agencies and programmes such as:

- (i) Farm Settlement Option in 1960.
- (ii) National Accelerated Food Production Project in 1972.
- (iii) Agriculture Development Project in 1973.
- (iv) Operation Feed the Nation in 1976.
- (v) Rural Banking Scheme in 1977.
- (vi) Austerity Measures in 1978.
- (vii) Green Revolution Programme in 1980, to realise this River Basin Development Authority.
- (viii) Structural Adjustment Programme in 1986, later introduces National Directorate of Employment, Directorate for Foods, Roads, and Rural Infrastructures.
- (ix) Better Life Programme, also introduce the National Policy on Science and Technology to boost the development of indigenous technology in 1987.
- (x) Science and Technology Fund as well National Economic Recovery Fund in 1989.
- (xi) Family Support Programme was launched and targeted at the families in the rural areas in 1994.
- (xii) Family Economic Advancement Programme in 1997.
- (xiii) National Poverty Eradication Programme; National Poverty Eradication Council; Youth Empowerment Scheme; Social Welfare Service Scheme; National Resources Development and Conservative Scheme to focuses on the provisions of strategies and eradicated poverty in Nigeria in 1999.
- (xiv) Other schemes and programmes that have been inaugurated in the previous years through various decrees and acts to extended credit facilities to the populace were:
  - (a) People's Bank of Nigeria
  - (b) Petroleum Trust Fund
  - (c) Oil and Mineral Producing areas Development Committee
  - (d) National Agricultural Land Development Authority
  - (e) Nomadic Education Programme
  - (f) River Basin Development Authorities.

Recently the Nigeria government also comes up with another empowerment programme called Trader Moni known as government enterprise and empowerment programme (GEEP) initiative formed to enhance Nigerian economy through control and access to finance for petty trades. Under this scheme, the Bank of industry management software authenticates the loan

facility application ranging from #15000 to #50,000. This brought about bureaucracy in granting such loan to alleviate the poverty. In addition, there were other laudable programmes the government of Nigeria has instituted as poverty reduction strategies, but gloomily enough, it was well-known that all these efforts were saboteurs and have not produced the anticipated outcome owing to the following reasons:

- (a) There were duplications of agencies and programmes to brought up unnecessary multiplicity of inspirations and curiosities.
- (b) There were mis-matched implementation of agencies that were wrongly branded and assigned with people and purposes.
- (c) Insensitivity of government to focus directly on the poor masses.
- (d) Lack of awareness by the populace on the formulation and implementation of government programmes.

All these emanated to poor management, poor accountability and transparency, sharp corruption practices and lack of integrity amongst the government officials who have been saddled with the responsibilities of the implementation of such institutions so established by the government efforts. When all the efforts failed, it was discovered by the authors that the entrepreneurial development, if well implemented would enable the individuals to display dexterity, skill, talents to embark on entrepreneurial involvement without rely on government employment. The entrepreneurial involvement commences with the awareness for asserting a new undertaking. The impression must be moved and distinguished so that he/she can detect a new product or service to be produced or offered (Asogwa and Dim, 2016).

Entrepreneurship has been encouraged as a substitute job; for the teeming population of unemployed youths; self-employment is seen to improvement economic enablement although upholding family obligations (Fackelmann and De-concini, 2020). According to Akinleye (2014) posited that the entrepreneurial development activates with detecting a prospect and appraising it through an initial transmission procedure. The starting point for any successful new venture is the basic product or service to be offered.

For a new entrepreneur, it becomes tough to riddle information from the business environment, recognize opportunities, appraise them, and then crystallize one precise knowledge. Effort in gaining a reasonable product or service, gauging new products or services to be offered and vigorous rendezvous in research and development can help in engendering several ideas (Akinleye, 2014). Skimming literature through business magazines, observing different business programmes on the media discussions with experts, friends, teachers, browsing the internet all these can help to deliver valued inputs.

The preliminary capital investment might be a restrictive factor for the new generation of entrepreneurs. Having determination to start a business venture, an entrepreneur could start to raise capital investment through the following: personal savings and relations. As a result, they can begin by supplying affluent services such as food processing/preservation/packaging; weaving; tailoring, interior decoration, water treatment/conditioning/packaging, photography, soap/detergent; bakery (bread, cake, meat pie, fish pie, sausages etc...); poultry farming (chickens, turkey, ducks, and geese);

bricklaying, fish farming; general merchant; hair dressing and braiding; barbing salon; setting up restaurants, event planners, Point on sale (POS) for fast banking services which can be discovered. The process may start from an arm's length, that is, one may just look around one's immediate context such as family, community, and build up a case for business from the bottom-up. One may take a top-down approach, starting from steering consumer review. An entrepreneur can logic and shrewdly seize prospects which exist in the environment. An entrepreneur can look at his community to arbitrate in solving existing community problems or challenges with the objective of improving community living standard (Akinleye, 2014).

However, if the initial transmission procedure is apparent, next to it is to come up with a business plan that includes future goals, budget, and timeline. Business plan is important due to the following reasons:

- (i) It helps the entrepreneur to decide where he/she wants to go.
- (ii) It helps the entrepreneur to determine the viability of the venture.
- (iii) It provides guidance to the entrepreneur in planning realistic goals and targets, in organizing and even in identifying possible roadblocks.
- (iv) It is a pre-requisite to obtain finance.

Due to economic stagnation, insecurity, misplacement of government priorities, corruption practices this has resulted to crimes in our society (Dalhatu, 2012). In view of this, there is an intensifying interest by researchers to examine the poverty reduction strategies, hunger, and employment creation to minimize crimes in our society. However, the authors has reviewed literatures critically and comes up with gaps which still need more attention of researchers as they are related to real empowerment, mentoring our individual youth to display their creativity, talent and to earn their livings, as well as monitoring and evaluation.

## **Methodology**

This study is an exploratory research that basically reviews extant literature on poverty reduction strategies, hunger and employment creation with the aim of development of entrepreneurship as the last resort solution for poverty, hunger and employment creation to influence the economic development of a nation.

## **Literature Review**

### **Conceptual Review**

#### **Entrepreneurship**

Entrepreneurship is a vehicle for employment generation and the journey to financial freedom (Deru, 2016). According to Deru (2016) entrepreneurship initiative is designed to expand the frontier of the economic empowerment and possibilities for financial freedom. Speaking further, he pointed out that small and medium enterprises (SMEs) are globally regarded as the backbone of any economy, adding that the economic progress made by any nation is essentially connected to the effectiveness of its small scale businesses which in other words are regarded as the engine room. Gaining financial independence, the journey of life starts from cradle (examples are Chief MKO Abiola, of blessed memory; Bill Gates; Dangote, Femi Otedola just to mention but few and as Holmes (1836) remind us that:

*To be successful you must continuously sail, nobody is interested in the storms you encountered....Holmes (1836).*

The consequence of entrepreneurship growth on the delinquent of extreme unemployment rate, great level of poverty and sluggish economic progress rate (Oyelola, Ajiboshin, Raimi, Raheem, and Igwe, 2013; Salami, 2013). Ezekwesili (2013) posited that, industrialized parsimonies have fetched the small-scale business enterprises to the visible burners of their national growth on the perilous segment of their expansions.

### **Empowerment**

Empowerment is the idea that government should make policies for an individual to be more creative and to make and take decisions on their own. Kanter (1990), was most meticulously connected with empowerment, Kanter's claim that empowering others would reduce the poverty in the society. Also, felt that women were predominantly in need of empowerment since usually they had been assigned low standing jobs. The awareness pay attention back to theory X and theory Y (McGregor, 1960).

According to Argyris (1998), set empowerment in the framework of commitment, an individual's commitment to his or her own creativity. Argyris (1998), further emphasized that, there are two types of commitment: external and internal commitment. In the case of external commitment, this is the kind of commitment that an individual exhibited under the command and control type of structure, when they have little control over their own destiny and little idea of how to change things. For the internal commitment, this is something that occurs when an individual are committed to a particular project for own individual reasons, Argyris argued that the problem with many government programmes designed to encourage empowerment was that they derive more in external than internal commitment. Justification for this was that the programmes were impaled with inconsistencies and sent out diverse messages. Empowering people and refining social service deliver, reassurance economic development, and, enlightening the value and efficiency of government, while cultivating good governance.

### **Innovation and Creativity**

Innovation and creativity, this is a creative impression that has been made to work. It can be as rudimentary as a practical change in a delivery system as entry into a whole new market. Innovation has been a focus of attraction for spans (Christensen, Dyer and Gregesen, 2009). Drucker (2007), suggested seven areas where an individual should re-prospect to be innovative are:

- (i) The unexpected success that is hardly divided to see how it has happened.
- (ii) Any inappropriateness among what happens and what was expected to happen.
- (iii) Any meagerness in a business development that is taken for granted.
- (iv) A transformation in industry or market structure that takes everybody by shock, for example COVID-19.
- (v) Demographic changes caused by things like wars, migrations.
- (vi) Changes in discernment and way brought about by changes in the economy.
- (vii) Changes in awareness caused by new acquaintance.

Drucker (2007) maintained that creativity was rarely a limiting factor; there are more ideas for an individual that can possibly be used. The issue is how to manage innovation so that it

creates economic value. Respective researchers have divided innovation into two parts: invention and implementation. Though, the impression that invention and implementation followed each other in leisurely order. Marshall (1890) remind us that:

*The full importance of an epoch-making idea is often not perceived in the generation in which it is made; a new discovery is seldom fully effective for practical purposes till many minor improvements and subsidiary discoveries have gathered themselves around it”*

## **Theoretical Review**

### **Pecking Order Theory**

Myers and Majluf (1984) made popular of pecking order theory as it was premised on financing and investment decisions. This theory is one of the bedrocks for this study. It is used to explain the government intention in financing and investment decision for the mismatch project in the expense of the citizens. The relevance of the theory to the study suggest that government need to first tackle hunger first, then poverty, and empowering small businesses before building bridges and roads. Building roads and bridges without tackling will only produce miscreants and robbers that will destroy the roads.

### **Legitimacy Theory**

This theory might be understood from two levels explicitly: Macro theory that concerned with how government systems improvement in empowering the society at large which ultimately make government perceived normal and expressive; the other level which is concerned with how organizations, concluded their actions by establishing, maintaining, extending and defending their legitimacy (Suchman, 1995). Legitimacy theories depend on upon notion of societal agreement amid government and the society in which it functions. Legitimacy theory, consequently, considers that government would need to function in the confines and customs of their own societies. That is, they try to safeguard that their actions are apparent by the society as being legitimate.

### **Conclusion**

This study established the position that unemployment is an unfortunate socio-economic reality of the society. It is discovered that unemployment has succeeded in raising the level of poverty and this has been threatening the well-being and security of the nation (Oyetunji, 2006). The development and growth of various economies have been found to be authentic basis of employment creation. Accomplishment of the SME sector will support a nation to realize the vision of the sustainable goals (SDG) and 2030 and face a viable, energetic, and inspiring global environment.

Aiyelari and Raji, (2006) posited that, the advancement of small and medium enterprises necessitates a credit that places them in the framework of economic and private sector development. Therefore, the broader stand point demands for government to endorse attractiveness amid all business sectors, consenting SMEs to contribute to the economy in a smooth playing field and take benefit of entrepreneurship capability to revolutionize and nurture. In addition, it could also be inferred that entrepreneurship development as a means of tackling unemployment and hunger is not the end but rather a means to an end.

### **Recommendations for Poverty and Reduction Strategies**

The study recommends to the government on the need to urgently tackle unemployment and hunger through the instrumentality of micro small and middle scale enterprises (MSME) and a congenial environment that will attract other investors both at home and abroad. The poverty is a social delinquent and remains prevalent in Nigeria. Consequently, the suggested authors' view are the ensuing approaches for reducing poverty and hunger such as economic, political, social, agricultural as well as ideological. Literally, economic development via entrepreneurship and engendering conducive business environment remains the main resources of poverty and hunger reduction and refining the value of existence to a greater extent. Thus, economic guidelines of the government must be focused for reducing poverty and hunger in the following ways:

### **Right to Education and Training**

The right to education is treasured to Human Rights. The right of education goes further to specify that countries should make education available to all. The agenda 2030 for sustainable development documented that education is indispensable for the accomplishment for its goals and encourage enduring erudition prospects that support them to obtain the acquaintance and skills desirable and to partake copiously in society and contribute to sustainable development by year 2030.

Right to education propositions a hierarchy banned of poverty and a track to an auspicious imminent. United Nations (2019) testified that adolescents everywhere in the world do not have opportunity either to enter or complete school astronomically increase. In the same dispensation, about 265 million children are of primary school age. They are disenchanted by poverty, discernment, armed conflict, and the effects of climate change. Migration and violent dislocation correspondingly distress the accomplishment of the education goals (Global Education Monitoring, 2019).

### **Poverty and Hunger**

In Nigeria, largely, millions of children die every day for hunger and child abuse or captivity. The National Bureau of Statistics (2020), freshly released the Poverty and Inequality in Nigeria report, which climaxes that 40 percent of the total population, or almost 83 million people, live below the country's poverty line of 137,430 naira (\$381.75) per year (National Bureau of Statistics, 2020; Fakhri and Tzouvala; 2020). COVID-19 has only made matters worse.

In hierarchy of needs postulated by Maslow (1943) hierarchy of needs were divided into five such as physiological needs, safety needs, social needs, esteem needs and self-actualization. The physiological needs were the first need which comprises hunger, thirst, food, and drinks; to satisfy the needs in this area brought about the food system is essential for human life. This delivers the energy and nutrition that people criterion by way of economic and social development. In addition, offers an income basis for billions of people, numerous of whom remain under privileged, and it is the main handler of the world's natural resources. Hitherto, approximately 800 million people silent to bed hungry every night, and several grieve from the concealed hunger of starvation (Fakhri, et. al., 2020; Kim, 2015).

## **Unemployment**

Previous studies have reported that unemployment level is a reflect copy of the state of a nation's economy. Ayedogbon and Ohwofasa (2012; Olotu, Salami and Akeremale, (2015) and Piore (1987) emphasized that when employment promises remain cut, there is an unfilled astronomical in the worker's life which is snappishly pronounced, and that astronomical is what is intended by unemployment. Recent evidence suggests that economic movement, evaluated by gross domestic product (GDP) growth, is perhaps the only issue that record impetuses, the prospects of individuals finding a job Olotu, et.al., (2015).

Petrosky-Nadeau and Valletta (2020); Okhiria and Obadeyi (2015) posited that, COVID-19 pandemic has tumbled the economy and labor market. The prompt stinging in unemployment unsettled to the virus retaliation and conceivable tracks for unemployment rate, settings the track for unemotional unemployment, responsible on the trajectory of the virus and limit procedures and their consequence on appeared occupation question motion. Adversative GDP growth, economic hopelessness and savings remain unwavering causes in the diminution request for labour (International Labour Organization, 2005 and 2007).

UN Office for west Africa (UNOWA) (2005) posited that, youth unemployment has refuge consequences aimed at each country in Africa, especially in Nigeria, meanwhile, desperation frequently primes inexperienced individuals to tumble target to chieftains, felonious cliques, or prohibited relocation groups. Hitherto, Curbing unemployment, skills attainment and employment creation have lingered a crucial fact in the Nigerian Government policy ((Omoruyi and Osunde, 2004).

## **Infrastructure Development**

Akinboyo (2007) and Obadan (1996) posited that, infrastructure development is a significant part that governments depend on to enhance economic measure that will eventually reduce hunger and unemployment. Infrastructure development not only creates employment, nonetheless, also releases innovative business prospects for small entrepreneurs. Agwu and Kadiri (2014:2) emphasized that; the government should hold time-to time public enlightenment programmes and orientations through the media on the need for sustainable economic development through self-employment. More efforts should be made to organize workshops on technical and vocational education. Such workshops should be organized by government.

## **Relief Fund**

Relief fund and incentive package to support millions of people who lost their job and income because of the economic catastrophe and avert total economy collapse. The fund shall be functioned in such a system that its aids must spread to all the destitute at the right time (Fasoranti, 2010:1439). Inducement package must be such that will stipulate instant unswerving economic liberation be sieged to the people who need it and intensify the smooth of economic movement in their publics without snowballing the budget deficit (Central Bank of Nigeria, 2011).



Absolute government contributions and forgiving loans for the proto-type research on their products should be given the level of support to the entrepreneurial initiatives by the youths; there should be an easy access to venture capitalists and business mogul among the youths. The expansion of other small businesses will remain to be pursued to encourage self-employment, decreased delinquency rate, and expand the good living standard. In the support of the above, Akanji (2006) emphasized that; the operations of the microfinance procedure must be appraised for better to have influence on the over simplification for the rural dwellers.

### **Good Governance, Transparency, Accountability and Social Responsibility**

This study discovered that if all business both big and small are able to imbibe the ethical culture of transparency, accountability and a sound corporate governance, hardly will there be organizations that will be winding up because investors will ordinarily inclined to invest in such concerns. The goodwill of concerns will sustain them more even in the face of a downturn recession. Critical review of some eminent scholars such as Johnson, 2014; Marquette and Peiffer, 2014; Busell, 2015; Heywood, 2017; Capasso and Santoro, 2018) viewed corruption is frequently notorious as captivating poorly on poverty improvement pains, especially in Nigeria. Corruption has been features as bad governance.

Uma and Eboh (2013), point out the complexity of corruption among public officials had thrived in wearisome the country into a state of economic messes, and the government appeared to be passable with the condition. As a matter of fact, record has it that in the astronomical increase of years, between 1979 and 1983, the then administration had mishandled Nigeria into debt. During the preceding administration, government thrived in forming a cluster of shady corrupt government officials that allows the ruling class to accumulate great wealth and power, while neglecting the mass of people, till the country is lurched into a glowing of bleakness.

In fact, Nigeria was at the time reckoned amid the greatest indebted countries in Africa, owing a huge sum of approximately fifty billion dollars, inflation found an abundant soil to grow. The resultant is privation. And of course, where there is poverty, insecurity is always present. World Bank, (2011) stated that the related significance trails from the misuse of funds which rebukes increasing rate and mounting bourgeoning. As a result, when increasing rates remain plummeted, there will be no yields and incomes to reallocate, consequently poverty could depreciate (Acemoglu and Robinson, 2011).

## References

- Acemoglu, D., & Robinson, J. (2011). *Why nations fail: The origins of power, prosperity, and poverty*, New York: Crown Publishers.
- Agwu, M. E. & Kadiri, K. I. (2014). Analysis of critical strategic factors for successful implementation of poverty alleviation programmes in Nigeria, *International Journal of Computational Engineering & Management*, 17 (1), 1-9.
- Aiyedogbon, J. O. & Ohwofasa, B. O. (2012). Poverty and youth unemployment in Nigeria, *International Journal of Business and Social Science*, 3(20), 269-274.
- Aiyelari, T. E., & Raji, G. M. (2006). Small scale business in Nigeria: A focus on government policies, problems, and prospects, *Quill pen A Journal of Communication, Issues and Events, Annual Publication of Resource Centre for Arts, Culture and Communication Development*, 5, 74.
- Akanji, O. (2006). Microfinance as a strategy for poverty reduction, *Central Bank of Nigeria Economic and Financial Review*, 39 (4), Abuja, 17-28.
- Akinboyo, N. I. (2007). The challenges of financing infrastructure in Nigeria towards meeting the millennium development goals, *CBN Bullion, Abuja, Nigeria*.
- Akinleye, M.O. (2014). *The wise entrepreneur*, Lagos: Surefate Media Publisher.
- Argyris, C. (1998). Empowerment: The emperor's new clothes. *Harvard Business Review*, May-June.
- Atanda, F. A. (2010). Influence of entrepreneurial capacity in the establishment of micro-scale enterprises in Oyo state. *An unpublished M.Phil. Thesis submitted to the Department of Management and Accounting, Obafemi Awolowo University, Ile-ife*, 1-105.
- Asogwa, O. S., & Dim, E. (2016). Entrepreneurship development and unemployment reduction in Nigeria, *International Journal of Business and Management Review*, 4 (8), 27-43.
- Busell, J. (2015). *Typologies of corruption: A pragmatic approach*, In Rose-Ackerman, S., and Lagunes, P. ed., *Greed, corruption and the Modern state*, Edward Elgar Publishing.
- Capasso, S., & Santoro, L. (2018). Active and passive corruption: Theory and evidence, *European Journal of Political Economy*, 52, 103-119.
- Central Bank of Nigeria, (2011). *Revised microfinance framework for Nigeria*, Retrieved from <http://www.cbn.gov.ng/out/2011/pressrelease/gvd/>

- Christensen, C., Dyer, J., & Gregersen, H. (2009). The innovator's DNA, *Harvard Business Review*.
- Dalhatu, D. D. (2012). The effect of corruption in the socio-economic and political development of Nigeria in 21<sup>st</sup> century, *African Journal of Stability and Development*, Department of Political Science, Afe-Babalola University, Ado Ekiti.
- Deru, S. O. (2016). *The journey to financial freedom keynote address at a one-day seminar on entrepreneur held at Lagos airport hotel, Ikeja, Wednesday, January 27.*
- Drucker, P. (2007). *Innovation and entrepreneurship: Practice and principles revised edition*, Butterworth-Heinemann.
- Elver, H. (2015). *Why are there still so many hungry people in the world? Millennium development goals: the final countdown global development*, International Edition, The Guardian.
- Ezekwesili, O. (2013). *The wealth and poverty of a nation, who shall restore the dignity of Nigeria?* Nsukka: University of Nigeria, press Ltd.
- Fackelann, S., & De-concini, A. (2020). *Funding woman entrepreneurs: How to empower growth*, European Investment Bank, [www.eib.org](http://www.eib.org)
- Fakhri, M., & Tzouvala, N. (2020). *To reduce world hunger governments need to think beyond*, Retrieved online [www.theconservation.com](http://www.theconservation.com).
- Fasoranti, M. M. (2010). The influence of micro-credit on poverty alleviation among rural dwellers: A case study of Akoko North West Local Government Area of Ondo State, *African Journal of Business Management*, 4(8) 1438-1446.
- Global Education Monitoring, (2019). *2030 Agenda for sustainable development: Right to education*, Retrieved online <https://www.un.org/en/events/educationday>.
- International Labour Organization (2005). *Youth: Pathway to decent work*, <https://www.ilo.org>
- International Labour Organization (2007). *Youth in crisis: Coming of age in the 21<sup>st</sup> Century*, <https://www.ilo.org>
- Johnson, J. (2014). *Corruption and stabilization aids agencies' anti-corruption strategies in fragile states*, *Unpublished PhD Thesis*. Cambridge University of Cambridge.
- Heywood, P. (2017). Rethinking corruption: Hocus-pocus, locus, and focus, *Slavonic and East European Review* 95 (1), 21-48.
- Homles, O. W. (1836). *Daily trials by a sensitive man*, Retrieved online [www.fulltextarchive.com](http://www.fulltextarchive.com)

- Kanter, R. M. (1990). *When giants learn to dance: Mastering the challenge of strategy, management, and career in the 1990s*. Unwin.
- Kayode, F. (2006). Applied arts and enterprising possibilities: A panacea for sustainable self-employment, *Quill pen A Journal of Communication, Issues and Events, Annual Publication of Resource Centre for Arts, Culture and Communication Development*, 5, 68.
- Kim, J. Y. (2015). *Ending poverty and hunger by 2030*, World Bank Group. [www.worldbank.org/foodsecurity](http://www.worldbank.org/foodsecurity).
- Ladanu, W. K. (2009). Sustainable development and financing of small and medium enterprises in Nigeria: The journey so far, *Journal of Business Administration and Management*, 4(1), 43-49.
- Lawanson, O. (2007). *High rate of unemployment in Nigeria: The consequence on human resource Management*, A paper delivered in Rome, Italy.
- Lawrence, H. (2016). World poverty, hunger, and the effect of welfare-to-work legislation in the United States: A review of the literature. Proceedings of the 2006 Informing Science and IT Education joint Conference held at College of Health and Human Services, California State University Long Beach, Long Beach, CA, USA.
- Marquette, H., Peiffer, C. (2014). *Corruption and collective action: Shifting the equilibrium? Research paper No.32*, Birmingham: Developmental Leadership Program, University of Birmingham.
- Maslow, A. (1943). A Theory of human motivation, *Psychological Review*, 50.
- McGregor, D. (1960). *The human side of enterprise*, McGraw-Hill.
- Myers, S. C. & Majluf, N. S. (1984). Corporate financing and investment decisions: When firms have information that investors do not have, *Journal of Financial Economics*, 13, 187-221.
- Nadeau, N.P., & Valletta, R. G (2020). Unemployment paths in a pandemic economy, Discussion Paper Series, *Institute of Economics Labour, IZA DP No. 13294*.
- National Bureau of Statistics (2020). Nigeria releases new report on poverty and inequality in country, *National Bureau of Statistics Bulletins*.
- Obadan, M. I. (1996). Poverty in Nigeria: Characteristics, alleviation strategies and programmes, *NCEMA Analysis Series*, (2)2.
- Okhiria, O. A. & Obadeyi, J. A. (2015). Poverty, an African epidemic: Empirical evidence of Nigeria, *Developing Country Studies*, 5 (6), 29-39.

- Olotu, A., Salami, R. & Akeremale, I. (2015). Poverty and rate of unemployment in Nigeria, *International Journal of Management*, 2 (1).
- Omoruyi, F. E. O., & Osunde, A. U. (2004). Evaluating the effectiveness of the national youth employment and vocational skill acquisition programme in Nigeria. [www.iiz-div.de/index](http://www.iiz-div.de/index).
- Oyelola, O. T., Ajiboshin, I. O., Raimi, L., Raheem, S. & Igwe, C. N. (2013). Entrepreneurship for sustainable economic growth in Nigeria, *Journal of Sustainable Development Studies*, 2 (2), 197-215.
- Oyetunji, O.I.O. (2006). Development of entrepreneurship among the polytechnic students: A solution to graduate unemployment in Nigeria. *Quill pen A Journal of Communication, Issues and Events, Annual Publication of Resource Centre for Arts, Culture, and Communication Development*, 5, 81-82.
- Pathank, K. M. (2010). Poverty and hunger in the developing world: Ethics, the global economy, and human survival, *Asia Journal of Global Studies*, 3(2), 88-102.
- Piore, M. J. (1987). Historical perspectives and the interpretation of unemployment, *Journal of Economic Literature XXV*, 1834-1850.
- Salami, C. G. E. (2013). Youth unemployment in Nigeria: A time for creative intervention, *International Journal of Business and Marketing Management*, 1(2), 18-26.
- Sriram, V., & Mersha, T. (2010). Stimulating entrepreneurial in Africa, *World Journal of Entrepreneurship Management and sustainable Development*, 6(44), 257-272.
- Suchman, M. C. (1995). Managing legitimacy: Strategic and institutional approaches, *Academy of Management Journal*, 20 (3), 571-610.
- Uma, K. E. & Eboh, F. E. (2013). Corruption, economic development, and emerging markets: Evidence from Nigeria, *Asian Journal of Management Sciences and Education*, 2(3), 5667.
- UN office for west Africa (UNOWA) (2005). *Youth unemployment and regional insecurity in West Africa, UNOWA issue papers*. <https://unowas.unmission.org/background>
- United Nations (2019). *2030 Agenda for sustainable development: Right to education*, Retrieved online <https://www.un.org/en/events/educationday>.
- World Bank (2011). *Curbing fraud, corruption, and collision in the sector*, World Bank: Washington D.C.